



LONDON

Strategic Plan For The Triathlon England London Region Committee 2015-2018

Mission Statement :

“To attract, motivate and retain people with an interest in Triathlon and multi sport events from across London region and from all ages and ability levels”

Key points

- Triathlon London is one of the ten regions of Triathlon England
- It is governed by a constitution available from the London Region website www.triathlonengland.org/london
- An AGM is held every October to elect the officials on the London committee. It is timed to happen before the Triathlon England AGM, typically mid November.
- The Roles and Responsibilities document is available from the region's website
- Triathlon England employ a Regional Manager (RM) to deliver their objectives and support the work of the Regional Committee. The RM works on Regional Committee projects for approx 20% of their working hours.
- Income for the Region's activity is derived from a Triathlon England grant circa £4k per annum plus the profits from the coaching courses run in the region circa £3k per annum
- Annex A to this document is the annual plan of activity for the Region against an agreed budget. At each of the Region meetings will measure progress against this plan. The plan will be revised at the last meeting in the calendar year when new officials have been elected.

The four routes we have selected to achieve Triathlon London's Mission are:

1. Increasing quality and Sustaining Participation through Regional events.

- a) London League events series – Seniors
- b) London League events series – Juniors
- c) Paratriathlon
- d) London Region Training Squad
- e) Representation at the IRCs
- f) Supporting our Regional Academy
- g) Provide First-Class Technical Support

2. Increasing and sustaining participation through Regional Clubs.

- a) Informing and listening to London Clubs and our members through appropriate channels.
- b) Recognising and celebrating the successes of our Clubs and members.

3. Developing the Region's Coaching capability

- a) Providing first-class Coach Education and continuing professional development
- b) Providing Regional Coaching support where it is most needed

4. Active communication channels to drive awareness of regional activity from the Region, Clubs and Athletes – activity to include:

- Strong website
- Newsletter
- Social media strategy
- Face to face meetings

1. Increasing Quality and Sustaining Participation through Regions events

a) London League events – Senior

This is the Regional Committee's potential biggest lever for making a difference to triathlon type events in London. The Senior League Coordinator together with the Regional Committee will:

- Support the Regional Manager (RM) to increase the number of events run within the London Region each year.
- Support the RM to increase the range of events, type / size within the London Region each year
- Together with the RM , increase the number of participants at each event each year, particularly smaller / newer events
- To encourage ongoing participation by individuals and teams in a number of events each season
- To encourage ongoing participation by individuals of all ages and gender
- Together with the RM, facilitate and assist events to meet basic quality requirements and to continuously improve
- To encourage individuals to join Triathlon England.

b) London League events series – Junior

The organisation and promotion of the Junior London League encourages participation in triathlon from the age of 8 through to 19 (Tristar to Junior). The support for the junior section of London Clubs and the encouragement to run junior events is vital to the participation in, and enjoyment of, the sport by our young athletes. The Junior Series Co-ordinator together with the Regional Committee will strive to achieve the same elements above as with the Adult league and also coordinate the activities of the London Region Training Squad and the Region's IRC representation outlined below. c) Paratriathlon

Triathlon London is a supporter of wider access into the sport for paratriathletes. As entry level participant numbers are low London the committee role is shared with the South East and South Central regions. The regional expert is able to advise clubs and athletes on how to work with paratriathletes. The ultimate goal at this early stage of growth of paratri sport is promote entry into the sport and enable any race that takes place to be able to work with para-athletes.

d) London Region Training Squad (LRTS)

Triathlon London is backing a training group for 11- 19 years of age who would like the opportunity to train with others of a similar ability and are looking to develop their potential to excel in the sport. The aim is to create a cohesive training group and team spirit within a healthy competitive and supportive training environment.

The athletes remain with their respective Clubs and are offered sessions throughout the year to train together as a squad, enhancing the skills developed through their own club sessions and building strength and depth within the London Region.

For the 11 – 14 year olds the squad aims to foster their ambitions to represent Triathlon London at the IRC's. The squad coaches encourage the older and most talented athletes to progress into the Triathlon London Academy with the remaining older athletes able to continue training with peers within the squad.

- Talented athletes receive targeted training
- Athletes train with others of similar ability in their race category
- Fully prepared to take on the IRC challenge (those selected)
- Something for other young athletes to aim towards and be inspired by
- Supporting older athletes to continue with the sport of Triathlon into adulthood
- Improved London coaches through experience gained coaching different groups • A more integrated club system for the young athletes

e) Representation at the IRC's

The Regional Committee will continue to ensure a fair selection of a London Region IRC team, and provide financial support for their participation, recognising the kudos of competing at a National Level for ones Region is a significant motivator for many youngsters.

f) Supporting our Regional Academy

The London Academy is run by a Triathlon England appointee. The Academy Head reports to the TE Performance Director and advises the Regional Committee on Academy matters and receives funding for the Academy program direct from Triathlon England. The Committee will continue to monitor and promote access to the Academy programme and encourage the identification of potential talented triathletes in the Region. The LRTS is a natural feed of potential talent into the Academy.

g) Provide First Class Technical Support

The role of Regional Technical Officials Co-ordinator is set out below:

- Contacting event organisers based in the region to establish which events which still require a race official
- Distributing a list of events still requiring race officials to officials in the region
- Allocating officials fairly to events, and informing the event organiser once an official has been secured
- Confirming that event organisers are happy to have a shadow official at their events, ensuring they are aware there will be no additional expense for them
- Working with the Regional Manager to identify suitable individuals to become race officials/progress
- Sitting on the appropriate Regional Committee to provide updates on the number of officials within the region and any issues
- Encouraging officials to complete their race reports and send them to the event organiser, the appropriate Regional Officials Coordinator and Triathlon England HQ

- Sending all matters of interest to Triathlon England HQ or the Chair of the Triathlon England Events, Rules and Technical Committee.

