

Development Committee
Minutes
Saturday 31 January 2009



The Board is asked to note:

Item 3.3: There have been three applications for the Club of the Year competition. The results will be announced by the end of February

Item 7.1: Development Funds grants were awarded to Mid Wales Orienteers (POW) £4,000 and West Anglia Orienteering Club (WAOC) £2,500

Item 9: The new online publicity design and print service has been well received by clubs and is proving its worth in attracting new participants

Item 10.1: There has been a good response to the first tranche of nominations for the Service to Orienteering awards and a Roll of Honour will be added to the web site to celebrate the service of these club volunteers

Items 10.3 and 10.4: Discussion took place about the nature of incentive schemes and ranking systems and it was agreed that there is a need to recognise achievement and competence and that new schemes which cover all levels of participation and competition are needed. There must be a distinction made between schemes which reward participation and improvement compared with different schemes which the most competitive orienteers will find motivating.

Attendance:**Action**

Ed Nicholas, Chair	Steve Buckley, NWOA
Scott Collier, SWOA	Ian Webb, SCOA
Roger Scrutton, SOA	John Woodall, EMOA
Caroline Louth, EAOA	Peter Bylett, BSOA
Helena Burrows, WOA	Caroline Povey, Marketing Manager
Hilary Palmer, Development Manager	Mike Hamilton, Chief Executive

Apologies were received from the representatives of the following associations: NIOA, SEOA, NEOA, WMOA, YHOA and from Steve Vernon

1 Opening remarks

EN welcomed everyone to the Development Committee and said how pleased he was that British Orienteering had been offered grants for the period 2009-13 from the UK Sport and Sport England.

2 Declaration of Interest

Any outstanding forms should be completed and sent to the office.

CL and HB declared that they had an interest in item 7 about the Development Fund grant applications.

3 Minutes of previous meeting

3.1 The minutes of the meeting held on 13 September 2008 were accepted as a true record.

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

3.3 Matters arising: HP reported that there had been 3 applications for the Club of the Year competition and these would be forwarded to the voting panel with a scoring sheet.

4 Regional Input of good development new stories from the regions

See Appendix A

5 Under 25 Development Squad Update

EN reported that he was still unsure of International Committee's plans and that Gareth Candy's intention is to look at the whole talent pathway and that improving the links from club(s) through region(s) to the national talent squad was an important part of the 2009-13 programme planning. There is still a question over whether the proposed U25 Development Squad forms part of that planned Talent Pathway as a subset of all the regional talent squads or if it sits alongside. MH reported that it was the intention to ensure that the programmes would apply to all parts of the UK and that funding would be found to ensure that.

Further work on this was devolved to a sub group of EN, IW and RS when the results of the International Programme Review are known. EN to liaise with Gareth Candy.

EN, IW, RS

6 Whole Sport Plan (WSP) Update

6.1 MH reported that the Sport England grant offer was for £2.275million (for developments in England) and £0.5 million from UK Sport (for the GB/UK International programme). The Sport England funding is in three areas: 'Grow', 'Sustain' and 'Excel'. Our development programmes fall largely in the Grow and Sustain sectors. The funding is based on increasing participation and increasing the satisfaction of participants in orienteering, both of which are closely connected to the first two parts of the British Orienteering vision; 'More People, More Places, More Podiums'. The UK Sport funding will be primarily focused on the third aspect of the vision, 'More Podiums'.

It will be the role of the Development Committee to set the strategies for volunteer training, types of club competitions and other activities such as coaching in order to increase participation in orienteering and sustain/retain participants and members in the sport. The professional staff will work with clubs to deliver the programmes and Development Committee will monitor the work programmes. It will be unrealistic to expect the staff to work at the same level with all clubs; support will be focused on those clubs which want to be involved with a particular programme over a period of a year following that time there will be 'maintenance support' and enhanced support for a new cohort of clubs.

See Appendix B for a brief synopsis of the WSP programmes and aims. These relate directly to the Sport England funding but many of these aims will be similar for the other three home countries.

6.2 MH stressed that there will be continuing support for Northern Ireland, Scotland and Wales in trying to gain or maintain their funding so that the development can be UK wide.

