

Foreword

This Hockey Development plan was put together after meetings with key volunteers across the hockey club. The Group comprised of the following:

Club Chair, Club Captains (Men & Women), lower team Captains for men & women (who deal with uptake of juniors into the senior club) 3 Reps from the Junior Section, the Club's Communications Officer (who has constructed the website) and the Sports College's SSCO who is responsible for hockey.

Part of the process involved the group in 'visioning' what they would like the hockey club to 'look like' after 5 years. Key statements from this discussion are as follows:

- A busier and more social club
- An annual Club Weekend when everyone gets together
- A Club that is based at high quality facilities
- Plenty of volunteers to help run the Club
- Self sufficient in terms of coaches & umpires
- Better internal & external communications
- A higher profile both within the town and the hockey regions
- Improved whole club integration & linkage with Junior Section
- A clear player pathway from Juniors through the Senior Section
- A club with a min of 7 men's and 5 women's teams
- Both Men's and Women's 1st team squads competing in the National Leagues
- A club with a financially strong base
- Continuance of current fundraising & new sponsorship money

It is hoped that all these ambitions have been represented in this Plan.

KEY to Initials used in this Plan

Initials	Key	Initials	Key
BHC Cttee	Bedford Hockey Club's Committee	DOS	Director of Sport Biddenham Upper School
BHC Fix Sec	Senior Fixture Secretary BHC	HDC	Beds HA's Hockey Development Committee
BHC Mem Sec	Membership Secretary BHC	Jnr Co-ord	BHC's Junior Co-ordinator
BS&HC	Bedford Sports & Hockey Centre	Jnr Fix Sec	BHC's Junior Fixture Secretary
BSF	Bedford Sports Foundation	Jnr Section	BHC's Junior Section (lead by the Junior Co-ordinator)
BUS	Biddenham Upper School, Specialist Sports College	SCLO	School Club Liaison Officer Bedford Hockey Club
CCO	Club Communications Officer Bedford Hockey Club	Spons Off	Sponsorship Officer Bedford Hockey Club
Coach Man	Coach manager Bedford Hockey Club	SSCO	School Sports Co-ordinator Biddenham Upper school
CWO	Child Welfare Officer Bedford Hockey Club	Vol Man	Volunteer Manager Bedford HC

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	followed by mini hockey festival at U9 & U13	<ul style="list-style-type: none"> • Confirm & ID age of players for activity • ID BUS students to deliver taster sessions in 3 schools • ID BUS students to organise festival • Enlist schools to enter teams • Deliver festival • BHC members help run festival on the day. • Market club opportunities to players 	SSCo SSCo BUS SSCo SCLO	SCLO SCLO SCLO SCLO BHC Cttee	Oct 07 Oct 07 Jan 08 March 08 “
	6. Support the BUS multi-sport club	<ul style="list-style-type: none"> • Enlist schools to enter teams • Deliver festival • BHC members help run festival on the day. • Market club opportunities to players 	SSCo SSCo	SCLO SCLO	“ Sept 07 Oct 07
	7. Support BUS ID hockey specialists to help deliver their XC programmes	<ul style="list-style-type: none"> • Agree schedule & programme • ID Young Leaders / Coaches to help run hockey activity 	DOS Vol Man	CLO BHC Cttee	Sept 08 Annually
	8. Organise summer mixed games for staff of schools in BUS' family of school	<ul style="list-style-type: none"> • Review School's XC needs (annually) • Canvas & enlist appropriate club members to support this delivery • Staff of schools invited to play • 3 games set up & run • After match food organised 	SSCo SCLO SCLO	SSCo School Staff BS&HC	April 08 Fm May 08 “
1.3 Promote the Club as having a safe & child friendly environment	<ul style="list-style-type: none"> • See outcomes in Section 2 	•			
1.4 Promote the club to young people in the schools	<ol style="list-style-type: none"> 1. Offer taster sessions / play days within school, followed up with festival at club site. (also see section 1.2.5) 2. Promote junior club training sessions via club 	<ul style="list-style-type: none"> • Activities brokered with BHA HDG • Age Groups for activities agreed • Activities set up & run • Website has a discrete section for Jnr 	HDC Rep HDC Rep SCLO CCO	HDC HDC BUS Jnr Section	Sept 06 Jan 07 Frm Mar 07 Sept 06

