

# East Midland Archery Society



## Development Plan

Version 4 – Reviewed March 2009



## The East Midlands Archery Society

---

<b><u>Contents</u></b>	<b><u>Page</u></b>	<b><u>Priority</u></b>
<b><u>Governance</u></b>	3	
<b><u>Regional Strategy/Home Nation</u></b>	5	
<b><u>Coaching</u></b>	6	
<b><u>Archery Development</u></b>	9	
<b><u>Squad Training</u></b>	10	
<b><u>Pursuit of Excellence</u></b>	11	
<b><u>Regional Development</u></b>	12	
<b><u>Policies</u></b>	13	
<b><u>Judges and Officials</u></b>	14	
<b><u>Competition Programme</u></b>	15	



**AREA: Governance**

**PRIORITY:**

**See also: Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Policies, Judges and Officials, Competition Programme**

**Regional Officer: All Officers**

**Objectives: To manage the business of the society for the benefit of the 5 Counties**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
3.1	A committee structure with elected members plus 1 voting representative from each County	To have a management structure in place that will manage the affairs of the society in a professional manner	Analysis of existing structure and process's to ensure it is operating in a professional manner	As Required	Annually
3.3	Constitution was amended in 2001 to reflect present day requirements with further amendments agreed annually to date	To have a flexible constitution that reflects both internal and external influences but protects the rights of individual members.	Continue to monitor the constitution to ensure it is a live document that is relevant to the circumstances appertaining to the present time	As required	Annually at AGM to ensure the constitution is still relevant
3.4	Standing orders were introduced to ensure continuity of action year on year	Standing orders to reflect both internal and external influences but protects the way the Society is run	Continue to monitor the standing orders to ensure it is relevant to the circumstances appertaining to the present time	As required	Annually at AGM
3.6	Equipment is held in various locations throughout the Region	To have a register in place that will identify current equipment, location and curator.	Compile register with known data and confirm location and curator.	March 2009	Review at committee meeting held prior to AGM



**AREA: Regional Strategy/Home Nation**

**PRIORITY:**

**See also: Governance, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Policies, Judges and Officials, Competition Programme**

**Regional Officer: Chairman/Development Officer**

**Objectives: A cohesive strategy plan that reflects the structure of the Region and supports the GNAS Home Nations development & performance programmes.**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Reviewed</b>
4.1	A representative to English Archery Federation (EAF) who organise the Home Nations Competition Programme	A fully functional EAF Competition programme agreed with all Regions	Re-evaluate the role of EAF representative and have an agreed format between the Regions	March 2008 Achieved	Annually



**AREA: Coaching Organisation**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Polices, Judges and Officials, Competition Programme**

**Regional Officer: Regional Coaching Officer**

**Objectives: GNAS - Create and/or maintain a fully-functioning Coaching support structure**  
**EMAS - Operate as an autonomous self-governing organisation**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
5.1	Regular regional Coaching Committee meetings.  County Coaching Committee meetings not held in all counties	Continue Regional meetings  All counties to have coach group meetings	Achieved  All counties to hold at least 2 coach group meetings	March 2010  March 2010	



**AREA: Coach Recruitment**

**PRIORITY:**

**Regional Officer:  
Regional  
Coaching Officer**

5.2	67 Level 1 Coaches (+16) 75 Coaches (+12) 19 County Coaches (Same) 3 Senior Coaches (Same) Still more than 10 Clubs with no coach	10 more Level 1 Coaches 10 more Level 2 5 more County Coach Fewer clubs with no coach.	Run 1 Level 1 Course per county Run 3 Level 2 Courses in the Region Level 2 Update from coach in each county 2 County Coach courses	March 2010	November 2009
-----	---	---	--	------------	---------------

**Objectives:** **GNAS** – To increase coach numbers; to encourage young archers to become coaches  
**EMAS** – Take advantage of the new Junior Coach grade

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>



**AREA: Coaching Development**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Polices, Judges and Officials, Competition Programme**

**Regional Officer: Regional Coaching Officer**

**Objectives: GNAS - Fast tracking; coaching support structure**  
**EMAS - Develop both new and existing coaches**

	Where we are now	Where we wish to be	How will we get there	Target dates	Review
6.1	28 new coaches in the previous 12 months	10 new Level 1 Coaches  10 new Level 2 Coaches  6 New County Coaches	3 Level 1 Courses  3 Level 2 Courses  2 County Coach courses	March 2010  March 2010  March 2010	November 2009  November 2009  November 2009

Target Area	Where we wanted to be	Where we are now	The next 12 months
6.2 coach Organisation	More communication between the Counties. Regular meetings Coaching Newsletter	Regular meetings have been held. Some inter county cooperation on Coach Courses Occasional Newsletters	Continue the regular meetings Aim for 2 issues of Newsletter
6.3 Coach Recruitment	Take advantage of Level 1 Grade Aim for a coach in every club by the end of 2008	51 Level 1 Coaches 63 Coaches 19 County Coaches 3 Senior Coaches	Target clubs with no coach. Analyze reason those clubs have no coach; try



## The East Midlands Archery Society

			to arrange courses to suit. More Level 1 Courses Get Tutors trained when L2 available
6.4 Coach Development	4 New Level 3, 12 new Level 2 Coaches Develop existing Coaches	Level 1 Candidates in all Counties Final Coach Courses in progress County Coach Candidates	Run at least 1 Level 1 Course per County Make use of Level 2 Course when available Provide Development opportunities for all coaches
6.5 Archery Development	Increase numbers of EMAS Members	Provide Leader Courses- Scouts etc are a prime source of new Juniors. Provide Archery in Schools Have a go sessions at shows. These are a prime source for our Beginners Courses. Corporate Days, Family Fun days	More of the same.  Make use of the GNAS beginners pack and FITA Awards Scheme to encourage new archers.



