

Salisbury Fencing Club – Development Plan

Salisbury Fencing Club Development Objectives

The first stage of Club Development Planning is to understand exactly what you hope to achieve. Ask yourself and others what you would like your project to do and where and what position you would like to see the club in 3 – 5 years time.

Your project may address a specific problem or have a more general aim such as increasing participation opportunities. Complete the table below to focus your ideas into a clearly defined vision, something that will inspire the people around you.

| Your Vision |
|---|
| ▶ To become a first class fencing club |
| |
| |

Your vision can now be broken down into objectives.

| Objectives |
|--|
| 1) Club Development |
| 2) Competition & Coaching Programme |
| 3) Workforce Development (coaches, officials, volunteers etc) |
| 4) Community Links (e.g. School Club Links, Youth Organisations) |
| 5) Increasing Participation at the Club |
| 6) Offering New Opportunities |
| 7) Facility & Infrastructure Development |
| 8) Communication and Marketing |
| 9) Funding & Finance |

The following pages include individual section plans for you to plan what your objectives are and how you will achieve them in more detail.

It can be tempting to set unrealistically high targets to impress funding partners, or to set very low targets for fear of failure. Make your objectives SMART: **S**pecific, **M**easurable, **A**chievable, **R**ealistic and **T**imed.

Club Development

An overview of the Club Development Plan, and the key areas that the club intends to focus upon aligned with costs, timelines and people responsible.

| Aim |
|--|
| o To develop all areas in order to excel and become a first class fencing club |
| |

| Achievement Targets |
|---|
| Achieve club accreditation (in line with sports partnership and NGB). Improve competitive results Attract more members (all ages and abilities) Improve quality and quantity of equipment. |

| Your Plan | | | | |
|---|---|---|---|--|
| Objective (what needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Achieve level 1/2 accreditation | Attend workshops, complete all necessary paperwork (plans, policies, JDs) expedite and audit | Committee members | Jun 09/Dec 09 | £50 |
| Attendance at competitions (double by Dec 09) | Encourage attendance and mentor. Develop individuals through training programme. Organise more club matches. Hold own competition | coaches | Dec 09 | TBN |
| Attract more members to club | Weakness – gaining and maintaining adult members/other wpns (Epee) | Committee | Next 3 years | |
| Obtain competition equipment | Identify equip and purchase. Identify funding to help | Vice Chair | | £5000 |

Club Development Table

An outline of how the club expects the number of teams and numbers of participants to develop in future years

| | Current | | | Year 1 | | | Year 2 | | | Year 3 | | | Year 4 | | |
|-------------|---------|-------|------------|--------|-------|------------|--------|-------|------------|--------|-------|------------|--------|-------|------------|
| No of Teams | 0 | | | 0 | | | 0 | | | 0 | | | 0 | | |
| | Boys | Girls | Disability | Boys | Girls | Disability | Boys | Girls | Disability | Boys | Girls | Disability | Boys | Girls | Disability |
| Age Groups | | | | | | | | | | | | | | | |
| 10-12 | 7 | 6 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | | | | |
| 12-14 | 9 | 6 | 0 | 11 | 7 | 0 | 12 | 8 | 0 | 12 | 8 | | | | |
| 14-16 | 5 | 8 | 0 | 7 | 8 | 0 | 8 | 9 | 0 | 8 | 8 | | | | |
| Cadet | 3 | 5 | 0 | 4 | 6 | 0 | 5 | 6 | 0 | 6 | 6 | | | | |
| Adult | 15 | 6 | 0 | 18 | 10 | 0 | 20 | 12 | 0 | 20 | 12 | 2-4 | | | |

Competition & Coaching Programme

Focuses particularly on the structure of competition and coaching activities at the club, and how these areas can specifically be developed in future years.

| Aim |
|---|
| <ul style="list-style-type: none"> o Develop coaches in order to promote competitive fencing |
| |

| Achievement Targets |
|--|
| <ul style="list-style-type: none"> o Attend generic coaching days and improve coaching levels in wpn and in other wpns. |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Attend BF/EF and Regional coach days | | At least 2 coaches | Apr 09 | |
| Improve coach level | | At least 2 coaches | Dec 09 | £100 |
| How to run competitions | | At least 1 coach/volunteer | Apr 10 | |
| Referee courses | | At least 1 coach/volunteer | Dec 09 | |

Workforce Development (Coaches, Officials, Volunteers etc)

Focus on the development and training of the club's workforce (e.g. coaches, officials & volunteers), and recruiting & retention strategies for the workforce.

| Aim |
|---|
| <ul style="list-style-type: none"> o The Club needs a Child Welfare Officer. |
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| Achievement Targets |
|---|
| <ul style="list-style-type: none"> o Recruit and train a suitable individual |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Write JD | Volunteer identified and recruited | Vice Chair | Feb 09 - Complete | |
| Recruit | Identify and interview | Committee | Mar 09 | |
| Organise Training | Identify suitable course | | TBN | Pay expenses |
| Publicise | | Club material and website | TBN | |

Community Links (e.g. School Club Links, Youth Organisations etc)

Outlines the development of links the club plans with the surrounding community, and how they propose to establish these links.