7 Development Fund Grant applications

7.1 Applications were received from the Mid Wales (POW) and West Anglian (WAOC) clubs:

After discussion it was agreed to grant:

- POW £4000 towards their development plans which include the purchase of some SI kit so that they can put on more frequent activities in three specific centres of population in their club area. The club has also put in a grant application to Sport Wales.
- WAOC £2,500 towards their Huntingdon project as there is still Sport England 'Club & Coach' programme funding available for this and for a SOS club project providing some paperwork is completed.
- A 'float' of up to £250 to pay for the new Service to Orienteering certificates which recognise excellent volunteer service to clubs.

Regional reps
to remind
their
associations
& clubs that
the next
closing date
is 31 August
2009

7.2 It was agreed that the Development Fund could be used proactively so that there could be support for projects in all the home countries which fall within the British Orienteering vision and the remit of the WSP.

8 Participation Project (England) Report from Steve Vernon

8.1 A detailed report is attached as Appendix C

8.2 Clubs have applied to be part of the Participation project for 2009 and a decision will be taken very soon. Ongoing lower level of support would be offered to the project clubs from 2008. The Sport England funding will enable a Participation Manager for the south of England to be employed in addition to Steve Vernon in the north.

9 Promoting Orienteering – publicity developments

CP reported on and demonstrated the new online service which allows clubs to design and order flyers, postcards and posters which are printed and delivered within 72 hours. The designs have been well received and have been trialled by the Participation Project clubs and with the DVO satellite club project in Buxton (as reported in Focus Winter 2008).

Other clubs may access this facility – contact CP or SV to get started.

It is intended that in the near future there will be a direct web site link at the top of the home page to promotion and publicity information and support.

10 Incentive Scheme(s)

10.1 Service to Orienteering: there has been a good response to this new recognition of services to the sport from clubs and individuals. The panel has been sent copies of all the nominations and will agree who will be recognised.

EN, SC, JW,
CP

It was agreed that those recognised would be listed on a Roll of Honour and that certificates should be sent to club secretaries so that the clubs could arrange a suitable presentation occasion to celebrate the work of these volunteers.

It was agreed that there should be another date to receive nominations later in the year.

10.2 MH reported that the recent addition to the web site of the new style fixtures list was the first part of the move to have all activities listed. The next phase will be to get all results uploaded from clubs so that there can be a central system and from this it should be possible to link results to any incentive scheme, ranking league etc. It was appreciated that this would be challenging in the short term but the committee hopes that this will be attractive to clubs and individuals in the long term.

10.3 There was a general discussion on the nature of incentive schemes related to events and it was agreed that this discussion should be continued by email in order to reach a consensus.

EN to lead
email
discussion

It was agreed that the reasons for having incentive schemes were:

- To recognise achievement. Example: completing x number of 'yellow' courses could gain a yellow badge/certificate
- To recognise competence. Example: completing x number of 'yellow' courses within the 'par' or 'colour coded standard' time could gain a yellow 'star' or 'gold' badge/certificate
- To motivate people to continue to participate and to improve their skills

It was agreed that there should be a national incentive scheme administered by clubs to recognise achievement and competence and discussion would continue to reach agreement as to what the committee would propose.

10.4 There was a discussion about a 'ranking scheme' and what purpose it served. It was agreed that a ranking scheme might be a 'competition' or an 'incentive' and two examples were proposed:

- A ranking scheme which would be a national 'competition' e.g. in age classes as at present but only based on the Level 1 events so as to find the best ranked person in each class based on x scores out of the L1 events in a year. It was suggested that this could be a 'UK Cup for all age classes'.
- A ranking scheme which would be an 'incentive' to continue in the sport and to improve, which would be open to all members on all Level 2 and 3 events and which would be a single ranking list based on a tariff relating to course distance ratios. It was accepted that this would not be 'fair competition' but that 'competition' was not the reason for this type of ranking; the intention would be that all members would be involved and that their ranking would improve when they achieved better results and/or when they took part in harder/longer courses.

SC to take these ideas to the Ranking Working Group

These ideas have been proposed with the aims of (1) providing competition for the orienteers who want to compete against their age class peers and (2) providing an incentive scheme so that all can see where they are ranked and how they can improve. This second ranking list would be important as it would include new and local members who may not travel far to participate.

11 Other Business

The committee agreed that there should be a discussion about models of 'satellite club' development at the next meeting.

