

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



Annual Report 2015

More People, More Places, More Podiums



Relay at the JK2015

Credit: Rob Lines

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Chair's Report

By Martin Ward, Chair



I noted in last year's report that we had completed the transition to the new board structure consisting of six member-elected directors and three independent directors. During 2015 one of our independent directors, Rosie Williams, resigned from the Board, and I would like to thank her for the contribution she made during her brief time on the Board. Three of our member-elected directors, John Woodall, Philip Baxter and David Maliphant were re-elected at the AGM. Elizabeth Pariag was re-appointed as Independent Director. As Chair, and as a Board, we continue to seek new potential candidates for election as board members in order to maintain a good diversity of views, and varied backgrounds and experience.

In 2015 British Orienteering continued to be financially supported by Sport England, Sport Northern Ireland and Sport Scotland (which directly supports the Scottish Orienteering Association), for which we are very grateful. I should also mention Event Scotland, which provided significant financial support and without whom we could not have hosted the World Orienteering Championships in Scotland.

The World Orienteering Championships 2015 was a tremendous success, both from the perspective of British Orienteering and also the perspective of the International Orienteering Federation (IOF), for whom we organised the championships. I quote from a kind letter I received from Brian Porteous, IOF President: "On behalf of the IOF Council I write to thank you for a superb World Orienteering Championships in Scotland and to ask you to pass our thanks on to all those involved in the Federation. We never underestimate the challenges of hosting world championships and we are just so grateful for the very hard work so many people put into making the event a success. You did us proud!"

It wasn't just the World Orienteering Championships that was organised in Scotland over the summer – it was also the huge Scottish 6-Days competition held as part of Highland 2015, which set a new record for orienteering in the UK with over 6,000 people competing during the week, with its associated local economy and sports developmental benefits.

British teams competing internationally at Junior and Senior levels have continued to perform very well. Although we didn't win medals at the Junior World Orienteering Championships or World Orienteering Championships in 2015, we achieved several podium (top 6) placings, and the number of finishers in the top 20 placings at World Orienteering Championships was the highest ever at 11.

As Chair I represented British Orienteering at the International Orienteering Federation's bi-annual Presidents' Conference, which also included an Extraordinary General Assembly in 2015 to make a key decision about future arrangements for organisation of World Orienteering Championships. From 2019 (and then every 2 years) the World Orienteering Championships will include forest races only, with alternate years being a "Sprint World Orienteering Championships" in urban terrain, which will enable orienteering to be brought to some of the world's major cities. Urban orienteering continues to be a fast growing format of the sport, with new competition leagues emerging in the UK and abroad.

In 2015 we saw some changes of British Orienteering staff – I would like to take this opportunity to thank Mike Hamilton and all the British Orienteering staff who have worked extremely hard during the year to provide an excellent service to our clubs and members. In addition, I would also like to thank all of you that play a voluntary role in the governance structure, whether in committees, groups or as advisors on specific topics, for the valuable part you have played in the work that gets undertaken behind the scenes.

Towards the end of 2015 we held another very successful Club and Association Conference. This year's theme was around the vision and future strategy for the sport, a topic that the Board has also spent many hours considering during its meetings this year. We will be publishing the British Orienteering Vision for the sport in the UK through to 2025 early in 2016.

Finally, thanks very much to everyone who has volunteered in any way in running orienteering clubs, activities, events and competitions during the year.



Scott Fraser at the start of the Men's Relay

GB Relay Team – Scott Fraser, Graham Gristwood, Ralph Street

Credit: Jackie Newton

Chris Smithard in the Mixed Sprint Relay

Credit: ActivNorth Photography



Membership & Participation

By Jennie Taylor, Marketing Manager

Membership

Membership of British Orienteering increased from 10,328 in 2014 to 10,939 in 2015. We had 13.4% turnover of membership, in that 1,389 members lapsed from 2014 membership and 2,233 members joined during 2015. Since the changes to the membership scheme in 2013 we remain confident that the majority of our members are active orienteers.

Participation

In 2015 we continued to work with our existing partners including local authorities and outdoor education centres as well as with city councils and universities. To try to give you a fuller picture of participation we have broken the data down in a way that enables you to compare year on year what events and activities clubs stage whilst developing a picture of the orienteering taking place with the partners we are working with. 2015 saw a slight increase in event participation from 173,839 in 2014 to 188,184 in 2015. This can largely be explained by the significant impact of participation at the Scottish 6-Days in 2015; taking this into account shows a trend of a slight decrease in event participation. The number of events organised also fell from 1,751 in 2014 to 1,667 in 2015.

The work with partners has been significant although obtaining and validating the data returns has been challenging. Participation in Xplorer has increased from 27,652 in 2014 to 48,015 in 2015 and is the basis for much of the work delivered with partners.

Overall there has been an increase in participation from 392,548 in 2014 to 399,837 in 2015, an increase of 1.8%.

The new strategic plan contains a measure for participation in competitive orienteering and to compensate for the impact of the Scottish 6-Days event the measure is the average of 2015 and 2014.

Competitive Orienteering (Levels A to D):

2015 (average of 2014 and 2015) participation was 181,012, an increase of 2%.

2014 (average of 2013 and 2014) participation was 177,395.