Officials for the Triathlon England and British Triathlon Major Events will be allocated by the appropriate National Committee; these events will include World Championship Qualifiers and National Championships. The Regional Committee will continue to co-ordinate the fair allocation of Race Officials to events and maintain a continued review of their effectiveness. The Regional Committee will encourage the identification and training of new officials and will provide expertise to event organisers on all Technical matters.

2. Increasing and sustaining participation through Regional Clubs

a) Informing and listening to London Clubs and our members through appropriate channels. The first point of contact for London Region remains with the Region Manager (RM). The Regional Committee has an important role in ensuring information about the Region – its leagues, Academy, LRTS, IRC's, coaches and officials is communicated to the Clubs and TE members in the Region. It also needs to be able to receive feedback, issues and ideas from the Clubs and TE members in the Region.

b) Recognising and celebrating the successes of our Clubs and members

The Regional Annual Awards is an event where the Regional Clubs and members come together to celebrate the achievements of the last year. The Regional Committee is committed to hosting an annual event at the end of the season which will aim to have representation from every club in the region and encourage recognition of the Regions.

3. Developing the Region's Coaching capability

Providing first-class Coach Education and continuing professional development (CPD)

Access to coaching and CPD is through the RM supported by the Regional Committee and in particular the Coaching Coordinator. Planning of the Region's Level 1 and Level 2 coach education courses is managed by the RM. CPD type training will be arranged to ensure London coaches have opportunities to widen their knowledge and increase their skill set.

4. Reinvigorating the Region's communication channels

a) Website

The TE supported website provides a template based website for the London committee to update and refresh. It is the single most important repository of information for the region and needs to be updated continuously.

b) Social Media

Twitter and Facebook activity is required to engage the region's Clubs and athletes. Of particular note is the importance of regular informative Tweets which generate good targeted responses

c) Club Chair & Race Organiser meetings

To take place at least once per annum the objective is to gather together Club Chairs and the organisers of the races. This ensures the committee interact and listen to the needs of this key group.

d) GoogleGroups
The Race Organisers and Technical Officials operate a GoogleGroup ensuring an easy method of communication with all parties.

e) Developing win-win Partnerships to support the Region's activities

The role of the Partnerships manager is to develop potential partnerships for the benefit of the Region. The estimated income of the Region can be significantly stretched if partners can be persuaded to offer contra-deals, or value in kind. It is recognised it is difficult to broker "cash deals".

The Region is very open to discussions with companies and organisations interested in aligning themselves with aims and objectives of the Region.

f) Large Events in London

The London Triathlon and Hyde Park events provide opportunities for the London committee to interact with Clubs and Athletes if Triathlon England has a stand. If the Region can "piggy back" on the TE presence London Clubs can also promote their Clubs and Events to potential new members.

ANNEX A – Annual Plan

Income

- Triathlon England Grant £3,970
- Coaching Course profits from Level 1 and 2 courses – circa £3,000 per annum

Total income of approx £7,000 per annum

Areas of Development	Objectives	Priority 1-5	Actions	Responsibility	Timescale	Cost
1. Committee Activity	1.1 Meeting Expenses 1.2 AGM 1.3 Club Chairs Meeting	3 5 3	Food/Drink Venue hire/food/drink Venue hire/food/drink	Tom Chant / Chris Skinner	4 x pa Oct 13 th TBD	160 300 300
2. Annual Awards	2.1 Annual celebration for Junior & Senior League winners plus Triathlon England/London awards	5	Venue/trophies/Speakers	Chris Skinner	Nov 7 th	2,000
3. Junior - IRC	3.1 Support the London Team Inter Regional Championship team	4	Kit/travel/accommodation/training	Jim Desmond	IRC Sept 6	2,750
4. Junior – London Region Training Squad	4.1 Cross regional training group for 11-19yr olds	3	Coaching, facility hire, training plan	Jim Desmond	10-11 sessions per annum	2,000
5. Coaching workshops	5.1 CPD type workshops for London coaches	3	Venue/speaker booking	Audrey Livingston	Autumn	120
6. Para-tri	6.1 Support for Para—triathletes	3	Activity yet to be identified – bid later in year to be discussed	Dave Clyne	TBC	nil
7. Officials	7.1 Meetings 7.2 Kit 7.3 LTO course	3 3 3	Annual meeting for officials Subsidised kit (gilet) Entry level course	Peter Lambert	TBC	300 300 200
8. Academy	8.1 Support for Academy athletes to travel to camps and overseas races. NB Academy receives separate direct grant from TE to operate	2	Bids accepted to hardship fund	James Beckinsale	On-going	nil
9. Senior League	9.1 Personalised race numbers	1	Aim for Triathlon London League logos on all race numbers with long term view to personalisation	Alan Spelling/Rohan Byles	On-going	nil
						8,430