



Club development plan 2015 - 2018

CLUB BACKGROUND AND INTRODUCTION

In the summer of 1999 there was an average of 12 people (and a dog!) attending the Club at Perdiswell Leisure Centre, Bilford Road, Worcester, who still kindly host us.

In 2002 people decided to set up a proper club called: Worcester Joggers, The club colours were blue, and the club continued to grow, with people attracted to a friendly atmosphere, different paces, group leaders, mustering for back markers, and social events (lots of people new to the City joined to make friends).

In 2005 the Club applied to become affiliated to UK Athletics, and the Club's name changed to Black Pear Joggers*, with kit from the original blue, to black with white and orange hoops. The Club has continued to grow, with 370+ members currently; 150+ people on the Monday club nights.

** The Black Pear of Worcester, from which the Club is named, dates back to Roman times,. English bowmen from Worcestershire carried black pear to the battle of Agincourt; and when Queen Elizabeth 1st visited the City in 1575 the Black Pear tree was part of the welcome celebrations, and the Queen ordered 3 pears to be added to the City's coat of arms.*

CLUB S.W.O.T ANALYSIS

STRENGTHS

- A large running club, with many varying paces/ abilities.
- A good local reputation.
- Support of Perdiswell Leisure Centre (at the moment).
- Multi- skilled and committed committee.
- Enthusiastic and willing club members.
- A strong, up to date website.
- An active facebook group.

WEAKNESSES

- Lack of formality.
- Club getting larger and procedures needing to meet the greater demand.

<ul style="list-style-type: none"> ○ A range of social opportunities. ○ Two established races. 	
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> ○ Funding opportunities ○ Training/coaching opportunities. ○ Club Mentoring. ○ Developing a satellite Club at Worcester University. 	<ul style="list-style-type: none"> ○ Perdiswell rebuild – we may need a new home. ○ Issues resulting from lack of procedures.

CLUB MANAGEMENT

Aim
To manage the club in a safe, effective and efficient manner.

Objectives
<ul style="list-style-type: none"> To improve procedures that promote the safety and well-being of members. To formalise procedures.

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
Improve procedures that promote safety.	Develop a club night number record system.	JE to lead.	September 2015 – 18 (3 year timescale)	none	Sep 2015
Improve procedures that promote safety.	Adapt the club night number record system to include numbers of leaders.	JE to lead.	June 2016 – 18 (3 year timescale)	none	May 2016
Improve procedures that promote safety.	Explore & clarify England Athletics policy on group registers with Nick Robinson.	PE to lead.	June 2016 – 18 (3 year timescale)	To be explored	May 2016
Improve procedures that promote safety.	Leaders to fill in & use registers for all coached sessions/programmes.	JE to monitor.	September 2015 – 18 (3 year timescale)	To be explored	June 2016
Improve procedures that promote safety.	To develop quality assurance role – At least 2 Committee members to be CIRF trained (must be LIRF trained first). Quality Assurance role	BPJ Committee.	By May 2017	CIRF - £255pp. LIRF - £140pp	To be added on completion

	will ensure all group leaders are following the club rules.				
Improve procedures that promote safety.	First Aiders trained, appointed and available on Club nights.	JE to lead.	By January 2016	£?pp. (Sue Bentley to fund).	Sep 2015
Improve procedures that promote safety	First Aid kits to be purchased and be used by leaders.	JE to lead. CA to provide money.	June 2016	To be explored	To be added on completion
Improve procedures that promote safety	To appoint male and female Safeguarding Vulnerable Adults Committee Members.	BPJ Committee.	By October 2015	To be explored	June 2016
Improve procedures that promote safety	Safeguarding Vulnerable Adults Committee Member and Safeguarding Committee member to access safeguarding training.	JE	June 2016	£14.40 pp	June 2016
To formalise procedures.	To apply for and gain Club Mark	BPJ Committee.	September 2015 – May 16	To be explored	June 2016
To provide opportunities to listen to members suggestions	To create an online Suggestions Box	PE to lead	June 2016 onwards.	none	To be added on completion

COACHING

Aim
<ul style="list-style-type: none"> ▪ To provide high quality teaching available for members.

Objectives	
<ul style="list-style-type: none"> ▪ To have trained coaches. ▪ To have trained coaches leading coach to 5k programmes. ▪ To have trained coaches leading 5K – 10K programmes. ▪ To have outside speakers visiting on Monday Club nights. 	<ul style="list-style-type: none"> ▪ To use Club Matters support. ▪ To look in to the possibility of a Club Mentor.

