



2005-2009 One Stop Plan for Triathlon

Yorkshire & Humberside Regional Planner

Triathlon England Regions – High Level Outcomes

The shared mission for all British triathlon bodies, is to establish the sport of triathlon in Great Britain as being the best in the world as evidenced by our levels of participation, our international medal winning performances and our world class structures and systems.

Triathlon in Great Britain is aiming to:

- increase participation in the sport of triathlon and duathlon in Great Britain,
- produce sustained medal winning performances on the world stage,
- underpin the delivery of our participation and performance objectives by improving the capacity to deliver triathlon and duathlon at a local, regional, national and international levels.

The development of Triathlon in England is delivered through nine regional plans which form part of the UK wide One Stop Plan for Triathlon. Each region is responsible for delivering an annual programme aimed at achieving the following high level outcomes:

- An increased level of participation in triathlon, duathlon and related multi-sport events;
- An increase in the number of accredited (quality assured) clubs;
- An increase in the number of members of triathlon clubs;
- An increase in the number of active coaches;
- An increase in the number of registered volunteers;
- A talent identification and support structure which ensures a performance pathway for young people to progress to national squads/teams.
- A regional infrastructure which meets the sport's assurance criteria.

Key Performance Indicators

The achievement of these outcomes is measured through a number of key performance indicators:

- Total number of individual starts in all events held in the region per annum;
- Number of "STAR" and "Clubmark" accredited (quality assured) clubs in the region;
- Total number of members of all clubs in the region;
- Total number of NCC accredited and active coaches in the region;
- Total number of registered volunteers in the region;
- Number of young triathletes/duathletes progressing to the national start and potential squads.
- Meets all assurance statements.

Equity

A number of the regions key performance indicators measure the numbers of participants, coaches and volunteers. A more detailed analysis of these indicators will enable the regions to target improvements in participation, coaching and volunteering by under-represented groups.

Assurance of Regional Roles

Each Triathlon England Region has clearly defined roles in delivering and developing Triathlon in England and in working to achieve those outcomes set out above. Use of the following evidence based checklist will provide assurance that the infrastructure exists at a regional level to undertake these roles. Where gaps within the infrastructure are identified using the checklist, these should be addressed within the regional plan.

Good Governance

Assurance Statement	Evidence
The regional committee has produced a four year regional plan 2005-2009.	Regional Plan.
The regional committee has produced an annual operational plan.	Annual Operational Plan.
Included in the annual operational plan is a budget.	Annual Budget.
The regional committee has appointed a person to sit on the regional development officer's management group and that person has attended meetings of the group.	Meeting Records.
Where required the regional committee has appointed an appeals panel and has heard competition appeals resulting from regional competition.	Appeal Records.
The regional committee has monitored the region's performance in relation to its objectives using the agreed performance indicators.	Minutes of Regional Committee Meetings.
The regional committee receives quarterly financial reports and monitors the region's financial performance.	Minutes of Regional Committee Meetings.
The regional committee has been represented at all meetings of the Triathlon England Board.	Minutes of Triathlon England Board.
The region has been represented at meetings of regional sports bodies.	Minutes of Regional Committee Meetings.
The region has held meetings with the regional Sports Council and can evidence examples of how they are working to develop triathlon in the region.	Minutes of Regional Committee Meetings.
The region has held an annual meeting at which the regional committee is elected/appointed.	Minutes of Annual Meeting.

Information Services

Assurance Statement	Evidence
The region can provide evidence of publication of regional information for members on the regional website, through e mail, through Tri news and through the British Triathlon website.	Review of websites, tri-news and e-mails.
The regional committee has appointed a media/communications officer who promotes triathlon in the regional media.	Scrapbook of local media coverage.
The regional committee has a presence at key regional events and exhibitions.	Minutes of Regional Committee Meetings.

Regional Event

Assurance Statement	Evidence
The regional committee maintains a register of accredited technical officials active within the region.	Register.
The regional committee has appointed a coordinator of technical officials who is able to assist event organizers appoint referees to their events.	Minutes of Regional Committee Meetings.
The regional committee audits the number, type, size and quality of events conducted in the region.	Events reports.
The regional committee has appointed an events coordinator who can provide advice and support to new events/organisers.	Minutes of Regional Committee Meetings.
The regional committee identifies gaps in the provision of regional competition and encourages the development of new events.	Events Report.
The regional committee promotes regional championships, leagues or series.	Minutes of Regional Committee Meetings.
The regional committee publishes an annual calendar of events in their region.	Website/Publications.
The region can provide evidence of a regional competition series for tri-stars, youths and juniors.	Events within Calendar.

Development

Assurance Statement	Evidence
The Regional Development Officer is working with clubs to assist them achieve "STAR" or "Clubmark" status.	Clubs achieving accreditation.
The regional committee has appointed a Regional Welfare Officer responsible for implementation of child protection policies within the region.	Minutes of Regional Committee Meeting
The region has identified the coaching needs for the region and has delivered a programme of NCC coach education courses.	Records of courses.
The region has identified a number of coaches who can be supported through the county sport partnership Coach Development programmes.	List of coaches.
The region recognizes the work of regional coaches.	Coach of the Year Awards.
Works with regional partners to deploy full and part time professional coaches.	Deployed Coaches.
Identifies needs of volunteers within the region in particular regional officials, club officials, event technical officials and volunteers.	Regional Operational Plan.
The region organises a regional programme of volunteer recruitment, training and support with the British Triathlon Association.	Regional Operational Plan.
The region recognises the work of regional volunteers.	Volunteer of the Year Awards.

