

Here we go . . . .  
Guernsey Athletics to  
December 2013



‘I am pleased to present to you ‘Here We go...Guernsey Athletics to 2013’ The GIAAC development plan. The GIAAC is a community club which seeks to cater for all levels of ability in athletics. The production of this plan will enable us to look to the future with confidence and ensure that we enable our athletes to go as far as their ambition allows them. The plan is a product of much discussion, lots of hard work and a common desire to build on the GIAAC’s rich legacy’.

**Yours in Sport, Alun Williams, President of GIAAC**

‘Athletics is very diverse sport so planning for the future is important to not only provide a key framework from which everyone can work from but it will also ensure a clear pathway is in place to help develop our juniors through to potential future stars’.

**Lee Merrien**

‘The GIAAC has done a great job establishing athletics as one of the island’s most successful sports, and to have benefitted from and been a part of it has been great for me.

The vision in producing such a development plan shows the ambition to maintain our standards and improve. It shows what a strong position we’re in now, especially with the impending upgrades to the Garenne Stand. For me, the most important aspect of the plan is the coaching development’.

**Tom Druce**

‘The compilation of a development plan enables sports to not only celebrate their strengths but also recognise their weaknesses. After much discussion and finally agreement, the main thrust of a successful development plan is now in place to take athletics forward’.

**Graham Chester , Guernsey Sports Commission**

# Here we go.... Guernsey Athletics to December 2013

At the end of another successful year for Guernsey athletics we have spent some time reflecting on how best to plan for athletics over the coming years.

Guernsey athletics is fortunate to have access to events such as the Commonwealth Games and Island Games. These events provide goals for our athletes and we believe that it makes sense to produce a plan that takes us through to the end of the 2013 season.

That plan will encompass the Bermuda Island Games and selection for the Commonwealth Games 2014. When we make arrangements and set targets for the GIAAC our overriding aim is to fulfil the vision statement of our club constitution:



**‘To foster the sport of athletics in Guernsey’**



This means that our club has to be fully inclusive and to accommodate the needs of Colts, juniors, seniors, veterans, coaches, officials, parents, volunteers and supporters. We hope that our plan succeeds in being fully inclusive of all 340+ club members.

Our starting point for ‘Here we go ... Guernsey Athletics to December 2013’ is that we are a successful and thriving club. Over the next few years we hope to build on that base, working with partners to create a vibrant and welcoming club which supports athletes to achieve their aspirations.

This plan:

- considers where we are and what we want to achieve by December 2013
- outlines how we plan to achieve that aim.



## *Where we are and what we want to achieve*

### *Our strengths*

When we reflect on the GIAAC our starting point is that a number of strengths have contributed to our success:

- First and foremost the commitment of our athletes whose success has encouraged other athletes, particularly youngsters, to take up the sport
- A group of dedicated coaches whose expertise has provided a valuable structure to the development of local athletes
- A professional approach from the club's Administrator and Development Officer, directed by a hard-working committee that has the interests of the club at its heart
- Use of Footes Lane, described recently by an experienced visiting international athlete as one of the top ten athletics venues in the UK
- We organise a wide range of popular athletics events, attracting all levels of athletes in large numbers
- Strong links with mainland athletics, especially the Hampshire cross-country and track and field championships
- A positive public profile that ensures positive public relations. This makes athletics a popular island sport and an attractive proposition for sponsors
- The opportunity for our athletes to aspire to compete in international event such as the Commonwealth Games, Commonwealth Youth Games and Island Games
- Healthy and positive relationships with a range of partners across the community, including the Sports Commission, Island Games Association, Commonwealth Games Association and schools, other sports clubs and support from England Athletics.

### *Our plans*

In this section we outline our current position and where we hope to be by December 2013.

### *Our club*

1a. We have the largest number of club members ever – 364 club members.

**We will increase club membership by 10% to 400 members.**

1b. Our Colts section supports 114 Colts with a range of training and competition opportunities.

**We will enhance an already successful age group by seeking ways to develop further the content of the Colts' programme. We will introduce Athletics 365 as the structure for the Colts section.**

1c. Our junior section is growing quantitatively and qualitatively.

