



**RECRUITMENT AND RETENTION**

Objectives:

- To have more active Junior members
- To retain athletes with high potential and provide additional support to do this
- Recruit of a pool of active volunteers for Junior sessions, races and events
- Retain both junior and senior members
- Recruit new members of all ages

Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
1.1 Encourage recruitment of junior members through youth games, council play schemes	Steve Stredwick	Ongoing	
1.2 Build on established links with schools and create new links with Primary schools	Junior Representative/ Steve Stredwick	Ongoing	Link with Overstone Primary School- Steph
1.3 Create more publicity for the Junior section	Press Secretary/ Chairperson	Ongoing	
1.4 Maintain and build on links with Wrenn School	Junior Representative/ Steve Stredwick	Ongoing	
1.5 Increase Junior sessions to two sessions a week	Steve Stredwick/ Junior Coaches	Summer 2015 ACHIEVED	
1.6 Recruitment of three full time Junior coaches	Coaching co-ordinator	December 2015 ACHIEVED	
1.7 Recruit volunteers through families of club members	All committee members	Ongoing	
1.8 Publicise volunteer positions	Volunteer co-ordinator	Ongoing	
1.9 Recruit and retain higher level coaches	Coaching co-ordinator	Ongoing- review February 2016	



### COACHES / OFFICIALS / TRAINING

#### Objectives:

- To establish a comprehensive coaching infrastructure at the club
- To ensure all coaches feel adequately supported by the Committee
- To encourage willing members to undertake, improve and maintain coaching qualifications
- To encourage members to pursue official and coaching roles within the club
- To encourage coaches to attend training sessions and to build on their knowledge

#### Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>2.1</b> Level one coaches to attain level two coach status	Coaching co-ordinator	Ongoing	
<b>2.2</b> Recruit at least five LIRFs	Coaching co-ordinator and Volunteer co-ordinator	December 2015	
<b>2.3</b> Recruit one triathlon coach	Triathlon Co-ordinators	Ongoing	
<b>2.4</b> Recruit 2 level 1 Triathlon coaches	Coaching co-ordinator/ volunteer co-ordinator	December 2015	
<b>2.5</b> All coaches trained in First Aid	Coaching co-ordinator/ Volunteer co-ordinator	Ongoing (currently achieved)	
<b>2.6</b> Organise appropriate training for coaches using Network facilities	Development Officer	Ongoing	
<b>2.7</b> Establish and implement a coaching plan for each group in the club	Level 2 coaches	Ongoing	
<b>2.8</b> Implement the use of new athlete '365' award system for Juniors	Junior Representative	Ongoing	
<b>2.10</b> Instigate the use of the 'Flying Coach' scheme	Development Officer	Ongoing	



<b>2.11</b> Encourage current coaches to retain an interest in the continual learning ethic	Coaching co-ordinator	Ongoing- to review February 2016	
<b>2.12</b> Identify and train one Track and Field officials	Coaching co-ordinator	Ongoing	
<b>2.13</b> Identify Two Endurance Race officials (currently Alan Mills and Steve Stredwick)	Coaching co-ordinator/ Volunteer Co-ordinator	Ongoing	
<b>2.14</b> Liaise with Network Development regarding subsidies for officials training	Development Officer	Ongoing	
<b>2.15</b> Utilise a nutritionist on monthly basis on advice for athletes	Mens Captain and Ladies Captain	Ongoing	
<b>2.16</b> Weekly conditioning sessions available to all athletes	Mens Captain and Ladies Captain	ongoing	
<b>2.17</b> Track sessions made available at Corby Race track	Committee	As and when required	



**FACILITIES AND EQUIPMENT**

**Objectives:**

- To establish a club base which will accommodate club development for the future
- To ensure coaches have all relevant equipment
- Maintain equipment used for races
- Ensure that the facilities we use and equipment we have does not hold our members back from performing their best

**Actions:**

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>3.1</b> Identify list of equipment needs	Chairperson/ Vice Chairperson	As and when	
<b>3.2</b> Itinerary of existing equipment	Chairperson/ Vice Chairperson	Completed December 2015	To review yearly
<b>3.2</b> Research other sport clubs for base and /or sharing equipment	Chairperson/ Vice Chairperson	When required	
<b>3.3</b> Review first aid equipment	Welfare Representatives/ Volunteer Co-ordinator	Completed December 2015	To be done yearly
<b>3.5</b> Video camera for running analysis	Chairperson/ Committee	Ongoing	



### PARTNERSHIPS / COMMUNICATION

#### Objectives:

- To be involved in every level of the organisational level of the sport
- Develop an effective communication strategy for membership and the wider community
- Cooperate with other organisations to promote the club, athletes, the benefits of sport and healthy lifestyle

#### Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>4.1</b> Participate fully in Northants AA, Wellingborough School Sport Programme & WBC, UKA, England athletics – Midlands	Mens Captain, Ladies Captain, Mens Vice Captain, Ladies Vice Captain	Ongoing	
<b>4.2</b> Maintain web site. Keeping site up to date, including all relevant information	Website Editors	Ongoing	
<b>4.3</b> Early and effective advertising of events	Website Editors and Race Director and Press Secretary	Ongoing	
<b>4.4</b> Effective use of local media	Press Secretary	Ongoing	
<b>4.5</b> Work with local organisations to provide volunteers and officials for event	Chairperson/ Mens Captain/ Ladies Captain	Ongoing	
<b>4.6</b> Research local companies and other organisations for support and sponsorship	Press secretary	To review for Welly 5 each year	
<b>4.7</b> Encourage new members to look at WDAC website and join Facebook for support	Membership Secretaries	Ongoing	
<b>4.8</b> In conjunction with other Triathlon clubs utilise specific training sessions	Triathlon Representative	Ongoing	



**COMPETITION**

Objectives:

- To maximise participation in all events including: Road Races, Track and Field, Sports Hall, Cross Country, Trail and Ultra events and in particular county championship events
- To eventually develop participation of Juniors in Track and Field in particular opens and county competitions
- To ensure a team is fielded for all events within the NRRL and 3 Counties XC.

Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>5.1</b> Promotion of County Championship events	Website Editors, Secretary, Mens Captain, Ladies Captain	Ongoing	
<b>5.2</b> Encourage Senior members to participate in open events and County Championship	Chairperson, Vice Chairperson,	Ongoing	
<b>5.3</b> Promote Sports Hall, Track and Field, Road Races, Cross Country, Open events, and County Championship events amongst Junior members	Mens Captain, Ladies Captain, Junior Representative, Steve Stredwick	Ongoing	
<b>5.4</b> Encourage participation of League Cross Country events through coaches training highlighting the benefits of off road training	All committee members	Ongoing	
<b>5.5</b> Encourage participation of County Championships	Chairperson/ Mens Captain/ Ladies Captain	Ongoing	
<b>5.6</b> Use coaching plan to address specific competition aims for individual athletes and teams	All coaches- via coaching co-ordinator	Ongoing	



<p><b>5.7</b> Team Captains to encourage and promote team participation in League, County and National competitions</p>	<p>Mens Captain, Ladies Captain, Mens Vice-Captain, Ladies Vice-Captain</p>	<p>Ongoing</p>	
<p><b>5.8</b> Triathlon reps to encourage athletes to participate in county / country events</p>	<p>Triathlon Representative</p>	<p>Ongoing</p>	
<p><b>5.9</b> Triathlon reps to encourage full participation in the club championships at Roade, especially first season athletes and non triathletes able to do the relay.</p>	<p>Triathlon Representative</p>	<p>Ongoing</p>	



**CLUB EVENTS**

Objectives:

- Organise and host County Cross Country in rotation
- Organise and host a 3 Counties Cross Country event
- Assist where required and host where needed events for local schools
- Develop Wellingborough 5 as a flagship event for club
- Organise and host further events within the local area

Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>6.1</b> Organise 3 counties cross country race yearly	Committee	Ongoing	
<b>6.2</b> Review and implement organisational plan for Cross Country events	Steve Stredwick/ Committee	Ongoing	
<b>6.3</b> Improve publicity for events – to a wider area, local clubs, schools, companies	Press Secretary/ Chairperson/ Vice Chairperson	Ongoing	
<b>6.4</b> Improve providing race results accurately and on time	Race Directors	Ongoing	
<b>6.5</b> Look at targeting non affiliated runners throughout the wider community	Social secretaries/ membership secretaries	Ongoing	
<b>6.6</b> Organise Schools Cross Country competition or assist with organisation	Chairperson/ Junior Rep/ Steve Stredwick	Ongoing	





**WELFARE**

**Objectives:**

- To ensure W&DAC meets all relevant regulations and guidelines
- To ensure adequate first aid cover for all coaches
- To ensure all coaches and volunteers are DBS checked

**Actions:**

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
7.1 Investigate the recruitment and training of a Health and Safety officer	Welfare Representatives	Review February 2016	
7.2 Ensure all club activities are risk assessed and risk assessment is up to date and reviewed yearly	Welfare Representatives/ Secretary	Ongoing, next review February 2016	
7.3 Recruit 2 Welfare officers (1 male / 1 female)		Achieved	
7.4 Provide adequate training for the Welfare officer and all members who work with children	Welfare Representatives/ Committee	Ongoing	
7.5 Welfare officer to ensure all those working with children are adequately vetted in accordance with child protection policy of UK athletics	Welfare Representatives/ Steve Stredwick	Achieved/ ongoing	
7.6 Identify existing First aid members, recruit and train volunteers and establish a register of First Aid members	Coaching co-ordinator, welfare representatives	Ongoing- achieved as at February 2015	
7.7 Ensure all volunteers coming into contact with Junior members or being able to access data belonging to Junior members are DBS checked	Welfare representative/ Steve Stredwick	Ongoing	



**SOCIAL**

**Objectives:**

- To provide social activities for club members and families
- To promote an inclusive atmosphere amongst club members
- To host additional runs as and where appropriate so members can meet on an informal basis

**Actions:**

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	<b>NOTES</b>
<b>8.1</b> Improve forward thinking in regard to social calendar, to include existing and new events	Website Editors/ Social Secretary	Ongoing	
<b>8.2</b> Each group to organise a club event: e.g. bowling, curry night	Coaches	Ongoing	
<b>8.3</b> Club captains to organise social runs	Mens Captain, Ladies Captain, Mens Captain, Ladies Captain	Ongoing	



**DEVELOPMENT OF THE CLUB**

Objectives:

- To put together a plan for the long term aims and goals of the club
- To put forward an action plan which will help us to achieve these goals

Actions:

<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>TIMESCALE</b>	
9.1 Put together a comprehensive development plan and review it annually.	Secretary/ Development Officer/ Chairperson	Ongoing- review every February	
9.2 Listen to what members would like from the club, bring feedback to the committee and discuss how we can provide this.	All committee members.	Ongoing	
9.3 Discuss the weaknesses of the club and how we can combat this.	All committee members	Ongoing	

The club committee will review the Development Plan annually.

Ratified by the Wellingborough and District Athletics Club committee on

2016.

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Jon Kemp