Young People

Assurance Statement	Evidence
The region is working with school-club partnerships.	Number of school-club partnerships.
The region can provide evidence of working within Country Sports Partnerships to develop triathlon/duathlon.	Number of partnerships.
The region can provide evidence of a regional competition series for tri-stars, youths and juniors.	Programme of competition
The region can provide evidence of strategies to identify talent and recruitment/selection of talent into a regional talent programme.	Programme of activity.
The region can provide evidence of a regional performance academy aimed at providing support to regional talent and coaches.	Academy report.
The region can provide evidence of the selection and management of regional teams.	Results of competition.

Annual Targets

Outcome	Key Performance Indicators				
	Current Position	Year 1	Year 2	Year 3	Year 4
An increased level of participation in triathlon, duathlon and related multi-sport events.	12 events sanctioned 1240 starts	13 events sanctioned 1400 starts	15 events sanctioned 1600 starts	16 events sanctioned 1800 starts	18 events sanctioned 2000 starts
An increase in the number of accredited (quality assured) clubs.	11 Clubs 0 Starmark, 2 wkg towards Starmark 0 Clubmark 0 wkg towards Clubmark	11 Clubs 2 Starmark, 2 wkg towards Starmark 1 Clubmark 1 wkg towards Clubmark	12 Clubs 4 Starmark, 4 wkg towards Starmark 2 Clubmark 1 wkg towards Clubmark	13 Clubs 8 Starmark, 2 wkg towards Starmark 3 Clubmark 1 wkg towards Clubmark	14 Clubs 10 Starmark, 0 wkg towards Starmark 4 Clubmark 1 wkg towards Clubmark
An increase in the number of members of triathlon clubs.	1500 club members 507 BTA members	1700 club members 650 BTA members	1900 club members 800 BTA members	2200 club members 1000 BTA members	2500 club members 1250 BTA members
An increase in the number of active coaches.	Level 3 3 Level 2 6 Level 1 10 Total 19	Level 3 3 Level 2 9 (+3) Level 1 10 (+3-3) Total 19	Level 3 4 Level 2 12 (+3) Level 1 12 (+5-3) Total 28	Level 3 4 Level 2 15 (+3) Level 1 15 (+6-3) Total 34	Level 3 4 Level 2 18 (+3) Level 1 18 (+6-3) Total 40
An increase in the number of registered volunteers.	No volunteer system none registered	Registration System in place 50 volunteers	75 volunteers	100 volunteers	125 volunteers
Delivery of an effective talent identification and support structure.	Ad-hoc activities	Regional academy set up 2 athletes →wcs/p squad	Major club based talent ID days 2 athletes →wcs/p squad	2 athletes →wcs/p squad	2 athletes →wcs/p squad

Strategies

Outcome	Strategies
<p>An increased level of participation in triathlon, duathlon and related multi-sport events.</p>	<p>Increase the number, range and size of events in the region. Hold all regional senior and junior series events within the Yorkshire and Humberside region.</p> <p>Improve the quality of experience of events for participants.</p> <p>Regional committee to work closely, and have a nominated representative who sits on, the regional development officer's management group which sets the work programme for the Yorkshire and Humberside RDSO.</p> <p>To work closely with County Sports Partnerships (CSP) to raise the profile of Triathlon, to aid in establishing clubs in under represented parts of the region, to aid coaches to reach their potential and mentor others and to try and include a triathlon or related event within one county games event per year.</p> <p>To investigate the possibility and look to trial the inclusion of a triathlon or related event within school sport programmes in the Yorkshire and Humberside region. RDSO to establish links and discuss with PDMs and SSCOs at Specialist Sports Colleges. To facilitate stronger links with Triathlon clubs and schools.</p> <p>To employ two Triathlon Community Sports Coaches through match funding with an external partner (local authority or sports college) in Leeds and Sheffield where currently support structures are in place; clubs working towards junior Clubmark. The main aim of these roles being to increase the number of juniors who have experience of participating in triathlon, Duathlon and related multi-sport events. Find a suitable external partner(s) and determine the best method of operating so that as many people as possible can benefit.</p>
<p>An increase in the number of accredited (quality assured) clubs.</p>	<p>Work with existing clubs to accredit under the STAR and Clubmark Schemes.</p> <p>Help and advise clubs to put into place measures that will aid them to become accredited. Show individual clubs strategies and examples of best practice in the implementation of STAR and Clubmark criteria. Advocate the benefits of becoming accredited.</p> <p>Increase the number of clubs. Assist clubs in forming key partnerships such as school-club links and help to facilitate the development of junior club sections. Aid clubs to attract junior members through Community Sports Coaches, School-Club links and BTA support.</p> <p>Promote the sharing of information and best practice methods highlighted on both a regional and national scales.</p>
<p>An increase in the number of members of triathlon clubs.</p>	<p>Work with existing clubs to accredit under the STAR and Clubmark Schemes.</p> <p>Increase the number of clubs by empowering interested parties to form a club and through partnership work with County Sport Partnerships.</p> <p>RDSO to work with clubs and aid them in being equitable and accessible to potential new members.</p> <p>Help clubs to advertise and publicize their details.</p> <p>RDSO to pass on any information given and relay to any potential members.</p> <p>Involve the clubs in TID planning and events. Offer the clubs BTA support directed through the Y&H RDSO.</p>
<p>An increase in the number of active coaches.</p>	<p>Delivery of Coach Education courses and assessment regionally.</p> <p>Encourage clubs to provide coaching and have measures to support any coaches in place.</p> <p>Investigate coach mentoring and support opportunities through CSPs and other possible mechanisms.</p> <p>Setup a regional coaching event/ seminar.</p>

