

Mike's eNews – 23 June 2014

Apologies for being a little quiet for a few weeks, we've had a lot going on and unfortunately I think I've let this slip a little.

This edition of eNews is being circulated to you as normal, please copy it on, but it will also be published on the web site in a couple of days, probably Thursday. As always, if you have views on how it should be circulated or even what it should contain please let me know – feedback always appreciated.

National Office Relocation

After much discussion and debate the Board have agreed to relocate the National Office. I'd always hoped we'd be able to move our National Office to one of the governing body centres such as Sheffield, Loughborough or Manchester. Unfortunately after much discussion we've had to accept that those option would increase our running costs considerably. Although such a move would have improved our ability to work with and learn from other governing bodies of sport, it could not be at the expense of an increase in costs.

The current office costs us around £20,000 per annum and we hope to be moving later in the summer to offices on the other side of Matlock that are roughly half the space and around one third of the current costs. We do have a reduced staff now from 5 years ago and more of the staff are remote workers reducing the need for the office space we currently lease. We will of course let you know when we have secured a lease and when we will be changing our address and contact details.

Insurance Cover

Continuing the insurance saga, there's been further email traffic regarding the insurance scheme, particularly from clubs in Scotland, although the issues raised probably apply to all clubs.

The problems raised are particularly around how our public liability insurance covers non-members attending events.

The insurance situation is exactly the same as it has been for 7 or so years. Non-members attending events can participate in 3 events under the 'come and try it' approach and will be covered for public liability. However once they have attended 3 they should be encouraged to become members.

The queries raised are about where this leaves the organising club and its officials if non-members continue to participate in events and do not become members.

Under the current cover the following applies:

- The club and its officials will be covered for public liability insurance regardless of the non-members situation
- All members participating or volunteering to organise etc will be covered
- Non-members will be covered by public liability for 3 events.
- In discussion with our insurers there are several points worth noting:
- Clubs are required to maintain lists of attendees
- The insurers understand the challenge of non-member participants attending multiple activities/events at the same or different clubs.

So what is the solution? Firstly, the insurers and our brokers understand this situation. The club and its members are covered for public liability regardless of this matter. Clubs must keep an attendance register. Clubs can organise to charge non-members £5 for seniors and £2 for juniors and turn the non-members into members of British Orienteering, but accept they are not members of the club or association. Of course if the club or association fee is £0 then they automatically become members of the club and association at the same time. Some clubs are already taking this approach and focus their income generation on entry fees to their events. Most associations do not have fees, the exceptions being EMOA (£7 senior, £0 junior), NIOA (£13.50, £3.59, £30.50 family), SEOA (£7, £0), SOA (£7, £0) and 25% of our clubs also have no fees. To implement the joining of members to British Orienteering to ensure they receive public liability insurance clubs will need to take participant details and pass them on to the National Office. We can organise for you to have copies of a welcome letter. This approach reduces the workload on everyone and costs the non-member the minimum to ensure they have public liability cover.

The insurers we use and the other major sports insurance providers do not provide public liability cover at a reasonable price for all participants at an event in a single package, members and non-members. Such a solution is simply not achievable for us as the significant increase in cost (if it is possible at all) will have to be met by increasing the costs to our members and will also entail significant administrative overhead for clubs and ourselves. The alternative is to go to a 'day' insurance cover which will significantly increase costs, administration and penalise members.

Clubs, club officials, event officials and members all have public liability cover regardless of this issue and all clubs need to keep lists of people attending all events.

Club & Association Conference

We had planned to hold the club and association conference on Saturday 18th October, but in order to use the venue (NFU mutual headquarters) again, save considerably on costs and avoid clashing with Race the Castles and other events we need to move the date to Saturday 25th October. I hope that you will still be able to find club and association representatives to attend.

The focus of the Conference will be 'Local Events' and I'd ask that any club or association member you ask to attend the Conference has interest and involvement in the organising of such events. We hope to look at: how local events can be organised to encourage new participants to attend whilst also meeting the needs of members; how local events can be organised with the minimum of effort and resource; what we've learnt from Xplorer and club activities and how participants of these can be helped to make the step across to 'proper' local events.

As you recognised at last year's conference, this part of the participant pathway, moving newcomers into local events, remains one of our biggest challenges. We believe from discussions with some of you it is a challenge you also share.

Part of the Conference can also be turned across to you for a question and answer session with Board members and staff if you think this will be a good use of your time.

Of course, if you have other matters you would like to discuss which you feel will be of interest to other clubs and associations please let us know as a matter of urgency so that we

can consider them before publicising the Conference and agenda further. We know from your comments last year that you need to understand the agenda to ensure you ask the appropriate club members to attend.

Coaching

We've been battling with a qualification system that has not quite met our needs. After a great deal of reflection the National Source Group for Coaching has reached the conclusion that we need to focus far more on producing coaches that can operate independently rather than as an 'assistant' coach to a more experienced coach. Consequently we are going to encourage more of you and your members to move directly to Level 2 rather than starting at Level 1. By using a variety of delivery methods we should be able to make the process of helping you demonstrate your competence against the criteria easier and less costly – financially and in time.

UKCC Level 1 will still be offered and will be appropriate for those of you that are working in an assistant role.

