

Development Committee
Minutes
Saturday 6 June 2009



The Board is asked to note:

Item 6:

6.1 Service to Orienteering Awards: Certificates have been awarded to 35 people from all four home countries with citations covering a wide range of service to clubs and the sport. There was some confusion with the Silva Award and Development Committee intends to invite further nominations this year and fix a date for the future which does not clash with the Board's request for nominations for the Silva Award.

6.2 Ranking Working Group Report: Development Committee's response to the Ranking scheme proposals is that the ranking scheme is a 'competition' which motivates people to attend ranking events but is not a tool for encouraging an increase in participation.

It was agreed that a national ranking list should be based on Level 1 events; it was felt that the proposal to take it down to include some/all Level 2 events and some Level 3 events would detract from the 3 level event structure and create further sub groups of ranking and non ranking events which is not necessary and will further confuse people.

6.3 An incentive scheme with two challenges is proposed which will replace the current colour coded incentive scheme and the ageless (junior) and age class 'badge' incentive scheme:

- **The Navigation Challenge** will reward people who finish a course and will motivate participants to progress along the navigational difficulty path, without the pressure to finish in a particular time.
- **The Racing Challenge** will motivate people to race against the expected winning time and will recognise racing achievement at different levels of navigational (technical) difficulty whilst challenging them to progress through the various distances.

See details in the minutes

Attendance:

Ed Nicholas, Chair	Steve Buckley, NWOA
Henry Morgan, WMOA	Ian Webb, SCOA
Colin Best, YHOA	John Woodall, EMOA
Helena Burrows, WOA	Mike Hamilton, Chief Executive
Hilary Palmer, Development Manager	

Action

Apologies were received from the representatives of the following associations: BSOA, NIOA, SOA, SEOA, NEOA, EAOA, SWOA and from Steve Vernon and Caroline Povey

1 Opening remarks

EN welcomed everyone to the Development Committee and said that the main items which needed agreement were on our feedback to the Ranking Working Group report, an incentive scheme which would be attractive to newcomers and improvers in the sport and finding a representative for this committee to attend the Events Committee meeting on 13th June.

2 Declaration of Interest

Any outstanding forms should be completed and sent to the office. Forms to be emailed to any committee members who have not yet completed this form for 2009. HP (LY)

CB said that whilst he is YH RDO he had been asked to attend on behalf of the YHOA committee and was happy to do so.

3 Minutes of previous meeting

3.1 The minutes of the meeting held on 31 January 2009 were accepted as a true record.

3.2 All the Actions are all completed or in this meeting's agenda.

3.3 Matters arising: all covered by the agenda

4 **Regional Input of good development new stories from the regions**

See Appendix A

5 **Club of the Year and University Club of the Year competitions**

HP reported that the results were:

Club of the Year: 1st West Cumberland OC; Runners-up Mar OC and Leicestershire OC

University Club of the Year: This was a new competition which we received notification about from CCPR after the last committee meeting. There were two entries and the panel awarded first place to University of Durham OC and 2nd place to Sheffield University OC.

All five club entries were forwarded to the national CCPR competition; none were successful this year.

6 **Incentive schemes**

6.1 Service to Orienteering Awards: It was reported that certificates have been awarded to 35 people from all four home countries. This was felt to be a good start to this award and has been well received by members, although there was some confusion with the annual Silva Award for exceptional service which is only given (by the Board) to one person each year. A wide range of service to the sport was cited, including long services to volunteer club mapping, equipment upkeep, event organisation etc.

Certificates have been sent to club secretaries for them to arrange a suitable presentation occasion and the names will be added to the web site in a newly created Roll of Honour. Some of the recipients have asked that their names are not put on the web site.

It was agreed that the next closing date for nominations should be 30 September 2009 and that the form should be amended to allow ease of electronic completion. Promotion via the web site, regional newsletters etc. A panel to look at the nominations will be selected at the next meeting.

All via
regional
assoc, clubs

6.2 The Ranking Working Group report: After some discussion all agreed that the ranking scheme meets needs of some members of British Orienteering as a 'competition' or as motivation to attend ranking events. However, Development Committee does not see the ranking scheme as being a tool for encouraging an increase in participation and does not want what has been proposed to have an impact on the new event structure. It was agreed that a national ranking list should be based on Level 1 events; it was felt that the proposal to take it down to include some/all Level 2 events and some Level 3 events

would detract from the 3 level event structure and create further sub groups of ranking and non ranking events which is not necessary and will further confuse people.