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	website, Team Beds & Luton website and publicity directed through SSCO network	Activity			
1.5 Ensure that training & competitive opportunities are offered to boys and girls from U7 through to U16	<ol style="list-style-type: none"> 1. Provide regular training sessions for young people from the local area – boys and girls 2. Enter local leagues and play friendly fixtures against other clubs 3. Run a programme of junior tournaments each year and invite other clubs to enter 	<ul style="list-style-type: none"> • Continue working with the U9, U12 & U15 age groups • Develop U7, U10, U13 & U15 ages • Develop U7, U10, U12, U14 ages • Develop U7, U10, U12, U14 , U15 ages • Develop U7, U10, U12, U14, U16 ages • Fixture Secretary Found • Fixtures organised in the summer of each year • County leagues entered each year at all appropriate age groups • At least 1 fixture per month for every child • Run festivals at 4 age groups each season 	Jnr Section	BHC Cttee	Sept 06
			Jnr Section	BHC Cttee	Sept 07
			Jnr Section	BHC Cttee	Sept 08
			Jnr Section	BHC Cttee	Sept 09
			Jnr Section	BHC Cttee	Sept 10
			Jnr Section	Parents	Smr 07
			Jnr Fix Sec	HDC	Annually
			Jnr Fix Sec	Jnr Section	Sept 06
			Jnr Fix Sec	Jnr Section	Fm Sept 07
			Jnr Fix Sec	Jnr Section	Sept 06
1.6 Ensure that young people are involved in hockey as leaders, officials and volunteers	<ol style="list-style-type: none"> 1. Provide opportunities for senior and junior club members to access the Leadership, Young Umpire & Foundation Award Courses 2. BS&HC to offer facility for Leadership and Umpiring awards at reduced rate to junior members 3. Take advantage of Bedfordshire's Junior 	<ul style="list-style-type: none"> • Parents identified by Jnr Co-ordinator • 2 meetings held per yr to ID young people & adults for training • Leadership Course set up with BUS • Individuals approached & enlisted • Training Opportunities accessed • Courses set up in conjunction with Beds Dev't Cttee • YV jobs identified and task descriptions written 	Jnr Section	Parents	Mar 08
			Jnr Section	Coaches, Managers BHC Cttee	Fm Mar 08
			HDC Rep Individuals	HDC	Apr 08 Fm Smr 08
			HDC Rep	HDC	As apropte
			HDC Rep	Jnr Section	June 08
			HDC Rep	HDC	July 08

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	Volunteers Programme	<ul style="list-style-type: none"> • CSP approached for YVs • YVs deployed within club 	Jnr Co-ord	Young Vols	Fm Sept 08
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2. Club Development

1. Ensure high quality facilities are in place to support all hockey activity
2. Enable more players to participate in regular training and competitive hockey throughout the club
3. Make the Club a busier and more social organisation
4. Ensure the Club is financially sustainable

Key Objectives	Tactics	Performance Indicator	Lead Responsibility	Key Partners	Timescale
2.1 Ensure that the Club is based at a high quality facility	1. Support BS&HC's funding plan for replacement pitches and lights.	<ul style="list-style-type: none"> • CCDP application supported • Clubs 1st Achieved • Fundraising completed 	BSF Chair BHC Chair BSF Chair	BHC Cttee BHC Cttee BHC Cttee	Mar 07 Jan 07 July 07
	2. Ensure that the Club is represented on BSF Management Cttee	<ul style="list-style-type: none"> • Active Rep to BSF found each year. 	BHC VM	BHC Chair	Sept 06
	3. Monitor BSF's annual accounts, esp the level of sinking fund growth each year	<ul style="list-style-type: none"> • BSF's financial situation fed back to Club Cttee each year 	BSF Rep	BSF Cttee	Fm Mar 07
2.2 Promote the Club as having a safe & child friendly environment	1. Club to achieve Clubs 1 st accreditation	<ul style="list-style-type: none"> • Clubs 1st Criteria achieved. • Assessment applied for • Assessment successful 	BHC Chair BHC Chair Jnr Section	Jnr section, BHC Cttee BHC Cttee	Nov 06 Dec 06 Jan 07
	2. All coaches dealing with U16s have undergone Child Protection training.	<ul style="list-style-type: none"> • Coaches Identified • Evidence of training collected • Untrained coaches attend a course & collect evidence 	Jnr Co-ord Jnr Co-ord Coaches	Coaches Coaches HDC Rep	Sept 06 Nov 06 Ongoing
	3. All coaches dealing with U16 are CRB checked	<ul style="list-style-type: none"> • Coaches working with U16s identified • Evidence of CRB checks collected & held • Those needing it are CRB checked 	CRB Co-ord CRB Co-ord CRB Co-ord	BHC Cttee Coaches BUS	Sept 06 Dec 06 Jan 07