Aim

- o As part of increasing the number of participants – attract participation through the School Fencing programme

Achievement Targets

- o Attract at least 15 new members from schools

Your Plan

| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
|--|---|--|--|---|
| Identify and recruit | Westwood school (club venue) | Chair/Vice Chair | Mar 09 | |
| Identify and recruit | Existing schools on programme – Godophin, St Edmunds | Coach (Routledge) | Mar 09 - complete | |
| Identify and recruit | New Schools – Farleigh and Hampshire Collegiate | Coach (Carins) | Aug 09 | |
| | | | | |

Increasing Participation & Membership at the Club

This section outlines any methods that the club intends to develop to increase the numbers of people playing sport at the club, at any level (e.g. adult, junior, elite, social etc) and through utilising a variety of different and innovative techniques.

| Aim |
|--|
| <ul style="list-style-type: none"> o Increase participation across all age groups |
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| Achievement Targets |
|--|
| <ul style="list-style-type: none"> o See numbers in “Club Development Table”. |

| Your Plan | | | | |
|---------------------------------------|---|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Exploit beginners' courses | Campaign to encourage a greater uptake of club membership after beginners' courses. Introduce an intermediate course and introduce formal feedback – introduce skills audit | Chair Coach | On completion of next set of beginners' courses | Nil |
| Design Intermediate Course | Design intermediate courses as assessed against ability – Thursday evenings | All coaches | Sep 09 | Nil |
| Formal regime of lessons | | Coaches and club members | Jun 09 | Nil |
| Epeeists/Sabre | Encourage these weapons – design courses | Coaches | | |

Offering New Opportunities

This section looks at club plans to expand their sporting opportunities and programmes for different social groups (e.g. women & girls, disabled sport etc)

| Aim |
|--|
| <ul style="list-style-type: none"> o Offer disabled Fencing |
| |

| Achievement Targets |
|---|
| <ul style="list-style-type: none"> o Procure appropriate equipment |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Procure equipment | Cost and attract funding | Vice Chair | Aug 10 | £2000 (est) |
| Publicise | Make opportunity known to appropriate groups – in conjunction with Communication and Marketing | TBN | | |
| | | | | |
| | | | | |

Facility & Infrastructure Development

Outlines the clubs plans to develop and improve their facilities and infrastructure.

| Aim |
|--|
| <ul style="list-style-type: none"> o Obtain relevant and better competition equipment |
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| Achievement Targets |
|--|
| <ul style="list-style-type: none"> o Need metallic pistes with appropriate recording and timing apparatus x 2 |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Competition equipment | Identify appropriate equipment | Vice Chair | Aug 09 | £5000 |
| | Purchase equipment | Treasurer/Vice Chair | Aug 10 | |
| | | | | |
| | | | | |

Communication & Marketing

Details the methods and plans the club has of communicating and marketing the club and its activities to the wider community, as well as improving the flow of information within the club membership itself.

| Aim |
|---|
| Put the Club into the public eye (locally and beyond) |
| |

| Achievement Targets |
|---|
| <ul style="list-style-type: none"> o At least 2 major articles |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| Newspapers | Advertise Courses | | | |
| TV | Competitions – results | | | |
| | Write articles – local papers and SWORD | | | |
| | Further develop and Improve website | IT Manager | | |

Funding & Finance

Outlines a detailed approach of how the club is to raise funds. This could involve internal fundraising methods, attracting sponsorship, or through applying for grants and external funding.

| Aim |
|-----------------|
| IObtain funding |
| |

| Achievement Targets |
|---|
| <ul style="list-style-type: none"> o £7000 to fund equip programme (including disability requirements) |

| Your Plan | | | | |
|---------------------------------------|--|---|---|--|
| Objective (What needs to be done?) | Tasks / Activities (How do you intend to achieve your objective? What specific actions need to be undertaken?) | Responsibility (The people responsible for delivering or who can assist) | Timescale (When will you complete your objective?) | Finance (How much is it going to cost?) |
| | Approach sports partnerships | Vice Chair | | £7000 |
| | National Lottery – Sport England | Vice Chair | | |
| | BF 2 for 1 - Monitor | | | |
| | | | | |