6.3 Incentive Scheme: It was agreed that an incentive scheme is not a ‘competition’ but is a motivational tool which will encourage people to keep attending events and be a simple way of rewarding and recognising participation and improvement. The present colour coded scheme is only operating satisfactorily in a very few regions and the ageless (junior) and age class ‘badge’ scheme has few claimants and has not been helped by clubs not posting ‘badge’ times with results.

It was agreed that the following are needed:

- A national incentive scheme which was easy to understand and could be administered via the online results system rather than on relying on club volunteers. This would need to co-operation of clubs to upload results to the British Orienteering web site.
- Ease of online claiming of certificates which are posted out to claimants
- Possibility of buying a badge as an option
- An incentive scheme which can replace the colour coded and age class ‘badge’ systems for the new event structure using the matrix of courses offered at differing navigational (technical) difficulty and course lengths
- No complicated rules; no post event mathematics needed

Two incentives are proposed:

- **The Navigation Challenge** will reward people who finish a course and will motivate participants to progress along the navigational difficulty path, without the pressure to finish in a particular time.
- **The Racing Challenge** will motivate people to race against the expected winning time and will recognise racing achievement at different levels of navigational (technical) difficulty whilst challenging them to progress through the various distances.

More details:

- **Navigation Challenge:** certificate awarded on completion of 3 courses at a specific technical difficulty regardless of time taken. Example: a ‘White’ Navigation Challenge certificate could be claimed after completion of any 3 ‘very easy’ (technical difficulty 1) courses of any length and similarly Yellow

(Easy/TD2), Orange (Medium/TD3), Green (Hard/TD4) and Black (Very hard/TD5) certificates at each level.

- **Racing Challenge:** certificate awarded on achieving 3 results within the specified bronze (expected winning time x 1.5), silver (expected winning time x 1.3) and gold (expected winning time x 1.15) behind the expected winning time for the course. The 'expected winning time' would be publicised at the start of the event along with the course length etc at registration and this would equate to the course ratio from an expected winning time of the Black course of 67 minutes. Example: gold certificate for Short length/very hard course claimed after gaining 3 gold times on Short Green courses (Short length/Very hard).

It was agreed that this decision should be taken to Events Committee on June 13th

IW

7 Under 25 Development Squad

Ongoing discussions with the International and Talent staff. It is expected that more detailed plans will be in place by the autumn. All age (not junior only) talent squads are necessary.

EN, IW, RS

8 Projects for Increasing Participation

8.1 SV report attached: Appendix B. HP explained that there were different models for satellite clubs: some have been set up as weekly training centres for existing members and are now attracting newcomers; others have been started in order to attract newcomers and existing club members. All try to provide one fixed venue with a variety of training opportunities and access to a social room where drinks can be made if there is not a café at the venue. In all cases enthusiastic, qualified coaches run the activities and the training of more coaches in clubs will help the sustainability of these programmes.

8.2 HP report of the spring term 'Grow' pilot attached: Appendix C. The aim of this was to test the viability of weekly sessions at a focused, localised centre for clubs over a short period of 5 or 6 weeks with the aim, where successful, that these might be continued and/or give encouragement to other clubs to follow suit. There will also be an article in the next Focus on the pilot. 6 similar projects are running this term and applications for funding for projects in the autumn are arriving and it is anticipated that there will be at least 12 projects in the September – November period. Funding of between £600 – 800 for 6 – 8 weeks projects comes from the Sport England/Youth Sport Trust Children and Young People's part of the WSP grant.

8.3 There was some discussion about the developmental aspects of event presentation such as signposting, publicity, location of start/finish etc and the point that clubs need to consider their market audience for a particular event and with these factors in mind event officials may have to 'compromise' in order to provide the best possible experience. It was felt that this could be a 'culture shock' for many. Ian Webb offered to attend Events Committee on June 13th and to ensure that the views of Development Committee are fully represented in the discussions.

IW

8.4 It was recognised that clubs may gain participants by looking to publicise the sport to different 'niche markets'. Examples are older people who are interested in walking, people wanting to get fit after ill health, youth organisations such as scouts/guides, runners etc. County Sports Partnerships (in England) may already have links with the health related groups.

9 RDO reports

There was some discussion about the RDO (England) work in the light of the 6 monthly reports and that the focus of their work has shifted now to support for club development and increasing participation whilst still responding to enquiries from schools.