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
To have 30 LIRF trained members, using their qualification and skills to support at club.	13 identified members to be trained and then sign club contract to run at least one programme.	CS/Sue Bentley	December 2015 – 18 (3 year timescale)	£140pp. Sue Bentley to fund 12.	To be added on completion
To run at least two 5-10K programmes.	Monday evening programme to commence Monday 21 st September. Tuesday evening programme to commence Tuesday 29 th September 2015.	JE/CS/ML/BD/Sue Bentley	September - December 2015	£140pp. Sue Bentley to fund.	December 2015
To run at least four Couch to 5K training programmes.	Four C25K Courses to run between January and June 2016.	JE/CS/ML/BD/DJ/ MR/ RS/ RJ/ AE/ RB/ MT/+2/Sue Bentley	January 2016 – 18 (3 year timescale)	£140pp. Sue Bentley to fund 12 LIRF Leaders.	To be added on completion
To have at least 2 CIRF trained members overseeing	2 CIRF trained members will oversee/quality assure activities/programmes	The Committee – JE/CS.	May 2016 – May 2017	CIRF - £255pp.	To be added on completion

activities/programmes.					
Outside Speakers coming to visit	Invite England Athletics to speak on nutrition and fundamentals.	JE	December 2015 – 18 (3 year timescale)	None.	To be added on completion
To regularly find out what members running aspirations and provide training programmes that meet these needs	Quarterly questionnaires for members to complete.	PE to lead.	June 2016 – 18 (3 year timescale)	None	To be added on completion

CLUB FACILITIES

Aim
To develop a BPJ Satellite Club at Worcester University.

Objectives
<ul style="list-style-type: none"> ▪ Secure University Venue and facilities for a Tuesday evening run. ▪ Publicise Tuesday night run to members, university students and staff. ▪ BPJ Committee member appointed to lead initial development of the satellite club. ▪ University members to be appointed to learn and then take over running of sessions. ▪ Rota of BPJ to support development, leading groups etc in early stages. ▪ CIRF Trained Committee member to quality assure.

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
<ul style="list-style-type: none"> ▪ Secure University Venue and facilities for a Tuesday evening run. 	Committee to liaise with University Contact to secure booking of venue and facilities.	ML/SJ/Sue Bentley	August 2015	none	September 2015
<ul style="list-style-type: none"> ▪ Publicise Tuesday night run to members, university students and staff. 	Publicise on BPJ/University websites, facebook, twitter, posters.	SJ	December 2015 – 18 (3 year timescale)	none	To be added on completion
<ul style="list-style-type: none"> ▪ BPJ Committee member appointed to lead initial development of the satellite club. 	Mike Lane to lead initial development of the satellite club.	ML	August 2015	none	September 2015

▪ CIRF Trained Committee member to quality assure.	CIRF Trained Committee member to quality assure on a monthly basis.	The Committee	May 2017 onwards	CIRF - £410pp.	To be added on completion
--	---	---------------	------------------	----------------	---------------------------

OUTREACH

Aim
To develop an outreach programme supporting visually impaired runners

Objectives	
<ul style="list-style-type: none"> ▪ Approach New College and Sight Concern about running opportunities for visually impaired runners in Worcester. ▪ Gain interest from BPJ's members on running with the visually impaired. ▪ Arrange weekly running Club at New College for Sixth Formers in the Summer Term. ▪ Risk Assess and plan organisation of group. ▪ Secure training in Guide Running via Nick Robinson. ▪ DBS check all guide runners who attend the Guide Running training through England Athletics. ▪ Rota of BPJ to support development. ▪ CIRF Trained Committee member to quality assure. ▪ Explore possibility of satellite funding with Nick Robinson. 	

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
<ul style="list-style-type: none"> ▪ Approach New College and Sight Concern about running opportunities for visually impaired runners in Worcester. 	Carol Hardie/Jo Evans to liaise with New College and Sight Concern regarding running opportunities for visually impaired runners in Worcester.	CH/JE	February 2016	none	February 2016
<ul style="list-style-type: none"> ▪ Gain interest from BPJ's members on running with the visually impaired. 	Publicise to BPJ members on facebook/website/at club etc	JE	February 2016	none	February 2016