EN, HP to add to agenda

12 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 6th June and 12th September 2009
Committee to state venue preference

All to note and respond

14 Chairman's closing remarks

The Chair closed the meeting at 4.15pm 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	All who have not already done so	
3.3	Club of the Year competition scoring to be completed by 19 Feb.	RS, SC, JW, CP	
5	Liaison with Gareth Candy on the proposed U25 Development Squad	EN, IW, RS	
7.1	Notification of grants to POW and WAOC	HP, LY	
7.1	Remind all clubs of closing date for Development Fund applications – 31 August	All regional reps	
10.1	Service to Orienteering award nominations to be reviewed by panel	EN, SC, JW, CP	
10.1	Certificates to be produced and sent to clubs. Roll of Honour to be added to web site	HP, CP	
10.3	Discussion on incentive schemes to be continued by email	EN to lead + all	
10.4	Ranking scheme differentiation for Level 1, 2 and 3 events to be notified to the Ranking Working Group	SC	
11	Discussion topic on models for 'satellite' clubs to be added to agenda	EN, HP	
13	Response required re venue for next meeting: Derby or Birmingham	All to respond to HP by end March	

Appendix A: Regional Development News

SOA: The Teaching Orienteering (part 1) course continues to get rave reviews – 2 courses recently. The schools out on the northwest really like orienteering, and they're getting some inter-schools things going – perhaps as a result of being so far from a mainstream club.

The Children's Incentive Scheme (blue folders full of lovely information) started with a flurry but it's gone a bit quiet, which I suppose is only to be expected at this time of year and given the nature of the scheme. The badges for completing number of courses (any standard) seem quite popular as an incentive for when people reach a plateau eg. Orange, not yet ready for Light Green.

One UKCCL1 course has been held, very well received (see spring Focus article) and more are planned.

Controllers' Update day on 17th January (near Inverness) which was also very well received. Indications from participants are that such things should be run every couple of years or sooner if there are major changes to BOF Rules. Another to be held at Carmichael on 31 January. Across the 2 days about 35 people will have attended. The agenda included lots of "hot topics" for discussion, as well as plenty of time for free-form discussion over lunch etc. The first one highlighted the ease with which a Grade 3 controller who qualified many years ago can easily miss a lot of updates. There's no requirement to re-train or refresh knowledge, and not everyone reads stuff that's sent out or put on website. E.g. 3 people didn't know the BOF Risk Assessment form existed.

SOA is working on a bid for the World Champs in the future – possibly 2014?

WOA: POW (Mid Wales Orienteers) held a New Year fun event followed by a social at the chairman's house. While the younger juniors were busy finishing off the food and playing games 15 club members (including 3 juniors) held a development conference where they brainstormed ideas to help the club move forward and increase membership. Once they were started it was difficult to stop them! After an hour and a half we had to call a halt. The ideas were collected and the club decided to prioritise and come up with a brief development plan to be discussed at the next committee meeting (which was already scheduled for the following week) and then to circulate the membership with the plan for comments before embarking on the plan. Potential Level 1 coaches will be trained on a UKCCL1 course in the spring which will be held in the Forest of Dean and open to other club members – see Coaching on the web site.

It has been agreed to hold Croeso 2012 the week before the London Olympics and planning is under way.

EA: SMOC has held a series of introductory sessions on parks in the Milton Keynes area. WAOC and SOS are working on plans for satellite club localised series of sessions – part of the Club & Coach programme.

EM: Details of the Buxton satellite club development were in the winter edition of Focus. It has been very successful with approx 60 new members for DVO. Plans are to start another one in the Mansfield/Ashfield area (Nottinghamshire) and Derby city – Club & Coach programme funding

NW: SELOC & PFO are involved in starting up regular, localised programmes with Club & Coach funding. BARRO, SROC and WCOC have been running successful weekly sessions and LOC are intending to start a similar project in Kendal.

SC: SOC has identified venues in Southampton for weekly sessions based on schools. OUOC continues its outreach taster sessions in Oxford schools funded by 'widening access' money.

SC/SW: Co-operation between SOC, WSX, and WIM clubs has resulted in a fixtures list of local events every Saturday in the three club areas.

SW: WSX has coaches now qualified and has been working as part of SV's Participation Project. DEVON is working with Exeter University. KERNO has mapped the Eden Project site and hopes to stage an introductory event at half term.

BSOA: The committee has been reviewing their programmes. A team of 40 will represent England at the ISF (World Schools) competition in Madrid in April. BSOA is considering employing someone p/t especially with respect to the resource sales.