We have also been looking at how we can provide more support to our coaches. We've been running a survey to find out what our coaches needs are and once the survey is analysed we should have a clearer understanding of the views and needs of our coaches. We recognise how important it is for our active coaches to stay up to date particularly since there is a requirement to do so under the 'duty of care' that a coach has. We hope as a part of this exercise that some regional coaching conferences will be staged during 2014 and a national conference probably early in 2015.

For your information, sports coach UK in partnership with the England Coaching Network, Governing Bodies of Sport and the Home Countries has updated the Funding Opportunities for Coaching in The UK guide. The guide contains information on funding available in the UK to support coaching and is available to download from <http://goo.gl/Ao3OT8> . The guide is an interactive PDF that allows the user to quickly identify the right funding for them. It includes the following key sections

- Comprehensive funding listings for England that have been compiled by the County Sports Partnership Network
- Funding information for Northern Ireland, Scotland and Wales
- Governing Body funding for those coaches affiliated to and working within key whole sport plan areas
- 'Top Tips' will help first time funding applicants to get their applications right

sportscoachUK also have a via Twitter account, @scUKCoachFund, which provides up to the minute funding information for coaches; it's a great way of you or your coaching keeping track of what funding is on offer.

Staff Update

Sarah Hague is leaving British Orienteering and can take great pride in the improvements she has led within the talent and performance programmes. The programme has to date hit the targets agreed with British Orienteering and funding partners which is no mean task in

itself. In performance terms it is easy to interrogate the results and see the improvements in performance at JWOC which is the focus for the talent programme. Sarah is recognised by UK Sport and the sports councils, particularly Sport England as an expert in talent development and recruiting her replacement will be challenging.

Whilst not everyone will welcome the changes Sarah has made there is no doubt that we have a programme that is more aligned to current good practice at any time over the last 8 years.

It is clear that there are a number of points of conflict between the programme under Sarah's leadership and some of our membership with an interest in talent development but it is also clear that there remains a need for further change and that talent development and performance sport have changed significantly over the last 10 years. British Orienteering is not provided with government funding for doing what it has 'always done' it is only provided funding for delivering modernisation / change and additional or enhanced services to our talented athletes.

Caroline Povey is also leaving British Orienteering at the end of the summer. Caroline has been 'head hunted' by a local company in what is a good deal for Caroline and the company. Caroline has made a significant impact on British Orienteering and has acted as my 'second in charge' during this last few years. Much of the work Caroline has led on including the print portal, our web site and membership database, Focus magazine and the branding and resourcing to support Xplorer are held by our funding partners as examples of good practice even though we are a small governing body.

Personally I will miss Caroline's support and friendship but know this move, after 9 years with British Orienteering, is the right move for her. She leaves British Orienteering in a great position and whilst it will be challenging for another person to follow in her footsteps there is a real opportunity for a recruit to build on the foundations Caroline has created and to refocus on promoting orienteering and communicating with members and others interested in orienteering.

Hopefully by the time you read this you may also have the pleasure of watching Caroline competing at the Commonwealth Games in Glasgow where I'm sure all her training and experience will pay dividends. Caroline will be shooting in the Clay Trap (W) at the Barry Buddon Shooting Centre, Carnoustie on Sunday 27 July for anyone interested.

Board Meeting, Saturday 21 June 2014

The key messages from the meeting are:

1. Commercial Activities: recognition of the progress in generating income; Peter Buckley Commercial Manager was asked to produce a strategy statement for the Board to discuss.
2. Finance: the management accounts to May were in good order and there are no significant issues to raise. The principles and framework on which the 2015 budget will be developed were agreed. In this context it was agreed that athletes should be supported to make the most of WOC 2015 being staged on home terrain in Scotland.
3. National Office: relocation to offices in Tansley, near Mattock to continue.

4. Staffing: Recruitment for a Performance Manager and a Communications & Marketing Manager to commence.
5. Talent & Performance: it was agreed that a strategic review of the programme will be commenced with a report and recommendations to be made to the Board in late 2015 in time for the next round of funding submissions in 2016. Selection Policy, it was agreed that the current policy is not fit for purpose and should be withdrawn with immediate effect. It was recognised that a Selection Policy should come out of the strategic review of the programme and that in the meantime simpler competition or squad selection criteria should be developed and published to cover the period through to 2016. An example of the selection criteria was agreed and will be published shortly for the selection of the JEC 2014 team.
6. WOC 2015: The Board were updated on the delivery of WOC and ratified the signing of an agreement between British Orienteering and the Scottish 6 Days.
7. World Master Orienteering Championship 2018: the Board agreed to progress discussions with South London Orienteering Club and that, in principle, British Orienteering will support a submission to stage the event.
8. Governance: the Board noted the change in procedure to gain a self-assurance rating with funding partners.
9. Performance monitoring: it was noted that we have achieved our Sport England targets for the period to 31 March 2014. The Board received the updated Operational Plan and the Performance Monitoring Report from the Chief Executive.
10. Major Events: the Board met Sally Pygott the Major Events Manager to discuss matters relating to major events. The Board agreed the importance of the Major Events Conference and that it should be prioritised.
11. Club & Association Conference: the date, Saturday 25 October was confirmed. The theme for the Conference, 'Local Events', was agreed as was the need for a Q&A session for attendees to raise questions with Board members.
12. Association Matters: the list of Board members acting as liaison with associations was updated and will be published shortly.