▪ Arrange weekly running Club at New College for Sixth Formers in the Summer Term.	Carol Hardie/Jo Evans to liaise with Caroline Gibbs at New College to arrange this.	CH/JE	March 2016 September – 18 (3 year timescale)	none	April 2016
▪ Risk Assess and plan organisation of group.	Jo Evans to liaise with Caroline Gibbs at New College to arrange this.	JE	April 2016	none	May 2016
▪ Secure training in Guide Running.	JE to liaise with Nick Robinson to organise this and then book participants on the training.	JE/NR	May 2016 and access more on ongoing basis	£20pp.	June 2016
▪ DBS check all guide runners who attend the Guide Running training through England Athletics.	England Athletics to DBS checks. JE/CS to check certificates once they arrive.	The Committee	June - July 2016	none	To be added on completion
▪ Rota of BPJ to support development.	JE to organise rota	JE	May 2016 – 18 ongoing	none	To be added on completion
▪ Leaders to meet regularly to plan sessions etc.	JE to organise	JE	May 2016 – 18 ongoing	none	To be added on completion
▪ CIRF Trained Committee member to quality assure.	Claire Shacklock to Quality Assure	CS	May 2017 ongoing	none	To be added on completion
▪ Guide Running T shirts to be purchased	JE to organise	JE	June 2016	£12 pp	June 2016
▪ T Shirts for runners to wear.	JE to organise	JE	June 2016	£12pp	To be added on completion
▪ Complete satellite	JE to liaise with Nick	JE/NR	June/July 2016	none	To be

funding application and send to Nick Robinson.	Robinson				added on completion
--	----------	--	--	--	---------------------

Equity Issues

Aim
To develop an inclusive club

Objectives	
<ul style="list-style-type: none"> ▪ To encourage members to share their disabilities on the club membership form. ▪ To identify and attend competitions for our disabled athletes. ▪ To access disability awareness training. ▪ To use images of disabled athletes in our club marketing if appropriate. ▪ To promote inclusion of disabled athletes in our club welcome pack. ▪ To develop the role of lead contact responsible for disability. 	

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
<ul style="list-style-type: none"> ▪ To encourage members to share their disabilities on the club membership form. 	Meeting to decide best way forward. Email to members	JE/HS	September 2016 - 18	none	To be added on completion
<ul style="list-style-type: none"> ▪ To identify and attend competitions for our disabled athletes. 	Hazel Sherrington to research appropriate competitions relevant to our members.	HS	July 2016 - 18	none	To be added on completion
<ul style="list-style-type: none"> ▪ To access disability awareness training. 	JE to liaise with Nick Robinson on further training.	JE/NR	June 2016 - 18	An amount pp depending on the course	To be added on completion
<ul style="list-style-type: none"> ▪ To use images of disabled athletes in our club marketing if appropriate. 	JE/HS to liaise with Committee and Cliff Wood about this.	JE/CW	August 2016 - 18	none	To be added on completion

<ul style="list-style-type: none"> ▪ To promote inclusion of disabled athletes in our club welcome pack. 	<p>JE/HS/CW to develop a new page for the Welcome pack. Committee to approve finished page.</p>	<p>JE/HS/CW</p>	<p>June 2016</p>	<p>none</p>	<p>To be added on completion</p>
<ul style="list-style-type: none"> ▪ To develop the role of lead contact responsible for disability. 	<p>JE/HS to liaise with Nick Robinson about the role.</p>	<p>JE/HS/NR</p>	<p>September 2016 - 18</p>	<p>none</p>	<p>To be added on completion</p>

Recruitment and Retention

Aim
To continue to develop and grow club

Objectives
<ul style="list-style-type: none"> ▪ To encourage members to volunteer for club activities. ▪ To market the club to gain new members. ▪ To develop role of recruitment co-ordinator.

Action Plan

Objective (what needs done)	How (how you intend to achieve objective)	Who (responsibility)	When (timescale)	Finance (cost - if any)	Completion (month & year completed)
<ul style="list-style-type: none"> ▪ To encourage members to volunteer for club activities. 	Cliff Wood to actively recruit volunteers for events such as the Wild One and Croome.	CW	July 2016 - 18	none	To be added on completion
<ul style="list-style-type: none"> ▪ To market the club to gain new members. 	CW/Paul Evans to develop new marketing materials	CW/PE	September 2016 - 18	none	To be added on completion
<ul style="list-style-type: none"> ▪ To develop role of recruitment co-ordinator. 	JE to liaise with Nick Robinson on job spec etc. CW to devise a plan of when/how to recruit.	JE/NR/CW	Mar 2016 - 18	none	To be added on completion