Appendix B: British Orienteering Whole Sport Plan 2009-13: Summary of Interventions agreed with Sport England

Grow':

- Increasing number of participants taking part in 'O' – using the Active People survey as the source
- Increasing numbers of young people taking part in 'O' in accredited clubs
- Increasing number of participants in HE/FE taking part in 'O'

How we will do this:

- Activities in the 'Community O' zone (see participation pathway diagram) – essential section of pathway – gap at present
- Satellite club and weekly club activities at a fixed venue – as in Steve's Participation project and rolling this on each year with 5 more clubs; aim to have another Participation Manager doing the same in the south so 10 new clubs supported each year
- After school coaching with SSP linked to accredited club – may be the same venue as in satellite above but not necessarily

'Sustain':

- Satisfaction with quality of 'O' experience – source IPSOS MORI poll of members
- Retain more members for longer – membership turnover
- Keep young people after 16 involved in 'O' – linked to HE/FE above

How we will do this:

- Appoint an 'Event Manager' to work with committees and clubs to ensure quality events
- Improved incentive schemes to reward achievement and competence and keep members and participants motivated
- Ensure all regions have annual programme for training coaches, event officials and other club volunteers – more trained volunteers will lead to greater satisfaction with what clubs are putting on for their members NB not just 'events' – links with the regular fixed venue in 'grow' above
- Programme of club talent squads – (NB not just for juniors) helps improve satisfaction / retention by talented athletes

'Excel':

- Improved talent pathway from club to national level
- Targets for world podium places (medals, top 10 places at World Champs, World Cups, European Champs)

How we will do this:

- Support increasing number of clubs to develop regular coaching for their talented members
- Support increasing number of regional talent squads with improved coaching available to more squads – bring all up to better standard
- Offer national coaching programme to athletes in line for world class podium placings – rolling squad not fixed squad

- Change the work programmes and staffing structure in the talent programme to deliver the above

Appendix C: Report from Steve Vernon, England Participation Manager

During the last 12 months the 'Increasing Participation Project' specifically focused on the Participation Manager providing support to 5 clubs (WSX, SROC, BARRO, SOC, SO) to increase Orienteering participation in their area. A particular aim for the project was to develop the concept of 'Community O' by providing newcomers with an opportunity to learn orienteering skills in a non competitive environment. The emphasis was for each club to set up a weekly base for orienteering activities in populated areas from a single, local, accessible venue. Each of the clubs faced separate challenges with regards to selecting a suitable venue for the weekly club base and publicising it effectively. However after making links with local School Sports Partnerships and Community Sports Networks, clubs were able to get support with locating a suitable venue, and publicising the new activities.

Barrow and District Orienteering Club

Barrow and District Orienteering Club (BarrO) has continued to increase their membership over the last 12 months and have a thriving weekly club that runs each Wednesday in term time at Hawcoat Park Sports & Social Club, from 6.30pm until 8.30pm. The club mainly consists of junior members but has a growing family membership. The club has also made links with the local Sixth Form College in order to get volunteer support from some of their sports students who are doing their Community Sports Leaders Award and require volunteer hours to gain the award. BarrO also have strong links with the Furness School Sports Partnership. They have had 4 great volunteers with one now logging 200 plus hours! Links with the local Chetwynde School has also enabled them to gain access to a mini bus which has meant junior members can now access events across the region.

BARRO have planned a series of local 'Come & Try it' events for early 2009 to attract newcomers to their club night. They have used British Orienteering's online publicity material to produce flyers and posters about the series and plan to hand out flyers that promote their club night at each event.

Sat 17th January - Barrow Park, from the Park Pavilion SD205697.

Sat 31st January - How Tun Woods, from Thorncliffe School, by Hoops SD201711.

Sat 14th February - Abbots Wood, from the Amphitheatre Car Park SD218715.

The events are running from 11.00am until 2.00pm with a cost of £1.00 per person or £3.00 per family for as many courses as they wish. It is hoped that the event series will attract more family's to the weekly club at Hawcoat Park Sports & Social Club!

Southdowns Orienteers

Southdowns has now established a successful weekly club from [Blatchington Mill School Sports Hall](#) on Tuesday evenings at 7:30pm. The club has been active since September with well over 20 people attending every week. Due to the geographical spread of their membership it was difficult to find a venue that would cater for all, however the club night coordinators Rob Lines and Neil Crickmore were able to form links with Blatchington Mill in Hove that offered a discounted rate for the use of their sports hall.

Rob and Neil have received support from all club members attending and in particular Alison Weller who has helped to run a variety of activities during the winter months. Circuit training has formed the basis of their indoor activities but they have organised this in conjunction with street runs and street O

as well as including other fun sports to improve fitness and agility e.g. Basketball and Indoor Hockey. In addition some of the younger juniors attending have benefited from navigation coaching sessions and mapping games.