**AREA: Archery Development**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Squad Training, Pursuit of Excellence, Regional Development, Policies, Judges and Officials, Competition Programme**

**Regional Officer: Regional Coaching Officer/Regional Treasurer**

**Objectives: GNAS – Achieve through quality of coaching structure and personnel**  
**EMAS – Improve the general standard of archery**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
7.1	Ad hoc promotion of archery whenever possible through beginners courses, talks, have-a-goes, etc., together with club-level recruitment efforts.	See numbers of archers in EMAS region grow year on year (after taking losses into account).	Take advantage of GNAS plans to provide support material to raise quality of all coaching and promotional activity. Website links to Counties and Clubs with a write up suggesting they contact their local club direct	Annually on receipt of annual returns	Annually at the March meeting



**AREA: Squad Training**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Pursuit of Excellence, Regional Development, Policies, Judges and Officials, Competition Programme**

**Regional Officer: Regional Coaching Officer**

**Objectives: GNAS – fully integrated squad structure from County to National levels**  
**EMAS – Run Senior and Junior squads**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
8.1	Junior Squad set up, coaches in place and venue/dates fixed	Looking for ways to improve the quality of junior archers and coaches	Junior Squad already established. Develop coaches.	Ongoing	At each RCC and EMAS meeting
8.3	Certain coach's are invited to attend Squad's to develop their coaching skills	More coach's taking advantage of this form of coach development	Gradually increase the number of coach's invited to the squad's	Ongoing	At each RCC and EMAS meeting



**AREA: Pursuit of Excellence**

**PRIORITY:**

**See also:** Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Regional Development, Policies, Judges and Officials, Competition Programme

**Regional Officer: Regional Coaching Officer**

**Objectives:** **GNAS** - National squad training for best Regional squad archers  
**EMAS - Being the best - advancement to National squad**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
9.1	Already have Juniors and Seniors on National squads.	The development of archers to a high standard ready for the National squad's	Monitor effectiveness of Squads and keep quality high. Single out potential elite archers for reference to NCO (Squads)	Ongoing	Annually



**AREA: Regional Development**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Policies, Judges and Officials, Competition Programme**

**Regional Officer: Development Officer**

**Objectives: To develop archery in the region in conjunction with the 5 Counties**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
10.1	Version 5 of the GNAS SDP in operation.	Create and maintain a link with other archery regions and GNAS to implement the SDP	To accept ownership of the GNAS SDP for a united UK Archery development programme.	Ongoing	Annually
10.2	Draft Regional Development plan in production.	Our own Regional Development Plan and encourage adoption by the Counties and clubs in the region.	Adopt the items of the GNAS SDP that are relevant to the Region and add regional specific items.	Ongoing	Annually
10.3	A few County and a Regional development officer in place on a voluntary basis Only one county and a regional rep at present	Development officer in each County and the Region to liaise with Local councils, local educational and other authorities to raise the profile of archery	Encourage the Counties and Regions of the importance of this role and provide an outline of job description	2010	Annually in March
10.4	1 regional and 1 notts officer	All county to have one	All county to recruit one to input to this	2010	At all meetings



## The East Midlands Archery Society

---

10.5	None	To have a salaried Sports Development Officers in the region	To manage budgets and apply for external funding	Ongoing	Annually in March
------	------	--	--	---------	-------------------



**AREA: Policies, Codes of Conduct, Codes of Practice and Support Programme – Strategies.**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Judges and Officials, Competition Programme**

**Regional Officer: All**

**Objectives: To adopt and support any policies etc. issued by GNAS and other official organisations**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
11.1	Fragmented policies in the five Counties Coach's Code of Conduct Have a go and Demonstration Codes of Practice. Child and Vulnerable person policy Equity policy Discipline policy	To comply with Policies, Codes of Conduct, Codes of Practice and Support Programmes – Strategies, which have been agreed by the various authorizing agencies, issued by GNAS and are relevant to the Region, Counties and Clubs.	When GNAS issue a document, EMAS will adopt or adapt them and then encourage each County and Club.	As policies etc. are issued	The meeting following each policy etc. issue
11.2	All EMAS officers, coaches and administrators working within the sport are volunteers.	A Support Programme designed to encourage volunteers.	Volunteer Strategy programme	March 2009	The meeting following each policy etc. issue
11.3	We have no programme that empowers young people to understand the principals of Coaching and Judging etc?	Young Peoples Development Programme:	To provide a programme that enables young people to understand the principles of Coaching, Judging etc.	March 2009	Reviewed at June 2009 meeting with request for RCO to update



**AREA: Judges and Officials**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Policies, Competition Programme**

**Regional Officer: Regional Judge Liaison Officer**

**Objectives:**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
12.1	Several judges from Candidate to National judge status throughout the Region although these judges are not evenly spread within the Counties	Suitably qualified judges of all grades within each County	Actively recruit for more judges in County's who have low representation Lincs?	Ongoing	Annually



**AREA: Competition Programme**

**PRIORITY:**

**See also: Governance, Regional Strategy/Home Nations, Coaching, Archery Development, Squad Training, Pursuit of Excellence, Regional Development, Policies, Judges and Officials**

**Regional Officer: Tournament  
Organiser/Field Representative**

**Objectives:**

	<b>Where we are now</b>	<b>Where we wish to be</b>	<b>How will we get there</b>	<b>Target dates</b>	<b>Review</b>
14 1	World record shoots	Outdoor and indoors	Both indoor and outdoors	2010	A G M 2010
14 2	World class international shoots	none	Work with outside bodies to achieve	2012	A G M