**We will increase the numbers of juniors (currently 92) by 10% to 100 members. We will provide training and coaching opportunities to address the traditional drop-out of athletes aged 15–17 years.**

**We will review the juniors' programme, aiming to provide a multi-event approach for athletes when they reach 12–14 years, then making a careful transition to event-specific groups when they are ready.**

1d. Our senior 'elite' section is thriving, as demonstrated by the long list of athletes who are expected to achieve the Island Games standards for 2013 Bermuda Games.

**We will sustain our 'elite' section and in autumn 2013 establish a long list of the same number of athletes for the 2015 Jersey Games.**



### ***Our club representation***

2a. Our 'elite' athletes continue to mix it with the very best nationally and internationally. Congratulations in particular to our national champions, Katie Rowe and Tom Druce, and, of course, to Lee Merrien, who competed in the 2011 World Championships.

**We will build on the current profile of Guernsey athletes and ensure that Guernsey athletes have every opportunity to compete at the highest levels.**

**We will produce 10+ athletes achieving the A or B standard for consideration for the 2014 Glasgow Commonwealth Games.**

**We will increase the number of athletes who feature in the top 100 of the Power of 10 Athletics website ([www.thepowerof10.info](http://www.thepowerof10.info)).**

2b. Our teams continue to participate in off-island competition, including Hampshire track and field and cross-country championships and county-representative matches. GIAAC athletes also feature prominently in the Channel Islands Athletics Club (CIAC) team. In 2011 over 150 athletes competed in 36 athletics events. Twenty GIAAC athletes competed in four or more off-island events.

**We will sustain the number of athletes who compete off-island and increase the number of off-island competitions available to GIAAC athletes.**

## *Our events*

3a. We organise a wealth of top-quality events. In the past year this has included: FNB cross-country league; OSA all-terrain challenge; Collins Stewart inter-firms relay; Spearpoint half-marathon; Intertrust CI championships; KPMG Easter festival.

**We will continue to ensure that our programme is inclusive, supporting all sections of the club from Colts to seniors. It will also provide excellent competition for our ‘elite’ runners and healthy competition for ‘non-elite’ athletes.**



3b. A variety of running groups take place across the island, such as Lee Merrien’s running group, JP’s group and the Guernsey marathon running group.

**We will remain in contact with these groups and provide support and guidance as required.**

3c. The sport of athletics will receive a significant profile boost because of key international events including the 2012 Olympics, Glasgow Commonwealth Games 2014 and 2017 World Athletics Championships.

**We will respond to increased demand with our programme of events from summer 2012 onwards.**

## *Our organisation*

4a. We have a group of dedicated coaches who are keen to develop their skills.

**We will overhaul our coaching programme, which will be designed by a Coaching Committee with representation from all sectors of the club. The Committee will establish a coaching structure overseen by a head coach and supported by a range of training opportunities.**

**We will increase by 25% the numbers of active qualified coaches (from 20 to 25) by 2013.**

**In 2012 we will set a target coach-to-athlete ratio across all sectors of the club.**

**We will launch our coaching structure and programme in February 2013.**

4b. We have a core of officials who can ensure that our club competitions are well officiated.

**We will increase our number of active qualified officials by 10%.**

4c. We continue to generate healthy resources to ensure that the club can achieve its plans, outlined above.

**We will increase income generation by 10% and continue to ensure that we maximise efficiencies in club finances.**

4d. We have a core of professional staff whose role is to ensure that the club's plans are delivered efficiently and effectively.

**We will appoint a full-time Athletics Development Officer on a 3-year contract with immediate effect.**

**We will establish the criteria for the payment of specialist coaches.**

**We will review and clearly specify the roles played by our paid staff.**

4e. We have a committed GIAAC committee who have overseen the development of the club.

**We will reorganise our club structure so that its status changes to that of an organisation limited by guarantee.**

**We will appoint a series of subgroups (coaching and officials; athlete development; events; team representation; finance and resources) which will be responsible for delivering 'Here we go ... Guernsey Athletics to December 2013'.**

4f. We have a superb facility at Footes Lane which creates an excellent home for athletics.

**We will establish the athletics club room and work with the Sports Commission's elite performance centre to utilise the high-performance gym.**



### ***How we plan to achieve our aims***

Positioning GIAAC to be one of the most successful will require all members of the club to contribute and play their role in moving the club forward.

We believe that we can achieve that goal with a revised club structure.

