

**CUMBRIA SQUASH & RACKETBALL**

**2015/2016 SEASON**

**ACTIVITY & DEVELOPMENT PLAN**

**Final Report**

<b>Area</b>	<b>What</b>	<b>Who</b>	<b>When</b>	<b>Progress on this</b>
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<p><b>Coaching</b></p>	<p>Hold two Qualified <b>Coach Development Workshops</b></p> <p>Increase the number coaches by <b>holding a formal Level 1 coach qualification course</b>. Wigton Squash Club suggested this – there may be other clubs interested. This was also mentioned at the NW Region Forum meeting on 7 September and was supported by the other counties who want to be involved</p> <p>Support our Level 2 coach in achieving <b>Level 3 qualification</b></p> <p>Develop and implement an <b>active coach mentoring process</b> where the performances of all active coaches are regularly monitored by Paul and additional guidance and instruction given where he considers appropriate</p>	<p>Paul</p> <p>Paul</p> <p>Paul &amp; Tom</p> <p>Paul</p>	<p>One first half of season &amp; one second half</p> <p>Will be organised on a Regional basis during the season by Paul in liaison with representatives from the NW Region Counties</p> <p>This season if a qualification course is available</p> <p>Develop &amp; design through this season with the aim of introducing in 2016/2017 season or earlier if possible</p>	<p>A workshop for active coaches was held on 2 November 2015 at Carlisle Club – Paul Carter &amp; Paul Bell – free for coaches</p> <p>Paul Bell had plans to hold a second workshop, run by him, in the second half of the season but was unable to do so because of leaving the County for a new job in Scotland. Paul Carter has offered his services to help us wherever he can to help our new County Coach, Gavin, get his feet under the table. Tom will contact him about running a workshop early next season</p> <p>For various reasons Region has not organised this for this season but has plans for such courses in each of the counties in the Region next season. We decided that we would go it alone and hold a course for Cumbria coaches – Guy is currently in process of organising such. If he can't get sufficient delegates he will open it to the Region to make up the required numbers</p> <p>Gavin Stephenson has been appointed as County Coach to replace Paul Bell and has confirmed that he does wish to achieve Level 3 qualification. Tom has discussed this with Paul Carter who advises that the next course will start in January 2017. Gavin will be contacting Paul to make the necessary arrangements. We will be financially supporting Gavin to a level of £1000.</p> <p>This has not been implemented because of Paul leaving Cumbria. We may wish to do it in the future but our immediate priority is to get Gavin established in his County Coach job. This initiative will be placed in a pending file for review at a later date</p>
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	Continue to hold Junior <b>County Squad coaching</b> days following the newly re-calibrated squash `year` – 2 sessions per day Aim for 6 days per year	Paul – helped by selected support coaches	Throughout the year	Two days already held on 6 & 13 September to pre-empt first round of inter county competition. Further dates during the course of the season
	Consider a re-structure of the <b>Development Squad</b> coaching sessions and re-introduce as appropriate. Development should now focus on the nurture and growth of new to squash players (see also section on GDP) to increase numbers of primary age youngsters playing the game. Tied to this will be an extension of last season’s unranked competition which was created to increase the competitive participation of younger players – see below Programme to be developed to support U11 participation in this (and their entry in the end of season festival competitions) The reintroduction of the Northern Cup which will still continue to be for children who have not represented their county or who have played frequently on ESR ranking circuit will support this – see below.	Junior Group	Throughout the season	
	<b>Mentor junior inter county teams</b> at the competition on up to 5 occasions	Paul	Throughout the season - by negotiation with the Junior Group	This is a moveable feast dependent upon the success rate of our inter-county teams and their level of need
	Run a girls only Squash coaching & Activity Day – managed by female coaches	David & Paul	First half season design the event  Second half season – run the event	Some indication that female coaches would be willing to participate but very much work still in progress
<b>Racketball</b>	Contact ESR and find out what its intention is nationally for Racketball development in the new organisation structure	Guy	First half of the season	
	Report to the Executive with ideas for future development work	Guy	Second half of season	.
<b>Junior Competitions</b>	Enter the following teams in the <b>ESR Inter County Championships</b> : Boys U13, U15 & U17 Girls U13 & U17 - and meet all commitments	Junior group activity - delegated to John Crichton	As per ESR Inter County programme	Entries made on the basis of projected numbers of players. However, there is an inherent vulnerability within some of the teams because of low numbers
	Hold <b>County Closed Championships</b> at all boys and girls age groups – using last season`s format	David	September 2015	Successfully held 26 & 27 September 2015