Event Participant Runs	2010	2011	2012	2013	2014	2015
Senior Member	96,881	126,923	119,160	115,830	113,365	106,360
Senior Non-Member	8,801	9,266	9,349	13,356	9,821	27,125
Junior Member	43,059	47,142	41,595	38,593	37,820	32,517
Junior Non-Member	8,630	14,803	14,905	13,076	12,833	22,182
Total Event Participants	157,321	198,134	185,009	180,951	173,839	188,184
Number of Events	1,755	2,034	1,928	1,927	1,751	1,667
Average per Event	90	97	96	94	99	113
Activity Participant Runs	2010	2011	2012	2013	2014	2015
Senior Member	12,334	15,830	16,798	18,430	17,576	14,663
Senior Non-Member	4,517	7,822	9,281	19,199	9,125	5,560
Junior Member	6,995	10,195	12,430	10,195	5,817	7,944
Junior Non-Member	27,409	22,224	23,607	44,725	26,907	25,981
Total Club Activity Participant runs	51,255	56,071	62,116	92,549	59,425	54,148
Number of Activities	2,417	2,422	3,084	3,371	3,415	2,235
Average per Activity	21	23	20	27	17	24
Total Non-Club Activity Participant runs	5,649	8,150	9,257	35,766	103,879	109,490
Xplorer participant runs				9,250	27,652	48,015
	2010	2011	2012	2013	2014	2015
Total Number of Participants Runs	208,576	254,205	247,125	283,852	392,548	399,837

World Orienteering
Championship –
Long distance map

Credit: Rob Lines

Competitors
studying the map
at the JK2015

Credit: ActiveNorth Photography



Chief Executive's Report

By Mike Hamilton

It's been another big year for British Orienteering, its members, volunteers and staff.

The World Orienteering Championships staged in Scotland alongside the Scottish 6-Days, Highland 2015 was a major commitment. The overall impression is one of the event being a great success; certainly the feedback from competitors has been very positive. EventScotland our major partner and various other stakeholders were pleased with the outcome; for instance, the independent economic impact study was extremely positive – so much so that there have been enquiries about when the next opportunity may be. I'd like to thank Paul McGreal, Event Director, who invested a great deal of time and commitment in WOC 2015. Paul provided the direction and leadership for the Organising Committee. The members of the Organising Committee were all very competent and dedicated in their own area of work and Paul harnessed this well whilst protecting them from some of the challenges that faced WOC behind the scenes.

Of major concern in 2015 were the financial risks. As you will read in the financial report, 2015 started with a planned loss for the year. By March we were facing some major financial challenges – the potential for the World Orienteering Championships 2015 to make a significant loss being one of them. At one stage we had reached a position whereby the potential combined loss was approaching £120,000. Thanks to a lot of hard work by significant volunteers and staff we managed to negotiate our way through these challenges. As we approach our year-end, it looks as though the hard work and cost cutting mitigated the risks and the loss will be close to that planned in the budget. Some of the cost cutting was painful, the loss of our Commercial Manager and the tightening of spending on the World Orienteering Championships for instance.

I would like to thank the Chair, Vice-Chair, Treasurer and Board for their work and support through 2015. The Board has been active throughout the year making major decisions over spending and the future of the sport in the UK. Board efficiency has been reviewed and changes made to the way in which the Board operates. One of the challenges for Board

members has been to balance the various strong influences that impact on the decisions the Board makes. The varied views of our members add to this challenge, as the views expressed are often polarised and strongly held. For instance, when taking decisions about the vision for the sport members expressed very strong views that it is a 'competitive' sport (only running) whilst another group of members projected strong views that orienteering is a 'leisure activity' (that is, including walking) and that they cannot be discounted. The Board understands these equally strongly held views and the vision now incorporates both. This is not a problem unique to orienteering, for instance canoeing is an Olympic, competitive sport and a recreational activity. Unfortunately, there seems to be less tolerance of the other perspective in orienteering – on both sides of the discussion. These perspectives need not be in conflict and can exist comfortably side by side as they do in many other sports.

The vision and strategic plan have occupied a great deal of time during 2015; they lay the foundations for the development of orienteering and British Orienteering over the next 5 to 10 years. The Board has been and continues to be unanimous in their belief that the vision and strategic plan should be for the sport and not focused on what government or funding partners may want.

I would also like to thank the Chairs and members of the various Steering Groups and Committees and the other members working at National level. These groups and volunteers work hard throughout the year on behalf of British Orienteering and receive little praise or recognition. Without their work British Orienteering would fail across many areas of our work and responsibility.

Looking forward, 2016 will be a year of transition as we start to move our focus and work into alignment with the new strategic plan; we will, of course, continue to fulfil our contractual obligation to funding partners which finish at the end of March 2017. The new Government strategy, 'Sporting Future – A New Strategy for an Active Nation' is an exciting future for sport and, in many ways aligns well with the opportunities open to orienteering; the Board and members of British Orienteering must make a decision about if and how we take such opportunities. However clearly we may decide not to.

2015 Objectives reviewed

To grow the membership by an amount to be determined, there was general agreement that an increase of 5% would be significant growth.

Membership growth of 6% was achieved during 2015 which although modest was a step in the right direction.

To review and update the Vision, Values and Strategic Plan for Orienteering and engage closely with members and other groups as a part of this process.

Consultations with members and other groups continued through much of 2015 resulting in a draft summary of the plan agreed at the December Board meeting. The summary is available on the website.

To work with clubs and volunteers to improve the marketing of events and activities.

The marketing of our major events including the UK Orienteering League were enhanced during 2015 and arguably played some part in the increased participation at these events. Examples of good practice were identified across our clubs and these were strongly promoted through Focus magazine and the website.

To increase the number and geographic spread of partners delivering recognised orienteering activities and events.

Whilst the number of clubs remained static the number of other partners we worked with to deliver orienteering related activities grew from 50 to 72 an increase of 44%. This increase was largely across the north of England and midlands although some national partners such as the National Trust were also recruited.

To deliver the outcomes of the Volunteer Needs Workgroup and enhance support for volunteers in general.

There were both achievements and failures against this objective. Coaching was problematic as postponements to the Government changes in the qualification system meant a year of frustration and delay. News regarding support for event officials was more positive as work progressed to the piloting of an introductory course. The delivery of Teaching Orienteering courses and Event Safety & Welfare Workshop went ahead and continued to be popular and well received.

To improve the provision of coaching and the support for coaches.

The year was overshadowed by frustrations regarding the postponement of changes to the qualifications system. This has now been resolved and the way forward for developing and qualifying coaches is becoming clearer. A pilot scheme to develop coaches working with talented athletes has been implemented and will be continued through 2016. Continuous Professional Development continues to be driven by associations and the aligning of, and closer working between, the regional squads and talent programme has created opportunities for coach development.