HP reported that the Sport England funding will enable a part time Development Officer for University orienteering to be appointed. It is likely that the person appointed will concentrate on supporting developments in region(s) close to their home base so that templates of good practice can be shared with universities in other parts of the country.

10 Training for coaches, event officials, club officials

HP reported that there is a budget of £21k this year for grants to support training courses in England (SE grant) and that bursaries to reduce the costs of coach training of over £8k have been awarded so far. Recipients of these bursaries have to agree to give at least 15 hours voluntary coaching time in the 6 months following their training.

Clubs and regions are reminded that it is essential to provide training for event officials and that the provision of a number of courses on a Saturday at the same venue, such as EM and WM have done, provides a social aspect to the day with participants coming together for lunch. Grants for clubs and associations running courses in England are available from this budget.

11 **Development Fund Grant applications**

11.1 A report has been received from BARRO chair, Stuart Arnold:

The grant was to purchase a copy of OCAD 9 and undertake mapping of the following areas, Barrow & District (Millwood, Strawberry Fields, Dragley Beck Leisure Centre) and to produce 4 urban maps (Barrow Central, Vickerstown, Holbeck and Dalton).

- OCAD9 has been purchased.
- An Invitation to Tender was sent out for a number of the areas.
- We are starting ourselves on the Barrow Urban maps. The juniors will be involved in the surveying process as educational element.
- I am waiting a date and location for a beginners mapping course that Hamish Willis is trying to arrange to support us in undertaking the mapping. This is being supported by the club.

11.2 Regional representatives were reminded that the next closing date for applications is 31 August and these will be discussed at the next meeting on 12th September

12 **Promoting Orienteering**

CP reported that 47 clubs from all 4 home countries have been set up with access to the online print portal and 60 orders for posters and postcards have been placed so far. The professional look is attractive to potential newcomers and the designs give simple messages about the sport without information overload.

13 **Other Business:** none

14 **Reporting and Actions:**

Report to the Board – see front page of minutes

EN

Actions: see list over

13 **Date and Venue of next meetings**

The next meeting will be in Derby or Birmingham on Saturdays 12th September 2009 and 30th January 2010

14 Chairman's closing remarks

The Chair closed the meeting at 4.05pm by thanking everyone for attending and contributing to the discussions in such a positive way.

Action List

Item No.	Action	Person responsible	Status
2	Declaration of Interest forms should be returned to Laura Young at the office as soon as possible	HP & LY	
6.1	Publicity for Service to Orienteering nominations by end September	all	
6.2	Report back to the Rankings Working Group	HP	
6.3 and 8.3	Attendance at Events Committee on June 13 th	IW	
14	Reporting to the Board	EN	

Appendix A: Regional Development News. Item 4

Wales

POW has 2 UKCC newly qualified coaches. Following the successful application to the British Orienteering development fund the club has successfully applied for and received further funding for SI equipment from the Sports Council for Wales and are in the process of applying for another pot of funding through the Co-op so they can get a second splits printer so they can then have 2 sets of equipment at either end of their club to facilitate activities more easily as they cover a very large rural area. They are starting to work with schools building towards Croeso 2012 which will probably be based around Aberystwyth.

Yorkshire & Humber

YHOA held a Development Conference, a UKCCL1 coaching course and a controllers course since the autumn.

SYO as a clubmarked club has been involved in 2 "Grow " projects and are also involved in the Participation Project.

EBOR has been running a series of low key Saturday events aimed at beginners and supported by the two SSPs in York which have been successful. They are lending support to the new York Uni O club. They are also heavily involved with the NY Youth Games, planned for June 28th. Also CLARO have supported this event and put on a special selection event at the Great Yorkshire Show ground. HALO are about to meet with the SSPs in E riding to try to forge links and develop Orienteering within the community in that area

Northern Ireland

NIOA has been awarded further grant funding by Sport Northern Ireland for more development officers.

Scotland

The full range of courses for CONDES, OCAD, Coaches, Controllers and developing orienteers is continuing, some taking place at Scotland-wide level, some within clubs, some within schools.

Regular Orienteering Map Programme (ROMP) continues and is being promoted quite vigorously as an option for club training weekends, to overseas clubs as well.

A regular e-newsletter from SOA to all its members is now at its 6th issue.

A pilot project in Speyside with a weekly venue and activities session has started, akin to Steve's project in England.