An increase in the number of registered volunteers.	Deliver Volunteer Programme regionally. Regional programme of recruiting, supporting and rewarding volunteers- i.e. Volunteer of the year award.
Delivery of an effective talent identification and support structure.	Regional Talent Academy Talent ID Activities. Use of a variety of TID methods to introduce triathlons and related events to new members, e.g. establishing and holding school-club links/ events.
Meeting regional assurance criteria.	To work towards setting up all of the assurance statements and using the regional plan as an action plan to regularly monitor and evaluate how the region is operating. Document evidence of how the region meets criteria and keep this up to date. Maintain an active regional committee that represents the Yorkshire and Humberside region. Meet regularly and keep a proactive working relationship with the BTA and its regional workers.

Annual Operational Plan		
High Level Outcomes	Annual Targets	How Our Region Will Achieve Annual Targets.
An increased level of participation in triathlon, duathlon and related multi-sport events.	1 (2) additional Sanctioned events/yr 160-200 additional competitors	Targeted work by RDO and committee to assist current organisers to extend current events, and assist the introduction of 1 additional event in 2005, and 1/2 events/yr subsequently. Improve communication to clubs and BTA members through a regularly distributed regional newsletter and website. Investigate and if possible facilitate a community sports coach and seek an external partner to match fund initiative. Manage and organise where and who the community sports coach works with in agreement with the objectives of the external partner. Look to have all of the regional series events for both seniors and juniors held within the Yorkshire and Humberside regional border.
An increase in the number of accredited (quality assured) clubs.	Formation of 1 additional club/yr 2 clubs/yr to achieve star award, up to potential 75% of clubs 1 club/yr to achieve clubmark up to potential 30% of clubs in region	Keep existing clubs going. Utilise the services of Community Sports Coaches in Leeds and Sheffield to aid them to gain Clubmark. Target areas not covered by current clubs – Humberside, North Yorkshire (Skipton), Scarborough, also Wakefield/Halifax; work with individuals and CSP's to set up new clubs. Assist start up of "spin off" clubs in areas already covered through consultation with clubs and club members. Work with clubs to achieve accreditation. Help clubs to form clear pathways of progression for their members. Assist clubs in forming key partnerships such as school-club links and help to facilitate the development of junior club sections. Assist clubs in forming partnerships with swimming, cycling and running clubs in their area. Promote the sharing of information and best practice methods highlighted on both a regional and national scales.

An increase in the number of members of triathlon clubs.	260 new Club members 140 new BTA members	Provide clubs in areas for the members to join (see above) Work with Clubs to capitalise on Olympic Year Develop taster events with County Sports Partnerships. Utilise links with County Sports Partnerships to increase the profile of triathlon. Work with Clubs to get members to join BTA. Advocate the benefits of becoming a BTA member.
An increase in the number of active coaches.	Convert 3 level 1 coaches per year to level 2, and recruit 3-6 new level 1's to replace these every year	Work with Clubs, identify potential coaches, direct targeting, funding coach development, Apply for coach funding via A4A – coach grants and investigate/ look to implement CSP's coach development programme. Set up regional academy – repay bursary in coaching hours to the squad. Put Coach support structure including a mentoring scheme in place through work with CSP and SCUUK.
An increase in the number of registered volunteers.	Introduce volunteer registration process, register current volunteers, then get 25 additional volunteers/yr	Develop registration pack, & start to trial the implementation of a registration system with a view to having a framework in place. Work with BTA volunteer development officer
Delivery of an effective talent identification and support structure.	2 athletes/yr identified for world class start/potential squads	Work with Clubs/coaches to set up regional academy, coaching services provided by “resident” coaches, plus services of newly qualified coaches repaying bursary Identify talented youngsters from academy/dedicated ID days in major regions. Pilot a School Sports Partnership scheme. Involve key partners in events held and offer any interested athletes up-to-date contact and training details for clubs. Obtain details of all who attend events and forward them information such as local club training times. Keep Clubs involved within running of events and TID taster days. Utilise serves of community sports coach.
Meeting regional assurance standards.	Meeting/exceeding standards set	Quantify assurance standards, and publish to committee/Clubs Set up internal audit system to ensure that targets are met