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	<p>4. All teams are coached by at least 1 qualified coach (qualified to min L1)</p> <p>5. All coaches & leaders to be encouraged to develop their CPD</p> <p>6. All coaches to adhere to a seasonal scheme of work</p> <p>7. Implement codes of conduct for coaches, volunteers, players, junior members and their parents / guardians</p>	<p>via BUS</p> <ul style="list-style-type: none"> • Non qualified coaches are identified & attend soonest L1 course • Annual Coaches meeting run • CPD opps publicised • Statement in Coaches Code • Seasonal schemes checked • Statements produced • Statements implemented 	<p>HDC Rep</p> <p>CRB Co-ord CRB Co-ord</p> <p>BHC Chair Coach Man</p> <p>BHC Chair BHC Cttee</p>	<p>HDC, Coaches</p> <p>Coaches HDC Rep</p> <p>Coaches Coaches</p> <p>BHC Cttee volunteers</p>	<p>Fm Jan 07</p> <p>Fm Mar 07 Fm Mar 07</p> <p>Sept 06 Sept 07</p> <p>Sept 06 Dec 06</p>
2.3 Recruit more people to play regularly in the club	<p>1. Standardise age groups in the Junior Section</p> <p>2. Plan & implement recruitment at Junior Level</p> <p>3. Focus on the jump from Junior Section to Senior Club</p>	<ul style="list-style-type: none"> • See section 1.5 • See sections 1.2 & 1.4 • See section 3.1 			
2.4 Retain players & volunteers	<p>1. Develop a Volunteer Manager on the Club's Committee</p> <p>2. Confirm role of Club Captains to deal with challenges / issues related to continued club membership of any senior member</p> <p>3. Develop the club's social programme & include events in conjunction with the junior section</p>	<ul style="list-style-type: none"> • Role Description written • Vol Mngr enlisted • Included in Club Capts' role description • Run min 6 social / fundraising events per year • Ensure 4 events include jnrs / their parents • Organise an annual club festival (inc jnr / snr games, 1st team mixed match & social events) • Run Annual President's Day 	<p>BHC Chair BHC Chair</p> <p>Vol Man</p> <p>BHC Cttee BHC Cttee BHC Cttee</p> <p>BHC President</p>	<p>BHC Cttee BHC Cttee</p> <p>BHC Cttee</p> <p>Teams Jnr Section Teams, Jnr Cttee</p> <p>BHC Sec</p>	<p>Smr 07 Aug 07</p> <p>Sept 07</p> <p>Sept 06 Sept 07 Apr 07 Mar 07</p>
2.5 Ensure that effective financial	<p>1. Ensure that finance is regularly discussed at Club Cttee meetings</p>	<ul style="list-style-type: none"> • Discussion re finance is minuted in 75% of all mtngs 	<p>BHC Sec</p>	<p>BHC Chair</p>	<p>Sept 06</p>

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management of BHC is in place	2. Ensure that clear financial info is presented to the AGM each year	<ul style="list-style-type: none"> Treasurer circulates annual report to Cttee ahead of AGM 	BHC Treas	BHC Chair	Apr 07
	3. Ensure that club finances are presented at AGM in an interactive way, where members are invited to shape the financial priorities of the Club	<ul style="list-style-type: none"> Treasurer provides clear accounts to the AGM Key points / implications of treasurer's report are listed 	BHC Treas	BHC Chair	May 07
			BHC Treas	BHC Chair	May 07
	4. Coordinate regular fundraising as standard practise	<ul style="list-style-type: none"> A social / fundraising scheme is developed annually Teams are canvassed to run these events Min 6 events are run annually 	BHC Chair	BHC Treas	July 07
			Team Captains	Players	Sept 07
5. Develop sponsorship opportunities	<ul style="list-style-type: none"> Appoint a Sponsorship Officer Produce a Sponsorship Plan Implement the Sponsor Plan 	Teams	BHC Cttee	Sept 07	
		BHC Chair	BHC Cttee	May 08	
		Spons Off	BHC Cttee	July 08	
			Spons Off	BHC Cttee	Sept 08