South Central

Thames Valley OC ran a highly successful orienteering activity at the Oxfordshire County Scout Camp, with over 300 participants trying out the sport. Many children had second (and third!) runs, and the club was approached by several group leaders asking for more information about the sport, and how best to introduce orienteering to a wide range of age-groups within the Scouting Movement.

Southampton OC have continued one of their 'Grow Participation' Projects into a second weekly Club Activity Night, in addition to the already established Club Night - numbers have been promising with almost half the turnout new to the sport.

The British Army OC have a dedicated facility at Longmoor which is regularly used for a variety of courses, from ladies-only skills training to planning with OCAD, and is available for other clubs/organisations to use.

Almost all clubs in the South Central region are involved with providing orienteering activities at their local County Youth Games, giving many children the opportunity to take part in orienteering alongside more mainstream sports.

East Midlands

There are now 3 satellite clubs holding weekly sessions: Buxton, West Notts and Retford (N Notts) with another planned for Derby. The NOC has been working in partnership with Nottingham City Council to develop permanent courses in many city parks which will be used by local schools and the general community to try to increase active recreation.

West Midlands

HOC has been involved in two 'Grow' projects and there is news that they are starting some more frequent sessions in the Wolverhampton area.

WMOA will stage regional training days again this autumn to include training for coaches, planners and controllers.

WRE and POTO have been involved in permanent course developments and are looking into selling POC maps through local shops where there is no point of sale in the park itself.

Appendix B: Increasing Participation Report from Steve Vernon. Item 8.1

2008 Clubs

All clubs continue to develop their 'weekly club activities' and all of these nights have continued to grow with regards to participation. Despite initial problems establishing a weekly club night Southampton Orienteering Club now has a weekly club running from The Gregg Independent School. They have had 25 newcomers in the first 4 sessions and a total of 47 people attending, including SOC members. Southdown's and South Ribble continue to grow in numbers and consist mainly of current members but continue to attract newcomers to the weekly sessions.

Wessex now has a base at Bournemouth University and a newly appointed Marketing and Publicity Manager to work on promoting the club and its activities.

Barro continue to increase their membership with the parent helpers of their predominantly junior club now becoming members and attending events.

2009 Clubs

This year the aim is to continue to support clubs in setting up weekly Orienteering activities from a fixed location. However there will be an additional drive to cater for and attract newcomers as well as current club members to these nights.

All clubs are now looking at venues to establish a weekly club from with a particular focus on providing a welcoming and social atmosphere. School facilities have been the preferable locations due to the available sports halls at cheaper rates than leisure centres and the added benefit of accessible common rooms/staff rooms for refreshments and a potential meeting area.

Local authority Sports Development staff and the local School Sports Partnership staff have been key partners in establishing potential locations and are keen to support the clubs and the publicity of the weekly club nights. Community use is now high on many school agendas and thus provides less difficulties in gaining access. A vast majority of schools are now mapped and are close to mapped areas thus providing a variety of potential activities. A good indoor space is essential for the winter period and dark nights. Clubs are keen to follow the similar format to the successful Buxton model by promoting the club to families through a small local event and will use the British Orienteering Online Print Portal for publicity material. Funding is available to support the club night and paid coach where necessary, however the aim is to make the club night sustainable through paying attendees. Coaching Qualifications will be made available to all clubs to provide them with the necessary skills to support the club activities and in some instances supporting the development of Club Talent Squads.

2009 Participation Clubs

BOK – Participation and Talent

LOC – Participation

MDOC – Participation

PFO/SELOC – Participation (Club and Coach Scheme)

SYO – Participation and Talent

WCOC – Participation and Talent

Additional Support

The 'Club Activity Guide' is now widely used by clubs providing Orienteering activities outside of events. In addition to this a DVD has been produced to provide instruction for physical training on club nights. The DVD includes examples of circuit training, running drills, core stability and stretching and will be available from July to clubs.

The British Orienteering website will also have an 'Increasing Participation' section from this July that contains a variety of useful documents on how to set up a weekly club, how to market and publicise the club and various details on accessing funding and external support available to clubs. Included in this section will be the Online Publicity Portal for Posters and Fliers and the new Volunteer Coordinator Online workshop that has been developed to provide club members with a short 3 hour workshop enabling them to become a Volunteer Coordinator at their club.