The Southdown's club night has been publicised as an 'Adventure Running Club' (<http://www.adventurerunning.org.uk/>) to try and attract non orienteers to the activities and provide a stepping stone into orienteering. So far the club has had over 10 non orienteers attend their club night. The club has a total of 60 different people that have attended and all receive a weekly email news letter to inform people of what is taking place next week and any other news with regards to up and coming events etc. Southdown's have produced a large number of their flyers to be distributed through the local council to the various leisure centres in the area.

Southampton Orienteering Club

Before becoming a 'participation project club' Southampton Orienteering Club had already planned to set up a regular meeting point for Orienteering activities on a monthly basis from Wide Lane Pavilion (Southampton University Sports Ground). The monthly meetings were well attended by club members but the location of the venue restricted easy access for local communities.

Finding an alternative venue and volunteers to assist with the weekly activities was an issue for the club but Increasing Participation Officer David Nixon and Community Orienteering Coach Colin Hicks were able to establish links with some of the local schools and a new venue has been located with a planned start in the spring. A series of coaching sessions has been planned at 3 schools in Southampton during February and March:

The Greggs School - 7th March to 1st April 2009 – Saturdays from 10am to 11.30am

Taunton College - 24th Feb to 31st March 2009 - Tuesdays from 4.00pm to 5.30pm

Chamberlayne Park School - 25th Feb to 1st April 2009 - Wednesdays from 5.00pm to 6.30pm

The schools have all supported these courses and British Orienteering Online publicity material has once again been used to advertise the sessions in the local community. It is hoped that the weekly club night will follow on from these sessions with a particular focus on newcomers to the sport.

South Ribble Orienteering Club

South Ribble Orienteering Club's weekly activity night started in September and has gone from strength to strength with over 40 people attending on a weekly basis (71 different people in total). SROC use the sports hall at St Thomas School in Ripley close to the centre of Lancaster. The venue is ideal with a large sports hall and large grounds with access to a classroom and kitchen. Quentin Harding is the co-ordinator of the activity nights and has a variety of activities taking place each week again focusing around a circuit session with a short run beforehand. Map related games take place after the circuit in the sports hall and some of the older juniors who have completed the Young Leader Award are now assisting with coaching the younger club members. The classroom is used for discussing previous and future events and provides a focal point for the meetings.

Initially the club publicised the activity club just to their membership in order to be comfortable with the set up and activities before publicising it outside the club. The local fell running club have also been attending to take part in the circuit sessions and fitness activities and SROC has now had two new membership units as a result of the club nights. A focus towards increasing publicity of the weekly club is planned for the spring to hopefully attract newcomers to the club.

Wessex Orienteering Club

Wessex started their weekly club night from Bournemouth Sports Club early in the summer of 2008 but after poor initial turn outs due to the location of the club and poor accessibility they decided to look for an alternative venue and re focus their plans for increasing participation and membership at the club.

Meetings with the local 'Sports Development Officer', 'School Sports Partnership Development Manger' and 'School Sports Coordinator' has provided the club with more links to the community and support with their plans for local events. In addition to these contacts, WSX employed a part time Marketing and Publicity person for 6 months who was able to produce the clubs marketing material and raise public awareness of the club and the sport of orienteering in the Poole and Bournemouth area.

More recently the club has had a very successful informal event at Poole Park (a local POC). This was due to publicising the event widely in Sports Clothing shops, Sports Centers etc as well as with their own members encouraging them to bring along a non orienteer. The result of this was an excellent turn-out on a very cold day. Out of a total of around 40 entrants there were 22 who were completely new to orienteering. The club ensured all their coaches were available to help take people around the courses. The club took all the newcomers contact details to try and encourage them to come along to further events.

The club has now committed to using Bournemouth University as their activity base for the year and has started to publicise their weekly training runs within the University to attract students as a first step to introducing them to orienteering. In addition to this the club has started to publicise their activities in Sports Centers, Sports Shops, Health Food shops, Libraries etc (a leaflet at one local sports clothing shop produced 4 adults for the Poole Park event). It is hoped that this will make more of the population aware that Orienteering exists and encourage them along to their local events. The club has also committed to staging one local event per month and, together with local clubs Wimborne, SOC and Sarum there should be a local event every week accessible to all.