To improve the training and support for organisers of events at all levels.

Whilst the progress with this work through 2015 has at times been frustratingly slow the lessons learnt from the pilot courses staged in late 2015 have provided good feedback and should shape the rolling out of the next phase of the pilot early in 2016.

To promote the UK Orienteering League.

More promotion of the events and results of the UK Orienteering League 2015 competitions were reported in Focus membership magazine and posted on the British Orienteering website and social media channels to highlight this popular league.

To achieve medals and top 10 places at the World Orienteering Championships and the Junior World Orienteering Championships.

2015 saw the home World Orienteering Championships produce probably our most successful World Orienteering Championships for many years. It was disappointing not to get a medal although achieving 4 individual and 2 relay top 10s was an outstanding achievement.

Similarly, Junior World Orienteering Championships produced some of our best results ever in the competition with 2 individual top 10s; Aidan Smith finishing 4th and 7th in the men's Long and Sprint respectively. A further 2 individual results in the top 20 and both relays finishing in the top 20 completed an excellent Junior World Orienteering Championships.

To deliver a World Orienteering Championships that is recognised as being successful by the athletes and partners involved.

Thanks to the work of the Event Director, an excellent organising team and great volunteers, both heavily involved and 'on the day', the overall staging of the World Orienteering Championships was a resounding success. EventScotland and our other funding partners were extremely pleased with the event and considered it an excellent investment.

Athletes were incredibly positive overall and the long course at Glen Affric achieved the accolade of 'Orienteering Course of the Year 2015', well done to Steve Nicholson, Brian Bullen and everybody else involved in designing the courses.

Financially it looks as though the World Orienteering Championships was successful in achieving a break even set of accounts, largely due to the success of the Scottish 6-Days in attracting a larger than normal entry.

To retain partner funding and increase the generation of income from commercial activities.

Overall we achieved the targets contracted with Sport England and Sport Northern Ireland and funding continued through 2015 into 2016. The targets were challenging and achieving them has been a significant achievement.

Generating income from commercial activities has been a challenge and whilst we have some successes they are not of the order targeted. The programme has been reviewed and the decision taken not to replace the Commercial Manager position at this time.





Finance & Funding

By Bob Dredge, Treasurer

In this brief report I hope to give a general overview of our financial position, performance in 2015, and outlook for 2016 and beyond. The full set of audited accounts are available on the website. However should members have any specific questions then the Treasurer is very happy to try to answer them.

The audit of the accounts was especially thorough this year in light of the significant additional monies generated through the World Orienteering Championships that were held in Scotland. This gave rise to interesting technical discussions on the proper treatment of some large issues such as VAT and the treatment of the funding flows between ourselves and our World Orienteering Championship partners.

The auditors have now finalised their deliberations and have issued an unqualified audit certificate – a clean bill of health. They made no other significant comment on our systems of control and accounting and were satisfied that there were sufficiently robust to sign off the accounts. On a technical note the accounts have been prepared in accordance with the new accounting standard-FRS102 and this has required the restatement of some of the 2014 numbers to reflect the retrospective application of this. The main area of change is on how unused staff annual leave is allowed for, and a note in the accounts details this.

Before detailing our performance and position I would again draw your attention to the point that we have, in essence, two sets of income and expenditure – although for formal accounting purposes these are properly consolidated. We receive grant monies from Sport England and Sport Northern Ireland that are provided to fund very specific activities and programmes. These monies are available only for these activities and cannot be used to support our general activities. We have no discretion over their use once we have signed the formal agreements. The grants total £560,016 from Sport England and £86,449 from Sport Northern Ireland. Staff working on these programmes are responsible for their successful delivery and the meeting of conditional targets for continual financing.

Turning to the monies over which we do have discretion. In 2015 we received £1,623,252 of income. This is clearly significantly greater than in 2014 due mainly to income for World Orienteering Championships – which itself made a small loss. In total we ended the year with a surplus of £8,599 which has been added to our reserves. Uncommitted reserves now stand at £489,221.

This surplus is much better than anticipated as we entered the year facing a number of potentially significant financial risks. These were highlighted at the 2015 Annual General Meeting when we were aware that:

- The World Orienteering Championships financial position was uncertain. There were still major contracts yet to be signed and the estimates of the number of entrants for the parallel Scottish 6-Day event which was essentially run as a joint venture in terms of financing were unknown. In addition to being a great success as an event and experience, the WOC, if considered as a single financial project, returned a small profit of £12,260 to British Orienteering against a budgeted breakeven position.
- Major Event finances were looking very risky as additional expenditure had to be incurred on access and car parking at the JK

along with uncertainties on the British Orienteering Championships finances. Again these risks turned in our favour and Major Events made a significant surplus.

The efforts and time spent by the organising groups and especially the event Treasurers to deliver these results were huge and are recognised by us.

- Levy income had stalled over the previous two years as had the number of runs, and so our initial budgeted income looked to be under pressure. Again events turned in our favour due to the very timely reporting and submissions by Club Treasurers to whom we are eternally grateful.
- Throughout the year we made a number of refinements to our management and administrative cost structure. We decided not to replace the position of Commercial Manager when it fell vacant as it was clear to the Board that the opportunities for raising these sorts of monies were not as fruitful as we had been led to believe. Some supporting administrative staff were also not replaced. We also benefitted from the savings we made by our office relocation and sublet of the old office space which ensured we had no continuing costs to cover.

Taken together with the tight levels of control and discipline exercised by our staff these meant that we ended the year in a much stronger financial position than we had anticipated. This means that we go into 2016 with a higher level of reserves than we had anticipated and this, in turn, gives us more flexibility to plan how we will respond and deliver our revised strategy and face the uncertainties of the new Sport England funding round.

The income and expenditure for 2015 is summarised in Table N below. This shows the main areas of our activities and covers the monies over which we have discretionary use.