Hold 3 <b>Inter Club Team Competitions</b> for unranked juniors – format to be based upon last season`s experience.	David and junior group	December, February & May	Original intention was for an an additional September date to be considered but this would have proven too burdensome from an organisational point of view at an already busy time of the season
Hold and compete in <b>ESR Silver sanctioned open event</b>	Paul	Carlisle Squash Club	The event was held 29 & 30 August and was a great success
Enter the NW Region <b>Northern Cup</b> competition for Juniors  Top players support the <b>NW Region Closed Championships</b>	Paul, David & Junior Group	18 & 19 June 2016 NSC Manchester  14 & 15 November 2015 NSC Manchester or if not available – Carlisle SRC. Decision not made yet	The championships will be held at NSC Manchester
Enter the <b>Inter County Cup competition</b> – U13 Boys  Encourage active clubs to organise <b>Cumbria closed/open competitions</b> to increase the competition calendar for the more accomplished players  Establish the competitions as clubs give their support	David & Junior Group	First half of the season - Club reps to review with their clubs & feedback to Junior committee  Schedule the competitions into the activity programme as appropriate	Already Carlisle, Windscale and Whitehaven are likely to run open competitions in 2015/16. Lack of court/organisational capacity will restrict the involvement of other clubs
Continue the <b>Grassroots Development Fund project</b> : <ul style="list-style-type: none"> <li>Increased participation of U11/U13 junior players</li> <li>Involve 3 ‘sleeper’ clubs in this initiative</li> </ul> (detail can be found in the plan submitted to ESR) The methodology adopted last season is viewed, by the junior group, to be the tried and tested approach likely to produce the best results – so will continue So, for as long as the funding will allow it, further taster sessions will be organised with the clubs to encourage grass root recruitment of new squash players	David & Junior group	Throughout the season	.

<b>Netherhall Community Sports Centre, Maryport</b>	Keep in contact with Brian Taylor to see when he is in a position to restart work on the development of a squash club at the Centre	Tom & Brian Taylor	During the season	Work has not been restarted yet – contact will be continued
<b>Senior &amp; Adult Age Group Inter County</b>	Enter the following teams into the Inter County Championships Men`s & Women`s Men`s Over 50 & Over 60 and be sure we meet all commitments	Chris/Paul Ronnie Bell	As per ESR Inter County programme	Teams have been entered
<b>County Leagues</b>	Effectively manage a Premier and 1 <sup>st</sup> Division Men`s League	Chris	Throughout the season	
<b>Men`s Age group &amp; Women`s Squash generally</b>	Give further consideration to the introduction of an alternative format of team or other type of competition for women to replace the county league. Also, consider men`s age group players in this now that their county closed events have been abandoned. Mixed team events may be a possibility	Chris & Executive Committee In liaison with players	First half of season.  New competition to be introduced in second half of season	
<b>County Closed Championships – Senior</b>	Hold the following events <ul style="list-style-type: none"> <li>Men`s Senior (in the established graded format)</li> <li>Women`s Senior</li> </ul>	Tom, Ronnie & Paul	Second half of season	The championships were successfully held on 29&30 January 2017. They were held at Windscale Squash Club because of Carlisle club being flooded.
<b>Child Protection</b>	Comprehensively review child protection requirements. Formulate a workable policy based on previous custom and practice whilst recognising the need for ESR & CLI compliance	David & Junior Committee	First half of the season - Prepare a draft consultative document for review by Executive Committee, clubs and parents.  Second half of season - Finalise and implement the policy for application in all of our coaching & competitive activities	A voluntary child protection consultant has been recruited to support this initiative. Once the draft document has been agreed clubs will be invited to a briefing aimed at further developing the policy and protocol prior to implementation
<b>Communications &amp; Website</b>	<b>Website</b> - Continue the development of the website. Start introducing historical information e.g. competition winners	Jonny & Tom	Throughout the season	Tom is currently working on this – he is reviewing records to get the required information. Nothing has been introduced to website yet

