

[Draft v2]

BRITISH ORIENTEERING



GREAT BRITAIN UNDER – 25 DEVELOPMENT SQUAD

Introduction

As part of the reiteration of the Development Committee's focus to develop Orienteers of all ages and abilities and the reiteration of the International Programme and Committee to develop a World Class Performance Pathway this paper has been drawn together to look at the creation of an Under 25 Development Squad.

Background

As part of the Whole Sport Plan for Orienteering (2009-2013) a clearly identifiable pathway has been formed for the Performance Orienteering athletes in the UK. This pathway will clearly identify a number of athletes who will progress to World Class status with support. In order to progress athletes who will sit outside the pathway/programme it is proposed to form a Great Britain Under 25 Development Squad.

The program will have two aims:

1. Development of Young Elite Orienteers in order to maintain a high standard of elite orienteering within in the UK
2. Development of Young Elite Orienteers who sit outside the Performance Pathway who may subsequently be placed back onto the Pathway

In addition there will be a number of ancillary benefits the primary one being the retention of M/W21s in the sport when that group is in decline.

Programme

The programme will be outlined in more detail once key volunteers have been identified and recruited to run the programme. The yearly programme could potentially include domestic weekend camps during the winter; a warm weather training camp during early spring; and a summer activity to include a high standard elite multi day event.

The likely size of programme is likely to be determined based on the quality of athletes available for selection. It is recognised that it is important to create peer groups working and motivating each other.

There is also the potential to encourage members of the squad to train collectively with organised sessions.

Finally there is the intention to continue a Young Athletes education programme including areas such as Strength and Conditioning, Psychology, Physiology and other relevant subject areas using resources available where the individual is based.

Interaction with the Senior World Class Potential and Performance Squads and Programmes

This programme is clearly identifiable to those athletes who are currently just outside the Performance Pathway under the auspices of the World Class Potential and Performance Squads. It is therefore likely that this group will be separate from the activities of the WCP. However one of the aims of this programme is to look to the athletes to increase their performance so that they may be able to challenge those athletes in the WCP. Therefore although an athlete may exist in this programme it is hoped this will not preclude them from selection to any WCP activities. Once this has happened it is likely their position may be reviewed in the Development Squad.

It is important that good communication channels exist between both Development Squad and Staff and Volunteers in the WCP. One aspect will include regular updates at the International Committee meetings and headline announcements to Staff and Volunteers when appropriate. The WCP is also free to use these channels to make suggestions to the Development Committee to fit the wider aims of British Orienteering.

Selection of Athletes

The method of selection will be considered once the senior volunteers are known. It is initially suggested that selection may be done through application. It is noted that a number of athletes will be known who would fit ideally within this group; however in order for the athletes to show commitment to the programme a process of written application is suggested.

It is important that selection is co-ordinated with the Senior WCP program and therefore is likely to take place after the Senior Squads have been chosen for the forthcoming year.

It is to be confirmed but there is hopefully the potential for the current volunteer selection committees of both Senior and Junior sections to have an input or be fully part of the selection process. To reiterate the point it is envisaged that those athletes already part of the World Class Performance or World Class Potential Squads will not feature in this squad.

Funding

It is envisaged that this will be a self-funded group supported by athletes' contributions with no contributions from British Orienteering. However this group would welcome any financial support but does not automatically expect it. British Orienteering is grateful to the Talented Athlete Scholarship Scheme for providing funding to a number of athletes who are currently at English Universities. The availability of TASS funding should not exclude an individual from selection. In addition it is hoped to call on the athletes to gain their own resources where relevant from University Sports Bursaries, Sport Councils Grants, Orienteering Association Grants and Orienteering Club Grants. It is hoped that the Senior Volunteers will give assistance to the athletes in this regard.

The only current issue will be expenses funding for the Senior Volunteers working in the programme. Funding to provide for these key individuals will be a priority and may include applications to current funding opportunities such as the British Orienteering Development Fund.

Finally it is noted that the funding will be incredibly tight so good budgeting will be an essential skill for the Team Manager.

Volunteer Staffing

The staffing of this programme is likely to contain a Head Coach and a Team Manager. Job descriptions will be drawn up to be approved by the British Orienteering Development Committee. The Head Coach and Team Manager will also be able to recruit additional coaches.

Those working in the programme will be subject to the Rule and Regulations of British Orienteering.

Recruitment of these Volunteers will be Covering letter and CV application to an appointments committee, which it is envisaged contain representatives from the Development Committee, International Committee and a relevant Senior Volunteer within British Orienteering.

Overview of the Programme

This programme will be the responsibility of the Development Committee. The senior volunteers will report to the Chair of Development and the Development Committee on all matters relating to the squad. These will be minuted at the meetings and will be available to all via download on the British Orienteering website. These details will also form part of the Development Committee report to the British Orienteering Board.

It is anticipated that no World Class staff time will be used to support the running of this squad apart from athletes entered for International Competitions by the World Class Performance Manager as decreed by the World Class Programme.

Timeline to creation of Programme (in part subject to selections made by World Class Performance Programme)

12 September 08– Agreement of programme by British Orienteering Development Committee

Mid September - Applications available for positions of Head Coach and Team Manager

End – Deadline for Applications for Head Coach and Team Manager

End of September/Early October – Head Coach and Team Manager Appointed. Selection processes agreed between Head Coach, Team Manager and British Orienteering.

Start of October – Applications available for individuals athletes to submit

Middle of October – Applications Deadline; Additional Volunteer Staff recruitment begins.

Start of November – Squad Announced

It is recognised that these are tight turnarounds; however there is a desire for the group to be formed and to meet before the end of the year.