3. Performance Development

1. Enable the Club to field a min of 7 Men's Teams & 5 Women's Teams on a regular basis
2. Develop a fair and equitable pathway for players, officials and volunteers both within, and beyond, the Club.
3. Ensure that all BHC teams compete at an appropriate level
4. Enable an aspiration that will see the 1st Teams for Men and Women competing in the English Hockey Leagues

Key Objectives	Tactics	Performance Indicator	Lead Responsibility	Key Partners	Timescale
3.1 Ensure that young players graduating jnr section can access senior teams	1. Ensure that issues re transition from jnr section to snr sectn are reviewed and acted upon annually	<ul style="list-style-type: none"> End of season review meeting discusses jnrs who will graduate into snr club Recommendations are implemented 	Club Captains	BHC Cttee, Captains	Apr 07
	2. BHC to develop a sporting pathway for all its		BHC Cttee	Captains	Sept 07

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	members (see below)	<ul style="list-style-type: none"> • See Objective 2 below 			
3.2 Develop and maintain new teams within the Club	<ol style="list-style-type: none"> 1. Rationalise the junior section to regulate the flow of juniors to seniors each year. 2. Develop a women's 5th / Vets team 3. Develop a men's 6th team 	<ul style="list-style-type: none"> • Age group targets for Jnrs reviewed annually • Conditions re upcoming jnrs & No of vets at snr level appraised • Team captain found • Team started • League entered • Conditions re No of players appraised • Team captain found • Team started • League entered 	<p>Jnr Co-ord</p> <p>BHC Cttee</p> <p>Vol Man BHC Cttee BHC Fix Sec</p> <p>BHC Cttee Vol Man BHC Cttee BHC Fix Sec</p>	<p>Jnr Coaches & Managers</p> <p>Jnr Co-ord</p> <p>BHC Cttee Team Captn 5 Counties League</p> <p>Jnr Co-ord BHC Cttee Team Captn East Leagues</p>	<p>Fm Apr 07</p> <p>Fm Apr 07</p> <p>) Process fm) Apr 08, or) as appropre</p> <p>) Process) fm Apr 08,) or as) appropre</p>
3.3 Ensure that BHC develops a 'sporting pathway' for its members	<ol style="list-style-type: none"> 1. Identify all entry routes into the Club 2. Review all exit routes to the next step of participation for players, coaches, managers, officials & administrators. 3. Establish these as a 'sporting pathway' 4. Publicise this pathway on the club's website. 5. Review & align selection policy to ensure that individuals with the appropriate ability & desire can move along the pathway 	<ul style="list-style-type: none"> • Entry routes identified & recorded • All exit routes identified & recorded • Present all info in a diagram • Publish on website • Discuss selection policy at end of season review meeting 	<p>BHC Cttee BHC Cttee</p> <p>BHC Chair</p> <p>CCO Club Captains</p>	<p>HDC HDC</p> <p>HDC</p> <p>BHC Cttee Team Captains</p>	<p>June 07 June 07</p> <p>July 07</p> <p>Sept 07 Apr 07</p>
3.4 Ensure that all BHC teams play at an appropriate level	<ol style="list-style-type: none"> 1. A working Group reviews the performance of each team in the club 2. Proposals re seasonal aims for each team are made 3. Aims are discussed and adopted by the teams 4. A transparent selection process for all senior teams is established (and reviewed annually) 	<ul style="list-style-type: none"> • End of season review meeting held • Next season's goals for each team are listed • Each team has their own end of season / pre season meeting • Selection criteria for all teams is discussed & agreed. 	<p>Club Captains Team Captains</p> <p>Team captains</p> <p>Club Captains</p>	<p>BHC Cttee Club Captns</p> <p>Players</p> <p>Team Captns</p>	<p>Apr 07 Apr 07</p> <p>May/Sept 07</p> <p>Sept 07</p>

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3.5 There is a seamless, fair and equitable pathway for people aspiring to play county level hockey.	1. Ensure fair selection policy and player pathway is in place	• Pathway diagram produced	BHC Chair	HDC	Sept 07
	2. Ensure communication between BHC and the junior county committees	• Communication done via Dev't Cttee	HDC Rep Jnr Section	HDC HDC	Sept 07 Sept 06
	3. Ensure appropriate players are nominated by the club for assessment and development leading to county representation	• Club sends boys & girls for County assessment each year.			