Table N

	Income £'000	Expenditure £,000	Loss(-)/ Gain(+)	2014 -/+
Membership/Clubs	51.4	50.9	0.5	-2.0
Event levy	130.4	0	130.4	114.4
Major Events and On-costs	225.5	198.1	27.4	28.9
WOC	475.9	478.1	-2.2	
Athletes contributions	54.2	54.2	0.0	0.0
Other income	38.9	0	38.9	58.8
TOTAL BOF FUNDS	976.3	781.3	195.0	200.1

Table N2 - Use of Funds

	Income £'000	Expenditure £,000	Loss(-)/ Gain(+)	2014 -/+
Governance	0	19.4	-19.4	-19.4
Development	0	5.9	-5.9	-21.2
Performance	0	32.5	-32.5	-31.1
Promoting the sport	0	3.4	-3.4	-8.4
Salaries and staff expenses*	107.9	211.1	-103.2	-108.9
Finance costs**	5.7	13.5	-7.8	4.8
Other costs	0	14.2	-14.2	-31.3
Total BOF Spend	11.6	300	-186.4	-215.5
OUTTURN			8.6	-15.4

Claire Ward (ESOC) in action at the British Orienteering Championships 2015

Notes

*Income shown here is the contribution made from direct grants to staffing costs of shared posts.

** Income here is interest received from deposit and investment accounts, expenditure is for bank services, audit and tax.

These tables show that, in summary for our income:

- Income from members and clubs virtually cover the cost of servicing them in terms of the costs of Focus, event insurance, our website and the membership system.
- The event levy generated £16,000 more in 2015 than 2014. This is largely due to the small increase per run agreed for the year.
- The overall contribution from all Major Events was £27,400. This is very close to our budgeted and planned net income of £25,000.
- The overall cost of the combined World Orienteering Championships/Scottish 6-Days event was well over £1 million and the positive financial outcome of the World Orienteering Championships demonstrated a very high degree of discipline and a lot of work and effort by the entire team involved in organising the Championships.

Other income from commercial and trading activities has reduced. As previously noted our attempts at expanding this part of our funding have proved very difficult and time consuming and the Board have concluded that, for the present, we will attempt to seek to retain our current income streams but not actively apply resources on seeking new ones.

Turning to our expenditure:

- The expenditure on Governance and Performance more or less matched that in 2014.
- Less was spent on Promotion than in 2014.
- Following planned re-alignment of duties and vacancies, net cost of salaries – that is all costs after the allocation of the Sport England/Sport Northern Ireland element of staff costs is recharged, fell slightly.
- Financing costs did increase as income from our deposits and savings attract low returns but the costs of banking, tax and audit remain at previous levels.
- All other costs fell by just over £17,000.

Taken together this left us with a small profit on our 2015 activities, but a much better than planned one.

Turning to our balance sheet – the principal point here is that our reserves have increased to £489,221. Tangible assets have increased mainly as a result of our investment in more resilient IT. The large movements in creditors and debtors is largely due to the flows of cash around World Orienteering Championships – all have now been paid out and accounted for whereas any income or expenses received or paid prior to 2015 had been accrued in the 2014 figures. The changes in general debtors and creditors reflect the timing of routine invoices and in general we pay within 28 days of receipt of invoice, and seek to receive income due in this time as well.

Overall the financial performance was extremely pleasing, especially given the degree and range of risks that we were faced with in the year. We move forward with healthy reserves. I mentioned at last year's Annual General Meeting the uncertainty over our future funding. We are now more aware, of the likely policy direction of Sport England funding and appear to be not to support both the core costs of sports governing bodies or of talent and performance programmes. These factors have been fully considered in the strategic review we have been undertaking and the need to be self-financing as a governing body – in whatever shape and scope the members decide – is now clear. With this in mind the Board are bringing to the membership separate recommendations on how we fund and sustain British Orienteering in the future.



Development and Increasing Participation

By Craig Anthony, Head of Development

The British Orienteering Development Team consists of:

- In England Head of Development, Craig Anthony, two National Participation Managers Natalie Weir and Dan Riley, three Participation Officers Tim Herod, Tom Brown and Rachel Atherton entirely funded by Sport England.
- In Northern Ireland Active Clubs Coordinator Conor Fadian entirely funded by Sport Northern Ireland.
- In Scotland Development Officer Hilary Quick funded by Sport Scotland.

We are extremely grateful for the help and assistance provided to us by clubs, coaches, volunteers and partners in delivering the projects and programmes below. Without this support the development of the sport would not be in the position that it is in currently.

Recognised Centre Scheme

The Recognised Centre scheme launched in 2015 has 3 recognised centres, a further 6 centres signed up with another 8 likely to sign up early in 2016.

The 3 recognised centres include Plas y Brenin –The National Mountain Sports Centre, East Lothian Outdoor Learning Service and Dolphin House Outdoor Centre.

6 advisors were appointed to enable us to implement the scheme on a national basis with 2 advisors covering Scotland, 1 in Wales, 3 in England. During the recruitment process advisors demonstrated knowledge of the outdoor industry, orienteering and assessment, an incredibly rare combination.

The scheme supports outdoor activity centres to deliver a high quality orienteering experience that meets the needs of the centres clients. The team continues to work to improve the understanding and perception of orienteering in the outdoor industry.

England: Increasing Participation

The development team has continued to work to deliver our agreed targets with Sport England to increase participation in the 14-25 and 26+ age groups. This has included a number of partnerships with a variety of organisations allowing us to take the sport of orienteering to new people in new ways.

England: Xplorer

2015 was an incredibly successful year for our Xplorer programme. By embracing more variety in our delivery partners we significantly increased the number of areas where activities have taken place as well as increasing the overall number of activities and total participation.

No. Partners	Venues	Total Participation	13 Under	14 - 25	26+
69	151	48,015	31,181	1,613	15,221

England: Clubmark

2015 saw the introduction of an updated criteria for Clubmark, which brings British Orienteering Clubmark in line with a National Sport England Review. The end of the year saw 30 clubs having achieved or retained Clubmark status.