	<b>Communications</b> – Review how the current system is working and make improvements	Jonny	First half of season – design & prepare a programme.  Second half of season – implement the programme	
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<p><b>Financial</b></p>	<p><b>Financial Review</b> -Comprehensively review the overall financial situation of the organisation to see what we need to do to increase income and reduce costs - to ensure that we can maintain our ability to finance the increasing number of high expenditure activities associated with increasing the scope of our organisation and delivering high team performances.</p> <p>To support the review, consider the application for grants from external organisations - last season`s Hadfield Trust grant is an example. There are many available As well as holding a reserve fund for a rainy day Tom would also like to have a Development Fund to be used for new initiatives.</p> <p>Also, seek additional sponsorship for the organisation. Remembering that 2016/2017 will be the end of our 10-year agreement with TG&amp;SL – we need to discuss with Roger the possibility of continuation with a new agreement</p>	<p>Chris &amp; Guy and Exec &amp; Junior Committees</p> <p>Guy</p>	<p>First half of season.</p> <p>Ongoing – Guy has accepted the work of developing such a fund and additional sponsorships as his prime committee responsibility – he will have a free hand in his approach to this</p>	<p>NWR Forum has already given each of the four counties in the region a £2000 development grant that has been used to support the cost of financing some of the development initiatives of this ADP.</p> <p>NWRF is currently applying to ES National Forum for a grant for £38000 to be used to finance the development initiatives that have been agreed by the 4 counties for next season. This will mean £9500 per county if successful. We are having a few problems at present getting it approved.</p> <p>Tom has discussed TG sponsorship with Roger Smith, MD of the company, who has very generously increased it by 5 more years – now up to and including 2021/2022 season. The sponsorship includes £1000 cash per year, squash shirts for all county players – senior &amp; adults – and hoodies for junior county team payers with player`s names. How lucky are we?</p>
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	<p><b>Income &amp; Expenditure Budgets</b></p> <p>Prepare income and expenditure budgets for 2015/2016 season primarily on the basis of this ADP</p>	Chris & Executive and Junior Committees	Completed before the start of the 2015/2016 season.	An Executive Committee meeting was held 23 October 2015 to start the budget process – currently ongoing. Unfortunately we have missed our target for completion
CSR Organisation Governance	<p><b>Charitable Incorporated Organisation (CIO) Status</b></p> <p>Confirm that ESR has accepted our change of legal status</p> <p>Ensure that we meet all of the requirements of the new CIO Constitution – introducing contracts for our coaches (already in the pipeline) is an example. How we manage the next AGM in July 2016 is another.</p>	Guy & Tom  Tom, Guy & David	First half of the season  Throughout the season	<p>Guy attended an ES Council meeting to advise what we have done, what our current situation is and what requirements we have to meet. ES accepts this new status of the county and confirms its suitability to operate as a County Association within its network</p> <p>Contracts for coaches have been introduced An Executive Committee meeting was held 15 June 2017 to make arrangements for the first AGM</p>
	<p><b>Public Liability Insurance</b></p> <p>Check with ESR to see if we have any specific requirements to meet re the new Group PLI process that we are part of</p> <p>If we have , present them to the Executive Committee for review &amp; action</p>	Guy & Chris	First half of season	
Executive & Junior Committees	<p>Develop plans to try to increase the number of volunteers in both committees – very few of us do a mountain of work. We must try to get away from the situation where people have more than one job. As we increase our scope and develop the organisation the workload increases and the NW Region Forum will inevitably increase it.</p>	Tom & Executive Committee  David & Junior Committee	Plans by end of season  Implementation to start at July 2016 AGM	No work has been done on this



<p><b>Marking &amp; Refereeing</b></p>	<p>M&amp;R Guide: <b>Squash – How to Mark and Referee</b> published by Alan Batchelor, Chairman Cheshire SRA. This guide targeted at junior players is to provide an easy, less formal way into the rules. It is not intended to replace the international rules – everything in the book defers to those rules. It is a very useful guide even for adults</p> <p>Provide each player entering the Junior County Closed Championships with a free copy</p> <p>Check with clubs to see if they would like to purchase copies for their members at 80p per copy – if so, provide as required. It is felt that the books will be very useful to adults as well as juniors</p>	<p>Tom &amp; David &amp; Alan Batchelor</p> <p>Tom &amp; Alan Batchelor</p>	<p>September 2015</p> <p>First half of the season</p>	<p>This was done – 40 books were distributed and well received</p> <p>At the 23 October 2015 Executive Committee meeting it was agreed that as well as offering the books to clubs, Paul would issue them as appropriate at the junior coaching sessions to juniors who had not already received one. They will be issued free of charge to clubs and juniors – no progress on this – will be carried over to next season</p>
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<p><b>England Squash &amp; Racketball</b></p>	<p><b>General</b> Continue to maintain a good working relationship with the NW Region Participation Manager – Angela Cwaczko – and support her development initiatives for the Region,</p> <p><b>NW Region Forum (NWRf)</b> Support and help the development of the `new` Forum.</p> <p>CSR to participate in the Forum initiatives and competitions as appropriate to our volunteer and financial circumstances. Some initiatives already discussed and agreed in the forum that we will be supporting have already been included in this ADP</p>	<p>Tom &amp; all others involved with ESR</p> <p>Tom – as CSR Representative on the Forum</p> <p>Tom &amp; Executive &amp; Junior Committees</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>We have had not had much contact with Angela in Cumbria this season because she is much more widely spread in her new job. Tom sees her at Region Forum meetings. The working relationship remains excellent</p> <p>Extensive work has been done (and continues) by NWRf members to establish it as an effective platform for managing squash in the four counties in the North West Region.</p> <p>We are effectively feeling the way at present to develop the best system we can to ensure the NWRf meet the requirements of the new National Forum system being introduced by ES across the country this season. Excellent progress has been made.</p> <p>We are supporting Forum initiatives and competitions where we can.</p>
<p><b>The Future of Workington Junior Squash Club</b></p>	<p>The parlour state of this squash club located in the Workington leisure centre, viewed within the context of the new leisure centre currently being constructed in the town, was reviewed by the Junior Committee. We need to determine if there is anything we can do to help ensure the continuity of the club in the new centre.</p>	<p>Tom, David &amp; the Club management</p>	<p>Throughout the season</p>	<p>The construction of the new leisure centre is well underway – no information yet on when it will open. Once we have some idea of the timing Tom will be discussing the future of the club with its committee and will be contacting the centre management re its continuation in the new centre</p>