4. Communications Development

1. Ensure that effective internal and external communication channels are developed and used
2. Ensure that all members are aware of and support key internal issues
3. Develop the Club's profile within the town as well as with the hockey associations at county, regional and national levels

Key Objectives	Tactics	Performance Indicator	Lead Responsibility	Key Partners	Timescale
4.1 Develop internal communicatns at the Club	<ol style="list-style-type: none"> 1. Produce and maintain a club website to include the following info: <ul style="list-style-type: none"> • Key documents & policies • Membership services • Team & training information • Selection process • Match reports, results & photo gallery • Newsletters • Junior Section Info • Club Cttee Meeting minutes • Links to other websites 2. Produce annual update for Vice Presidents 3. Develop email lists to publicise club events 	<ul style="list-style-type: none"> • Club website is constructed & maintained • Sections / pages discussed and agreed at Cttee Mtngs • Each Team appoints someone to produce match reports • Regular match reports produced by all teams • 3 newsletters produced per year • Newsletters mailed to Vice Presidents • Mailing, including fixtures list & contacts mailed to VPs • Current email addresses collected • Contact list is produced 	CCO	BHC Cttee	Sept 06
			CCO	BHC Cttee	Sept 06
			Team Captains	CCO	Sept 07
			CCO	Teams	Fm Sept 07
			CCO	BHC Cttee	Fm Jan 07
			CCO	BHC Sec	Fm Jan 07
			CCO	BHC Sec	Sept 07
			BHC Mem Sec BHC Mem Sec	BHC Cttee Members	Sept 06 Sept 06
			BHC Sec	BHC Cttee	Jan 07

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	4. Develop a human chain of communications through team captains to players	<ul style="list-style-type: none"> • Process for emailing whole Club is agreed • Captains attend Cttee Meetings • Captains role in communicating with Team members is agreed 	Team Captains BHC Cttee	Club Captns Team Captns	Sept 06 Sept 07
4.2 Develop external communicatns with media, schools, other clubs, county, region & EH	1. Ensure match reports are placed in local newspaper	<ul style="list-style-type: none"> • Press Officer appointed • Process for receiving match reports from all teams is agreed 	Vol Man PO	BHC Chair Team Captns	Sept 06 Jan 07
	2. Develop reports onto local radio	<ul style="list-style-type: none"> • PO canvasses radio networks • Regular reports submitted 	PO PO	BHC Chair Team Captns	July / Aug 07 Sept 07
	3. Ensure that communications exist with the schools	<ul style="list-style-type: none"> • Appoint a SC Link Officer 	Jnr Co-ord SCLO	BHC Cttee Jnr Co-ord	Jan 07 Fm Mar 07
	4. Ensure that a club rep attends County meetings & these matters are discussed at Club Cttee Meetings	<ul style="list-style-type: none"> • Reps appointed to Beds HA Mgt & Dev't Cttees • Mechanism for feeding back to Club Cttee agreed 	Vol Man BHC Cttee	BHC Chair BHC Chair	Sept 06 June 07
	5. Ensure that website contains links to other hockey websites	<ul style="list-style-type: none"> • Links to other websites agreed and delivered 	CCO	BHC Cttee	Sept 06
4.3 People are guided to levels appropriate to their ability & ambition	1. Ensure that info re the sporting pathway is publicised on the website	<ul style="list-style-type: none"> • Diagram is published 	BHC Cttee	CCO	Sept 07
	2. Brief Committee Members / Team Captains re the sporting pathway (so they can explain this)	<ul style="list-style-type: none"> • Diagram discussed at seasonal review of teams 	Club Captains	Team Captns	Sept 07
	3. Ensure that team selection process is understood & can be communicated verbally	<ul style="list-style-type: none"> • Team selection criteria is agreed by all captains 	Club Captains	Team Captns	Sept 07
		<ul style="list-style-type: none"> • Key points of criteria are listed 	Club Captains	Team Captns	Sept 07

5. Coaches, Officials & Volunteers

1. Increase the number of high quality, active coaches & officials who are accredited within England Hockey's Awards
2. Become self sufficient in terms of coaches and umpires within 5 years

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3. Ensure that all Posts within the Club are filled and a regular turnover of volunteers is achieved