Northern Ireland: Active Clubs

The aim of the Active Clubs programme is to grow membership of clubs across Northern Ireland with specific targets for total membership, female members, members aged 14-25 and members from areas of high social need. The funding supports the development of regular orienteering opportunities in community settings. 2015 saw the creation of regular community clubs in Craigavon, Gortin, Omagh and Dungannon. These clubs alongside continued member recruitment in other areas means that the project is on track to deliver against targets in the first full year of the project. Active Clubs Coordinator, Conor Fadian, has worked with clubs to create club development plans in order to support the recruitment and retention of members in future years.

Scotland

The World Orienteering Championships 2015 stimulated significant development in 2015 particularly for the most northerly clubs, Inverness Orienteering Club, Badenoch and Strathspey Orienteering Club and Moravian Orienteering Club, which are based in the areas that hosted World Orienteering Championships. Their local events have seen significant increases in participation and a new series of night events has been born.

Perhaps as a direct result of the Gaelic language coverage of World Orienteering Championships on BBC Alba, orienteering is now playing a large part in Gaelic language teaching on the West coast and the islands, with many materials including the Teaching Orienteering course being translated into Gaelic.

Many club volunteers have developed their skills as coaches and event officials, through a comprehensive programme of courses, including the one-day Coaching Foundation course. The huge contribution of many volunteers is being recognised in generous financial support by Scottish Orienteering Association of the next Volunteers' Weekend, to be held at Glenmore Lodge on 13-15 May 2016.

Wales: Development Weekend

The Welsh Association held a Development Weekend on 27 June 2015 funded by development money from a successful Croeso 2012. Over 10% of the Wales Association membership representing all 4 clubs congregated at Plas Dolau, a country house hostel near Aberystwyth, for a weekend of varied training organised by Mark Saunders, Development Officer. The programme covered organising, planning, mapping, electronic timing, club development and publicity. The programme incorporated time to allow people to get out and run on Foel Goch with windows and corridors exercises and the weekend finished with 27 people taking part in a Harris Relay on Blaen Melindwr. It is hoped that the successful weekend will spur further development in clubs in 2016 and beyond.

Coaching and Volunteering

Volunteering

Volunteers are essential to the survival of sport and as a governing body we are exploring additional ways to ensure volunteers are valued and supported to provide the excellent service they provide.

Vayops Ltd were appointed to develop an Organisers course for lower level events, this will complete and launch in 2016.

1,410 members have now attended the Event Safety Workshop.

Coaching

Thanks to Hilary Palmer Chair of Coaching who with her Group continues to provide guidance and opportunities such as the well-attended Coaching Conference. Coaching courses have continued to be delivered in a variety of fashions with other bodies taking the responsibility to organise courses with the national office providing resources and administration alongside the UK Coaching Certificate processing.

2015 was a frustrating year with the changes in the qualifications being postponed by Government agencies multiple times.

The push to encourage coaches with orienteering knowledge to start at UK Coaching Certificate Level 2 which focuses on a series of linked sessions rather than one off sessions and enables the coach to lead sessions rather than being an assistant coach as with Level 1 has led to a significant increase in the number of UK Coaching Certificate Level 2 qualified coaches.

There are currently 1,235 qualified coaches registered with British Orienteering, of those 463 have a licence to coach.

643 of these qualified under the "old" scheme (not UKCC) and this number breaks down to the following:

Level 2	320
Level 3	241
Level 4	66
Level 5	16

The remainder (592) qualified under the UKCC scheme and broken down as:

UKCC Level	UKCC Level 1	New in 2015
UKCC Level 1	510	19
UKCC Level 2	81	28
UKCC Level 3	1	0

Teaching Orienteering

58 Teaching Orienteering courses took place in 2015 supporting those with teaching, coaching or instructing skills to deliver orienteering.

Course	Courses	Attendees
Teaching Orienteering Part 1	49	338
Teaching Orienteering Part 2	9	78



Volunteer control marshals at the World Orienteering Championships

Volunteer IT team at the World Orienteering Championships



2015 Major Events

By Sally Pygott, Major Events Manager

2015 saw all the British Orienteering partnership Major Events (JK and British Championships) being staged within 6 weeks of each other in April and May.

British Orienteering Night Championships

Airenteers organised the event situated in Middleton Park, which provided a mixture of grasslands, playing fields, a golf course, ancient woodland with many sunken bell pits, depressions, contour detail and holly thickets requiring accurate navigation, and the reclaimed site of Middleton Colliery.

The John Charles Centre for Sport made a fantastic event centre for competitors to stay warm and dry, for prize giving, and for Petzl to demonstrate their latest head torches and other traders.

Jan Kjellstrom Festival of Orienteering attracted a significant number of high profile international elite orienteers wanting to sample the complex terrain of the Lake District and in preparation for the World Orienteering Championships in Scotland a few months later.

The North West Orienteering Association having only 8 months previously delivered the Lakes 5 Days took on the huge task of organising the JK.

British Orienteering Long & Relay Championships was hosted by Bristol Orienteering Klub with both days in the Forest of Dean. Life was made simpler by having the luxury of being able to use the same field behind Speech House Hotel during both days, for the car park, event village and assembly. Only a short walk away were the starts and a common finish with plenty of spectators. The event was fortunate to have good weather all weekend with the forest in glorious spring colours.

The British Orienteering Championships received good media coverage with Triangle radio interviewing Katy Dyer and Claire Ward prior to the event and BBC Gloucestershire interviewing Dave Urch, Claire Ward and Alice Rigby live at the event.

British Orienteering Sprint and Middle Championships Another dry and warm weekend saw both events successfully organised by clubs from South Central Orienteering Association.



Overall winners at the JK2015 – Catherine Taylor and Thierry Gueorgiou

British Army Orienteering Club managed to negotiate access to the newly built Aldershot Garrison where the heats and finals took place within the intricate complex of office and accommodation buildings and areas with a mixture of large and small buildings, small copses and open areas.