The Volunteer Coordinator Workshop aims to ensure that there is more organisation and direction for the work volunteers in our clubs do. It also aims to ensure volunteer work is recognised and supported within each club. The workshop has been developed specifically into an Orienteering e-learning package from an existing 'runningsports' workshop, it is hoped this will limit the amount of time that people (volunteers) have to travel and commit to workshops and also allows people to complete the qualification in their own time. The e-learning package will hopefully add to the progress clubs are already making by formalising the role of a volunteer coordinator within clubs through a short certificated qualification.

Appendix C: Pilot 'Grow Participation' Project Spring 2009 (Hilary Palmer). Item 8.2

This is the report to Sport England on the success of the £6,500 grant

Project brief to clubs:

- The 28 British Orienteering Clubmark clubs as at November 2008 were invited to put forward proposals for a grant using the extra Club Links Innovation Fund grant from Sport England
- Clubs selected were awarded grants for mapping a new area and staging school/club linked activity sessions which were staffed by club coaches and trainee coaches who were mentored.
- Clubs were selected on their ability/capacity to deliver significant participation (at least 20 participants) by school age children and their families in a limited localised area.

Selected clubs and their project location:

- 10 clubs were selected and awarded grants of £550 to pay for the mapping, facility charges, resources and to pay for the programme coaches
- The remainder of the grant was used to pay for new publicity material such as posters and A5 postcards to attract participants
- For details of the clubs and their project locations see table below

Club	Project location	Day	Target group
Berkshire Orienteers	Pangbourne	Weekday early evening	School age
Harlequins OC (WM)	Handsworth, Birmingham	"	School age
Leicestershire OC	South Charnwood High School	"	Families
Potteries OC	Newcastle under Lyme	"	School age
Sarum (Wiltshire)	Salisbury	"	School age
Southern Navigators	Fleet, NE Hants	"	Families
Southampton OC	Southampton city	"	Families
Essex Stragglers	Maldon	Saturday morning	Families
South Yorkshire	Sheffield (Bradfield School & Loxley Common)	"	Families
West Cumberland OC	Cleator Moor	Weekday early evening	School age

Success of the projects:

- Only 3 of the 10 projects failed to reach the target of at least 20 participants
- Various reasons for the lack of success included: poor distribution of the publicity materials, clashes within the school for the after school day/time which had been selected as being appropriate, a lack of understanding of the sport of orienteering in the target audience, trying a programme of sessions in a completely new area for the sport.
- The newly designed British Orienteering postcards and posters (see examples below) were used by almost all of the clubs to publicise their sessions and these were also paid for from the Innovation Fund grant. The professionalism of these postcards was seen as being a major factor in the success of the projects.
- Word of mouth also helped to bring in new participants to some of the club sessions in later weeks where a 'booking' system was not used. In the case of Fleet, for example, there were always 19-21 family groups which increased to 35 families one week and a core of 20 families attended each week.

Participation given is the average attendance over the period of the 5/6 week project (clubs which reached targets in bold)

Club	Children – average attendance	Adults – average attendance
Berkshire Orienteers	34	n/a see table of target audience above
Harlequins OC (WM)	40	"
Leicestershire OC	25	19
Potteries OC	14	2 but targeted at school age
Sarum (Wiltshire)	41	n/a see table of target audience above
Southern Navigators	45	24
Southampton OC	5	5
Essex Stragglers	6	6
South Yorkshire	20	21
West Cumberland OC	20	4 but targeted at school age

Conclusions:

- This was a worth-while project which was generally very successful in terms of meeting the proposed participation targets
- Clubs were able to strengthen links with particular School Sports Partnerships

- There were some issues re the school / club liaison re the 'buy in' from the schools, the degree to which the publicity materials were given out, other activity clashes after dates had been agreed and in one case the school facilities being locked so that access was impossible. These types of projects always work best where there are already excellent relations between the club and particular schools.
- Clubs were able to offer coaching opportunities to some newly qualified or trainee coaches and to some club young leaders. For many of the coaches this was a chance to see how they enjoyed the weekly sessions but over 4 or 5 weeks maximum.
- The success of most of the weekly, one venue based sessions is an important part of British Orienteering's strategy to increase participation by children and their families in the next few years and these figures show what is achievable. This will be a culture shock to many orienteers and clubs which usually hold monthly competitions in forests in their areas on a 'use once a year' basis. 'Community Orienteering' is a new concept and we now have proof that there is a demand for regular activity sessions. We will build on these pilot projects over the next 4 year cycle.