



Haywards Heath Harriers



Development Plan 2020 - 21

Project		Delivery	Outcome	Lead	Time scale	Targets			Cost	Priority (Red/Amber/Green)	Actions taken
I.e. What?		i.e. How?	i.e. Impact on club environment?	i.e. who?	i.e. 12 months or 3 months (Dec-Feb)?	1 How many will benefit from project (Total)? 2 How many will benefit within the club environment? 3 How many coaches will benefit from project?			Cost of project	<u>Green – High priority</u> <u>Amber-Medium priority</u> <u>Red-Low Priority</u>	
					1	2	3				
1.	Communicate effectively with members and prospective members	<ul style="list-style-type: none"> Continue to update the current website Continue current use of multimedia Produce a communication strategy Welcome email to be sent to all members Event fact sheets provided 	Improve club communication and attract new members	Andy Hind Carys Hind Ben Gibson Committee	During 2020 – 21	All members	All entrants to our events. Prospective members	All coaches		<u>Green – High priority</u>	<ul style="list-style-type: none"> Factsheets produced by BG and in use Jan 2020 TH sending welcome email
2.	For endurance runners – to enhance the current offering	Focus on: <ul style="list-style-type: none"> New training plan Improved promotion for HHH Road Racing championships XC and WSFRL Link SGP with marathon training and HHHRRC 	Improved member retention Higher club profile within Sussex Athletics	Carl Bicknell Mark Sykes Endurance group	During 2020 – 21	All members	Endurance runners	Endurance coaches		<u>Green – High priority</u>	<ul style="list-style-type: none"> MD's new training plan in action Oct 2019 – Feb 2020
3.	For T and F athletes – to encourage participation in T and F events by	<ul style="list-style-type: none"> Offering specialist coaching from outside club Improving promotion of events Offering additional training session option on other evenings for event specific coaching Reviewing coaching plan to enable more varied training sessions. 	Increase numbers taking part in T and F events Raise club profile at athletic events Members try something new	Team managers LT, BT, TP and LV	During 2020 – 21	All members	All members	T and F coaches	Bullet 1. £250	<u>Green – High priority</u>	



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4.	Meet Junior demand in Mid Sussex	<ul style="list-style-type: none"> Investigate 'Funetics' Encourage members to train as junior coaches Consider incentives to provide more junior coaching 	Enhance the club reputation in the community Improve Junior participation in events	Linda Tullett Mark Green Coaching team	During 2020 – 21	Juniors wanting to join	All juniors	Junior coaches		Green – High priority	
5.	Work with BHR and the Steering Group on the Multi-Use Sports Project BHA ('Track Project')	<ul style="list-style-type: none"> Attend meetings of SG Seek funding opportunities Ensure positive club profile in local community 	Better training facilities leading to improved member participation and better results.		2019 – 2020 and ongoing	All members	All members	All coaches		Green – High priority	
6.	Promote the club in the community	<ul style="list-style-type: none"> Provide local athletic events Provide weekly press releases for local media and promote via Facebook, Instagram and Twitter 	Help the Club to be regarded favourably in the community and hence well supported. Particularly relevant when seeking funding for the Track Project	LT, ML, MH, ID Paul Cousins Andy Hind	On going	All members	All	All coaches		Amber-Medium priority	
7.	Increase the number of active coaches and leaders in the club	<ul style="list-style-type: none"> Encourage endurance group leaders to attend a LIRF course Seek new sprints coaches Encourage more parents to help with junior coaching 	Better spread of coaching expertise across the club. Higher levels of athlete safety on club runs	Head coach and all the coaching team	2020 - 21	All members	All	Endurance coaches and junior coaches	£1 – 2k	Amber-Medium priority	<ul style="list-style-type: none"> ID booked LIRF course Jan 2020
8.	Disability Athletics	<ul style="list-style-type: none"> Provide support for partially sighted athletes Provide inclusive opportunities for athletes with a disability, recognising that we may not be able to offer disability specific activity Follow guidance from England Athletics on being an inclusive and accessible club Use Activity Inclusion Model (AIM) Ensure we are compliant with Equality Act 2010 Provide information on the club in accessible information formats as needed 	Partially sighted athletes/athletes with a disability to be able to join, then participate in training and competition for the club should they wish to do so	KB Link with Mental Health Champion, Mike Parish, where appropriate	Ongoing	Partially sighted athletes and athletes with a disability who are in the club or want to join it	Partially sighted athlete. Any athletes in the club with a physical or mental impairment	All	£500	Amber-Medium priority	<ul style="list-style-type: none"> MH attended Sport England Inclusive Activity Programme workshop 26.1.20
9.	Increase and enable junior progression to seniors particularly in T and F	<ul style="list-style-type: none"> Explore ways of retaining our junior athletes in the club as they become seniors e.g. separate U18s endurance group Seek feedback from the intermediate athletes about their athletic preferences and try to meet these needs 	Greater retention of intermediate members	Head Coach All coaches	Ongoing	Intermediate members	All members	All coaches	£7k to be raised	Amber-Medium priority	



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10.	Fundraising for the Development Fund	<ul style="list-style-type: none"> Set target of £7k per annum Set up committee subgroup Continue event planning with target in mind 	HHH has a funding pot and can contribute meaningfully to its future development	MH committee	2020 and Ongoing	All members and future members	All members	All	Raise £7k	Amber-Medium priority	<ul style="list-style-type: none"> WW5 set for 8th July 2020 with addition of junior race
11.	Storage	<ul style="list-style-type: none"> Sub group to undertake a review of our storage/equipment with a view to releasing the room at Burgess Hill Station 	More accessible and better planned storage	MB, LT, BT, ME	By March 2020	Coaches and event organisers	All members	All coaches		Amber-Medium priority	
12.	Club Chair replacement 2021	<ul style="list-style-type: none"> Plan for new club chair in 2021 Make club members aware of the role 	New club chair ready to take over in March 2021	Committee	By February 2021	All members and future members	All members	All coaches		Green – High priority	
TOTAL											