Key Objectives	Tactics	Performance Indicator	Lead Responsibility	Key Partners	Timescale
5.1 Increase & retain the number of volunteers in the club	1. Appoint a Volunteer Manager	<ul style="list-style-type: none"> Role Description drawn up VM appointed 	BHC Chair BHC Chair	BHC Cttee BHC Cttee	Mar 07 May 07
	2. Drawn up Role Descriptions for all club posts	<ul style="list-style-type: none"> Current Cttee Members write a role description for their Post All RDs checked, developed & agreed with Cttee 	BHC Chair BHC Chair	BHC Cttee BHC Cttee	Mar 07 Apr 07
	3. Agree a process to implement 'time limited' Posts	<ul style="list-style-type: none"> Process & Programme agreed Process communicated to Club 	BHC Chair CCO	BHC Cttee Team Captns	Apr 07 May 07
	4. Continuously canvass club members to get involved in volunteering within the Club	<ul style="list-style-type: none"> Vol Man updates Cttee Meetings re delivery of programme 	Vol Man Vol Man	BHC Chair BHC Cttee	Sept 07 Mar 08
	5. Ensure the Club Cttee is made up of people with a range of experience	<ul style="list-style-type: none"> Balance of Cttee membership is considered when canvassing members 	Jnr Co-ord Jnr Co-ord	Vol Man Vol Man	Jan 07 Mar 07
	6. Target parents to get involved in club delivery (as leaders, administrators, etc)	<ul style="list-style-type: none"> Ensure Jnrs have role descriptions for their posts Jnr Co-ordinator to ID & approach parents for support. 	Jnr Co-ord Jnr Co-ord	Vol Man Vol Man	Jan 07 Mar 07
	7. Develop young people as potential Cttee Members	<ul style="list-style-type: none"> See section 5.3 below 	Club Chair Jnr Co-ord	Vol Man Vol Man	Mar 07 May 07
	8. Encouraged young people to be represented on Club Cttees	<ul style="list-style-type: none"> ID Young person's role on Cttee Enlist a suitable person 	Jnr Cttee Jnr Cttee	BHC Cttee BHC Cttee	June 07 Sept 07
	9. Instigate a mechanism / suggestions box for young members to feedback	<ul style="list-style-type: none"> Agree feedback mechanism Implement mechanism 	Vol Man	BHC Cttee	Dec 06

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	10. Nominate volunteers from the club to be recognised at Club Dinner & annual BBC awards	<ul style="list-style-type: none"> • Cttee to agree & co-ordinate nominations to BBC awards • Cttee to agree & co-ordinate nominations to Club Awards 	Vol Man	BHC Cttee	Mar 07
5.2 Ensure all volunteers meet child protection policy requirements	1. Set up a Coach Manager / CRB co-ordinator	<ul style="list-style-type: none"> • Role Descriptn for Post agreed • CM appointed 	Vol Man Vol Man	BHC Cttee BHC Chair	Nov 06 Dec 06
	2. All new coaches to be given an induction by the Coach manager	<ul style="list-style-type: none"> • Group Coach Induction held • Those missing inducted separately • Register of CRB held / reviewed 	Coach Man Coach Man CWO	BHC Cttee BHC Cttee Coach Man	Jan 07 As necesry Feb 07
	3. All coaches CRB checked on a 3 year cycle (through CSP?)	<ul style="list-style-type: none"> • Included on Coaches' Code • Register of CP training held 	Vol Man CWO	Coach Man Vol Man	Sept 07 Dec 06
	4. All new coaches to attend scUK Good Practice & Child Protection Course				
5.3 Identify & support potential leaders	1. Identify roles in club that young administrators might fulfil	<ul style="list-style-type: none"> • Roles IDd & agreed 	Vol Man	BHC & Jnr Cttees	June 07
	2. Develop RDs & PSs for these roles	<ul style="list-style-type: none"> • Appropriate documents written 	Vol Man	BHC Cttee	July 07
	3. Run a leadership Course in conjunction with BUS & provide volunteering opportunities for these students	<ul style="list-style-type: none"> • Vol Opps identified • Young people enlisted via BUS, BHA HDC & CSP • Min 4 young administrators placed each year 	BHC Cttee HDC Rep Vol Man	Jnr Cttee HDC BHC Cttee	June 07 Sept 07 Fm Sept 07
5.4 To identify & support current & potential coaches	1. Keep updated list of L1, L2 and L3 coaches.	<ul style="list-style-type: none"> • Lists produced and reviewed 	Coach Man	CWO	Mar 07
	2. Through Coach Manager / CRB co-ordinator, review aspirations of each coach & ID their CPD needs	<ul style="list-style-type: none"> • Review process agreed • Reviews with all coaches implemented 	Coach Man Coach Man	Vol Man Vol Man	Mar 07 June 07
	3. Identify and enlist new coaches as needed by the club	<ul style="list-style-type: none"> • Coaching needs Identified at seasonal review of teams • Coaches IDd & enlisted for following year 	Club Captains Vol Man	Team Captns Coach Man	Apr 07 Each Summr
	4. Ensure that all new coaches are supported to	<ul style="list-style-type: none"> • All coaches are L1 accredited or on 	Coach Man	Coaches	Jan 07