Thames Valley Orienteering Club provided a great spectator opportunity with good views up to the adjacent forest from the event arena and an abundance of red kites sawing high above.

EMIT touch free was used for the first time at both days and was well received by participants.

Congratulations to all the JK and British Champions of 2015.

Event	Senior	Junior	TOTAL
British Night Championships	222	33	255
British Orienteering Sprint Championships	613	189	802
British Orienteering Middle Championships	731	219	950
JK Weekend - Day 1 – Sprint	1,555	554	2,109
JK Weekend - Day 2	2,160	662	2,822
JK Weekend - Day 3	2,110	670	2,780
JK Weekend - Day 4 – Relays	1,392	294	1,686
JK TrailO	122	9	131
British Orienteering Long Championships	1,099	312	1,411
British Orienteering Relay Championships	667	223	890
British TrailO Championships	30	4	34
TOTAL	10,701	3,169	13,870

Major Event Finances

The partnership Major Events have achieved more than the £25,000 profit to British Orienteering, a summary is below:

Major Events 2014					
	TOTAL Expenditure	TOTAL Income	Surplus	British Orienteering Profit Share	Club/Association Profit Share
JK 2015	£122,811.61	£146,189.18	£23,377.57	£15,585.05	£7,792.52
British Long & Relay Championships 2015	£37,186.05	£47,298.55	£10,112.50	£6,741.67	£3,370.83
British Sprint Championships 2015	£13,796.15	£14,375.48	£579.33	£386.22	£193.11
British Middle Championships 2015	£10,571.95	£17,675.98	£7,104.03	£4,736.02	£2,368.01
TOTAL	£184,365.76	£225,539.19	£41,173.43	£27,448.96	£13,724.47

UK Orienteering League 2015

2015 attracted 2,382 British Orienteering members and 106 clubs to the 19 competitions.

The winners of each age class are:

M/W	Name	Club	Points	Name	Clubs	Points
16	Alastair Thomas	WCOC	500	Laura King	AIRE	468
18	Matthew Fellbaum	MDOC	442	Chloe Potter	BOK	480
20	Adam Potter	BOK	453	Sarah Jones	EUOC	486
21	Jonathan Crickmore	SO	459	Alice Leake	SN	459
35	Geoffrey Ellis	RAFO	486	Janine Inman	FVO	494
40	Laurence Townley	SN	372	Anne Straube	OD	498
45	Andy Thorpe	EPOC	457	Lynne Thomas	WCOC	450
50	Quentin Harding	SROC	496	Heather Fellbaum	MDOC	456
55	Mark Saunders	BOK	492	Alice Bedwell	BOK	493
60	Steve Whitehead	EBOR	493	Janet Rosen	HH	491
65	Peter Gorvett	SYO	494	Liz Godfree	DVO	492
70	Ian Peirce	SARUM	471	Ruth Rhodes	SO	467
75	Jeremy Oldershaw	SAX	461	Alison Sloman	HOC	500
80	Andrew Gregory	MDOC	499	Ursula Oxburgh	WAOC	496
85	Adrian Hope	BASOC	199	Pat Grenfell	BOK	199

The top 3 clubs are:

Rank	Club	Points
1	BOK	6386
2	SYO	5783
3	DEE	5754
3	OD	5896

The 2016 UK Orienteering League Schedule can be found at:
www.ukorienteeringleague.org.uk

Major Event Officials Conference

The one-day conference saw 38 individual delegates (including speakers) attend the Holiday Inn, Derby-Nottingham on Saturday 5 September 2015. Topics discussed ranged from Guidance and Recommendations for Sprints, Planning for Older Competitors to Guidance and Recommendations of Running Order for Relays, with the aim to transfer Good Practice and Lessons Learnt from British Orienteering Major Events: the JK and British Championships, from 2015 to 2016 and 2017.

Thank you to all the volunteers and speakers who gave their time to make it such an interesting and informative day.

Volunteer Organiser Training

It has been a long-stated ambition of British Orienteering to create and roll out a national, high quality, training package for our hard-working Volunteer Event Organisers. In May myself and Craig Anthony started the ball rolling to seek a suitable person with training expertise to gather insight and put a package together.

Bristol Orienteering Klub kindly hosted two pilot 'Organising Orienteering Events' courses in December which provided invaluable feedback and insight to move this project forward in 2016. This will form one element of a much bigger project incorporating training for event officials and coaches.



Talent and Performance Programme

By Jackie Newton, Performance Manager

2015 saw our senior athletes perform at a home World Orienteering Championships, in Scotland, where the team achieved four top ten places and 11 top twenties from eight individual athletes and were subsequently promoted to World Orienteering Championships Division 1 in both men's and women's. The Junior World Orienteering Championships took place in Norway where Aidan Smith produce a 4th, 7th and 19th at his final Junior World Orienteering Championships and Megan Carter-Davies achieved a 17th position in her first Junior World Orienteering Championships.

The outstanding performances of the year were decided on our athletes' results in major championships. The awards for Senior and Junior orienteers of the year have gone to Catherine Taylor and Aidan Smith respectively with Jessica Tullie and Megan Carter-Davies credited for most improved.

Catherine lives and trains, as a full time athlete, in Sweden and is a member of the British Orienteering Performance Squad. 2016 was her best ever World Orienteering Championships that gave her two podium positions: 5th in the Middle race and 6th in the Long. She then went on to win the Middle race at the World Cup Final, in Switzerland, which she rates as her best ever result.

Aidan has been a member of the Talent Squad and has now moved up to the Development Squad. He is a full time student, studying Philosophy, Politics and Economics at St. John's College, Oxford University. With three years of experience at Junior World Orienteering Championships under his belt, Aidan romped home for 4th place in the Long distance event after finishing 7th in the Sprint and 19th in the Middle. His 4th in the Long is the highest ever position for a British athlete, in a forest discipline at the Junior World Orienteering Championships.