Our new structure has been designed along the following principles:

- Our aim is to foster the sport of athletics in Guernsey. We will balance the needs and expectations of all club members.
- We are a thriving popular sport. To build on our successful position we have to recognise that, although an amateur club, we have to work to professional standards.
- The club has a wealth of experience across its members. We need to tap into that expertise to ensure we are successful.
- We propose a structure that focuses on the following areas of the club: coaching, athlete development, events, team representation and finances and resources.

### ***Coaching and officials programme***

- A coaching structure to accommodate all sections of the club
- The appointment of a Head Coach and specialist coaches across track and field and endurance
- A training programme to up-skill existing coaches
- A recruitment drive to encourage more club coaches
- A programme of 'flying coaches' and coach mentors
- A programme of generic / core fitness sessions for all club athletes
- A training programme for club officials
- A register of club officials and coaches
- An award scheme that recognises time served by club coaches, e.g. presentation for 10 years as a coach.

### ***Athlete development programme***

- To appoint and set the work plan for the Athletics Development Officer
- To co-ordinate athlete support with the High Performance Centre
- To review a personalised development framework for 'top' junior and senior athletes and to establish a mentoring programme for junior athletes
- To oversee and deliver enhanced links with schools for athletics provision at both primary and secondary phases
- To establish the re-launched Colts arrangements, including the introduction of Athletics 365.
- To oversee a range of activities and initiatives to encourage an increased take-up of athletics specifically (and sport generally) in the community.

### ***Events programme***

- To oversee established GIAAC events – Easter festival; cross-country series; all-terrain challenge
- To establish a track and field summer programme
- To review the interinsular programme
- To oversee club social events, including awards evenings.

### ***Team representation***

- To appoint team managers for Island Games 2013
- To appoint a manager for Commonwealth Games 2014
- To review arrangements for CIAC and off-island competition
- To appoint a manager for Hampshire track and field
- To appoint a manager for Hampshire cross-country.

### ***Finance and resources***

- To oversee the club constitution change to a company limited by guarantee
- To oversee the club budget
- To make recommendations for income generation
- To oversee the fit-out of the athletics club room in the Garenne stand
- To establish a volunteer programme that encourages all club members to support the club and logs their contribution.
- To oversee the revision and updating of the club records
- To accredit the GIAAC as a club mark organisation

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## Action plan

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- We will increase the numbers of juniors (currently 92) by 10% to 100 members. We will provide training and coaching opportunities to address the traditional drop-out of athletes aged 15–17 years.
- We will review the juniors' programme, aiming to provide a multi-event approach for athletes when they reach 12–14 years, then making a careful transition to event-specific groups when they are ready.
- We will sustain our 'elite' section and in autumn 2013 establish a long list of the same number of athletes for the 2015 Jersey Games.

### *Our club representation*

- We will build on the current profile of Guernsey athletes and ensure that Guernsey athletes have every opportunity to compete at the highest levels.
- We will produce 10+ athletes achieving the A or B standard for consideration for the 2014 Glasgow Commonwealth Games.
- We will increase the number of athletes who feature in the top 100 of the Power of 10 Athletics website ([www.thepowerof10.info](http://www.thepowerof10.info)).
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### *Our events*

- We will continue to ensure that our programme is inclusive, supporting all sections of the club from Colts to seniors. It will also provide excellent competition for our 'elite' runners and healthy competition for 'non-elite' athletes.
- We will remain in contact with these groups and provide support and guidance as required.
- We will respond to increased demand with our programme of events from summer 2012 onwards.

## *Our organisation*

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- We will increase by 25% the numbers of active qualified coaches (from 20 to 25) by 2013.
- In 2012 we will set a target coach-to-athlete ratio across all sectors of the club.
- We will launch our coaching structure and programme in February 2013.
- We will increase our number of active qualified officials by 10%.
- We will increase income generation by 10% and continue to ensure that we maximise efficiencies in club finances.
- We will appoint a full-time Athletics Development Officer on a 3-year contract with immediate effect.
- We will establish the criteria for the payment of specialist coaches.
- We will review and clearly specify the roles played by our paid staff.
- We will reorganise our club structure so that its status changes to that of an organisation limited by guarantee.
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- We will establish the athletics club room and work with the Sports Commission's elite performance centre to utilise the high-performance gym.

And Finally..... Thanks to our 2011 sponsors