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	access a L1 course	pathway to L1			
5.5 Support all leaders & coaches to access an education programme	1. Club to offer facility for England Hockey coach education courses and workshops	<ul style="list-style-type: none"> Where appropriate, negotiate possible facilities with BS&HC 	HDC Rep	BS&HC, HDC	As apprppte
	2. Link into scUK mentoring scheme (via Team Beds & Luton) to provide such a service for coaches	<ul style="list-style-type: none"> CRB Co-Ord to receive training via CSP/ scUK Mentoring scheme proposed for club 	HDC Rep Coach Man Coach Man	Coach Man Vol Man Coaches	Frm Sept 08 Dec 08 Sept 09
	3. Ensure that appropriate coaches are identified and supported onto L2 courses	<ul style="list-style-type: none"> Scheme implemented Min 1 coach per yr identified as aspiring to L2 	Coach Man	Coaches	Frm Sept 08
5.6 Increase the number of umpires in the club	1. Club to offer facility for England Hockey umpiring awards	<ul style="list-style-type: none"> Where appropriate negotiate facilities with BS&HC Course(s) set up with BHA HDC 	HDC Rep HDC Rep	BS&HC HDC	As apprppte As apprppte
	2. Identify and encourage players & juniors to become accredited	<ul style="list-style-type: none"> ID candidates for courses 	Jnr Cttee, Vol Man Vol Man	BHC Cttee BHC Cttee	Frm Sept 07 Sept 07
	3. Ensure that players umpiring Saturday matches are recognised and rewarded	<ul style="list-style-type: none"> Formalise rewards for Umpires & publicise these 	Club Captains	Team Captns	Apr 07
	4. Ensure that umpires with potential are nominated for further training & development	<ul style="list-style-type: none"> Best umpires identified at annual Season Review mtngs ID umps encouraged to higher awards 	Vol Man	BHC Cttee	June 07
5.7 Support school staff to increase their hockey knowledge	1. BUS to link with EHDO to run a CfT Course	<ul style="list-style-type: none"> Annual review of staff completed Course set up & publicised Staff Identified 2 courses run 	SSCo SSCo, EHDO SSCo SSCo	SCLO HDC Rep	Mar 08 Between Mar 08 & Jan 2111
	2. Club to negotiate hosting of Coaching for Teachers courses (where appropriate)	<ul style="list-style-type: none"> If necessary, hosting of course discussed with BS&HC / HDC 	HDC Rep	BS&HC	As apprppte
	3. Publicise EH CPD courses to teachers in BUS family	<ul style="list-style-type: none"> Publicise course to Schools 	SCLO	BUS SSCo	Ongoing

6. Monitoring & Evaluation

Aims

Ensure that the targets set for the delivery of BHC's Club Development Plan are reviewed and re-evaluated regularly

Key Objectives	Tactics	Performance Indicator	Lead Responsibility	Key Partners	Timescale
6.1 Monitor & evaluate the Club Development Plans Outcomes	1. Monitor all Performance indicators from the Club Development Plan	<ul style="list-style-type: none"> Development Plan Review Meeting held 	BHC Chair	BHC Cttee	Frm June 07
	2. Ensure that Performance Indicators for the following year are discussed and re-aligned as appropriate	<ul style="list-style-type: none"> All performance indicators are reviewed 	BHC Chair	BHC Cttee	Frm June 07
		<ul style="list-style-type: none"> Inappropriate PIs are adjusted 	BHC Chair	BHC Cttee	Frm July 07
		<ul style="list-style-type: none"> Rational for adjustments are written up & posted on Web 	BHC Chair	CCO	Frm Sept 07