International Competition Results from 2015

British Orienteering continued to develop athletes and deliver the objectives of the Talent Development and Performance Programme and, in so doing, achieved the targets associated with funding for the 2015 period.

WOC Top 20s:

5th - Catherine Taylor, Middle; 6th - Catherine Taylor, Long; 8th - Kris Jones, Sprint; 10th - Hector Haines, Middle; 13th - Scott Fraser, Sprint; 17th - Hector Haines, Long; 17th - Charlotte Ward, Sprint; 17th - Jessica Tullie, Middle; 18th - Murray Strain, Sprint; 18th - Graham Gristwood, Long; 20th - Graham Gristwood, Middle.

In addition, Scott Fraser, Graham Gristwood and Ralph Street finished 4th in the Forest Relay in a thrilling race whilst Claire Ward, Jessica Tullie and Catherine Taylor finished 9th in the women's event and Hollie Orr, Dave Schorah, Chris Smithard and Catherine Taylor finished 14th in the Mixed Sprint Relay.

JWOC Top 20s:

4th - Aidan Smith, Long; 7th - Aidan Smith, Sprint; 17th - Megan Carter-Davies, Sprint; 19th - Aidan Smith, Middle. Additionally, Matt Elkington, Dane Blomquist and Chris Galloway finished 15th in the Men's Relay and Megan Carter-Davies, Sarah Jones and Julie Emmerson equalled that position in the women's event.

Review

A review of the programme was carried out at the end of the competition period. The review recognised that everyone involved in the programme needs to continue to drive towards excellence and support and facilitate the higher levels of performance. There are still areas that need to be improved and these include a need for a more joined up approach between the Talent and Junior Regional Orienteering Squad programmes. There were also requests from parents, coaches and athletes to reconsider some of the selection decisions and for more opportunities for technical training. We also appreciate the need for the programme vision, aims and philosophy to be communicated to the wider orienteering community.

This review has helped inform our vision, mission, aims and strategic focus that are presented below.

Vision

Our vision is to develop a Talent and Performance Programme which is regarded as a model of best practice and will deliver medals in the World Orienteering Championships.

Mission

The programme's central roles are to identify those with the ability to succeed at the Junior World Orienteering Championships and World Orienteering Championships and to provide them with support that enables them to achieve excellence.

Aims

- o To develop a Talent and Performance programme that models 'best practice'
- o To produce greater depth of talent in the programme at both Junior and Senior level, so that every Junior World Orienteering Championship and World Orienteering Championship Great Britain athlete finishes in the top 20
- o To develop a 'Performance Culture' that enables our best athletes to win medals on the world stage.

In order for us to realise the vision, work on the mission and achieve the aims we have determined what the key focus areas should be:

- To become better integrated and engaged with the Regional Squads and enhance the Talent and Performance Pathway from Learning to Train to Performing at World Class Level
- To create a Talent Development Environment where athletes, with the potential to achieve, are supported by a professional team of experts and are provided with opportunities to progress technically, physically, psychologically and behaviourally towards excellence
- To retain our status in the top six nations and to prepare athletes to deliver strong performances at the World Orienteering Championships 2016 and in future World Orienteering Championships.



Jessica Tullie in Quarantine before the Middle distance at 2015 World Cup First Round, Tasmania, Australia.

Cat Taylor on the podium at the World Orienteering Championships 2015

Hannah Cox at the Junior World Orienteering Championships

Kris Jones competing in the Men's Sprint Final at the World Orienteering Championships

Significant strategic priorities will be to:

- Develop and implement the Orienteering Development Pathway which benchmarks each development stage
- Reflect and reconsider the competition programme and periodised year and look for additional opportunities for athletes to gain competition experience
- Consult and collaborate – take a series of road shows out to the regions to communicate the strategy and collect feedback
- Restructure – the staffing with head coaches and other experts
- Promote – raise the profile of the Performance athletes and their journeys to success to the orienteering community

2015 was an exciting year and the memories of the World Orienteering Championships 2015 will stay with us for many years to come. We will be working extremely hard to ensure that we support our athletes to perform to their full potential in 2016 and onwards, not only at the World Orienteering Championships but across the full range of development and performance opportunities. I would like to congratulate the athletes and their personal coaches whose achievements and success in training and competition in 2015 have contributed to British Orienteering achieving our targets and for increasing our future prospects. Thanks also must go to the Chief Executive, the Chair and the Board of British Orienteering for their continued support of the programme and our funding partners for their guidance in developing our talent pathway plans.

Roll of Honour 2015

Award	Winners
Club of the Year	South Yorkshire Orienteers
University Club of the Year	Edinburgh University Orienteering Club
Silva Award for Services to Orienteering	Katy Stubbs (Berkshire Orienteers)
Young Volunteer Award	Katherine Bett (Southern Navigators and the University of Durham Orienteering Club)
Senior Orienteer of the Year (Mike Wells – Cole Trophy)	Catherine Taylor (Cleveland Orienteering Klub)
Junior Orienteer of the Year (Silva Statuette Trophy)	Aidan Smith (South Yorkshire Orienteers)
Senior Best Improved Orienteer of the Year	Jessica Tullie (Badenoch and Strathspey Orienteering Club)
Junior Best Improved Orienteer of the Year	Megan Carter-Davies (Mid Wales Orienteers)

Position	Athlete	Championship	Discipline
1st (Gold)	Catherine Taylor	World Cup	Middle Final
5th	Catherine Taylor	World Orienteering Championships	Middle
6th	Catherine Taylor	World Orienteering Championships	Long
8th	Kris Jones	World Orienteering Championships	Sprint
10th	Hector Haines	World Orienteering Championships	Middle
13th	Scott Fraser	World Orienteering Championships	Sprint
17th	Charlotte Ward	World Orienteering Championships	Sprint
17th	Jessica Tullie	World Orienteering Championships	Middle
17th	Hector Haines	World Orienteering Championships	Long
18th	Murray Strain	World Orienteering Championships	Sprint
18th	Graham Gristwood	World Orienteering Championships	Long
20th	Graham Gristwood	World Orienteering Championships	Middle
4th	Aidan Smith	Junior World Orienteering Championships	Long
7th	Aidan Smith	Junior World Orienteering Championships	Sprint
17th	Megan Carter-Davies	Junior World Orienteering Championships	Sprint
19th	Aidan Smith	Junior World Orienteering Championships	Middle

World Masters Orienteering Championships	Nick Barrable: M40 Gold (Sprint), Jon Hollingdale: M50 Bronze (Sprint), Doug Dickinson: M70 Bronze (Sprint), Andrew Gregory: M80 Bronze (Sprint), Eileen Bedwell: W80 Bronze (Sprint).
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British Championships	Long	Middle	Sprint	Night	Relay
Senior Men	Graham Gristwood (Forth Valley Orienteers)	James Tullie (Badenoch and Strathspey Orienteering Club)	Murray Strain (Interlopers Orienteering Club)	Graham Gristwood (Forth Valley Orienteers)	Interlopers Orienteering Club
Senior Women	Jessica Tullie (Badenoch and Strathspey Orienteering Club)	Jessica Tullie (Badenoch and Strathspey Orienteering Club)	Charlotte Ward (Humberside and Lincoln Orienteers)	Claire Ward (Humberside and Lincoln Orienteers)	Southern Navigators
Junior Men	Aidan Smith (South Yorkshire Orienteers)	Matthew Elkington (Sheffield University Orienteering Club)	Chris Galloway (Interlopers Orienteering Club)	Adam Potter (Bristol Orienteering Klub)	Southdowns Orienteers
Junior Women	Megan Carter-Davies (Mid Wales Orienteers)	Sarah Jones (Edinburgh University Orienteering Club)	Sarah Jones (Edinburgh University Orienteering Club)	Cecilie Andersen (Bristol Orienteering Klub)	Lakeland Orienteering Club

British TrailO Champions	Open: Anne Straube (Octavian Droobers), Paralympic: Peter Roberts (Eborienteers), Junior: Matthew Leith (Southdowns Orienteers)
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World TrailO Championships			
Position	Athlete	Class	Discipline
20th	Ian Ditchfield	Open	PreO
27th	Peter Roberts	Paralympic	PreO
12th	Ian Ditchfield, John Kewley and Tom Dobra	Team Competition	TempO
6th	Ian Ditchfield, John Kewley and Tom Dobra	Relay	TrailO

JK Men's Individual Champion	Thierry Gueorgiou (FRA)	JK Men's Relay Champions	Interlopers
JK Women's Individual Champion	Catherine Taylor (Cleveland Orienteering Klub)	JK Women's Relay Champions	Forth Valley Orienteers

JK Men's Sprint Champion	Matthias Kyburz (SUI) & Scott Fraser (Interlopers)		
JK Women's Sprint Champion	Emma Klingenberg (DEN)		

UKOL Men's Top Score	Alastair Thomas (West Cumberland Orienteering Club)	UKOL Women's Top Score	Alison Sloman (Harlequins Orienteering Club)
UKOL Club Top Score	Bristol Orienteering Klub		

Home Internationals	Junior - Scotland	Senior - Scotland	Veterans - England
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Compass Sport Cup	Forth Valley Orienteers	Compass Sport Trophy	South Ribble Orienteering Club
Yvette Baker Trophy	Devon	Jamie Stevenson Trophy	Mar Orienteering Club
Junior Inter Regional	Scotland	Peter Palmer Junior Relay	Southdowns Orienteers

BSOC Winning Schools	Primary	Middle/Prep	Small Secondary	Large Secondary	Tertiary/6th Form
	Leicester Grammar	Barnardiston Hall Prep School	Loughborough High School	Cockermouth School	No team results in 2015

MTBO			
Position	Athlete	Championship	Discipline
3rd (Bronze)	Emily Benham	World Championships	Middle
1st (Gold)	Emily Benham	European Championships	Long
2nd (Silver)	Emily Benham	European Championships	Sprint
2nd (Silver)	Edwyn Oliver-Evans	European Junior Championships	Middle
3rd (Bronze)	Edwyn Oliver-Evans	European Junior Championships	Sprint
1st (Gold)	Emily Benham	World Cup	Overall

MTBO World Masters		
Position	Athlete	Discipline
1st (Gold)	Killian Lomas M45	Middle
1st (Gold)	Charlie Somers-Cocks W55	Sprint
1st (Gold)	Charlie Somers-Cocks W55	Middle
1st (Gold)	Charlie Somers-Cocks W55	Long
2nd (Silver)	Andrew Windrum M40	Long

Roll of Honour 2015

MTBO World Masters

2nd (Silver)	Andy Conn M45	Long
2nd (Silver)	Killian Lomas M45	Sprint
2nd (Silver)	Elizabeth Clayton W50	Sprint
2nd (Silver)	Elizabeth Clayton W50	Middle
2nd (Silver)	Caroline Dallimore W60	Sprint
2nd (Silver)	Caroline Dallimore W60	Middle
3rd (Bronze)	Andrew Windrum M40	Sprint
3rd (Bronze)	Andy Conn M45	Sprint
3rd (Bronze)	Andy Conn M45	Middle
3rd (Bronze)	Killian Lomas M45	Long
3rd (Bronze)	Tony Brand-Barker M55	Long
3rd (Bronze)	Nick Dallimore M60	Sprint
3rd (Bronze)	Caroline Dallimore W60	Long
3rd (Bronze)	Denise Harper W65	Sprint

Mapping Awards	Winner
Silva Trophy for Professional Cartography	Dave Peel (South Yorkshire Orienteers)
Bonnington Trophy for Services to Mapping	Ian Cooper (South Yorkshire Orienteers)
Walsh Best City / Sprint Map	Bruce Bryant (Octavian Droobers)
Chichester Trophy for best map by an amateur mapper	Rod Postlethwaite (Wrekin Orienteers)

