

Section: Mens Playing

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		M1 playing in East League 3NW	Promoted to 2N	Positively attract new players by continued success Improve standard of coaching	2020			
1/11/17		M2 playing in East League 5NW	Promoted to 4NW	Positively attract new players by continued success Improve standard of coaching	2018			
1/11/17		M3 playing in East League 6NW(S)	Promoted to 5NW	Positively attract new players by continued success Improve standard of coaching Integration with Junior Academy	2019			
1/11/17		M4 playing in East League 6NW(S)	Consistent top half of table Put full side out every week Consistently feed players into 3rd team	Improve standard of coaching Integration with Junior Academy	ongoing			
1/11/17		All teams playing in the East Region	Monitor whether this is the right region for the club to play in	Discussion at Exec Co, Snr Performance and AGM	ongoing			
1/11/17		Increase Membership Player Profile 20017 Over 40 26 18-40 30 Under 18 82	Increase Membership Player Profile 20017 Over 40 30 18-40 40 Under 18 100	Promote Back2Hockey Chase ex members School Flyers up to date website local media adverts Up to date membership list and contact details	annually annually annually annually annually			
1/11/17		We have 4 senior mens sides	Do we have the capacity to run 5 senior sides	Would need a captain and coach Would need pitch time for training Liaise with league re fixtures to avoid pitch congestion	ongoing			
1/11/17		Only enter two EH Cup competitions	Enter cup competitions and 2nd and 3rd team level	Encourage captains to see that entering Cup is worthwhile Promotes the Club	start of season	entry fees		
9/11/17		Twice yearly meetings between Coaches and captains chaired by Performance Chair to share practice and attend to concerns	Continue with this process and refine focus as meetings become an established part of the playing/coaching set up	Announce dates of meetings well in advance	ongoing			First meeting held October 2017
10/11/17		No Under 18 side as previously not enough in age group	Enter U18 EH competition	We have enough youngster coming up to the right age to enter as an U17 team to 'test the water' and then enter as U18 the year after.	2018/19 2019/20	entry fees entry fees		

Section: Ladies Playing

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		L1 Midlands Division 2	Midlands Division 1	Improve standard of coaching and playing Improve consistency of results Bring young players through from 2nd team Make the club attractive to new players	2019			
1/11/17		L2 County Division 1	Midland Feeder East	Integrate young players into team to move to 1sts Improve standard of coaching and playing Improve quality of friendlies	2019			
1/11/17		L3 County Division 1	Consistent top half finish in Div 1	Good mix of youth and experience Improve standard of coaching and playing Improve quality of friendlies	2019			
1/11/17		L4 County Division 2	Promotion to Division 1	Integrate young players into team Improve standard of coaching and playing Encourage Back2Hockey players to join club	ongoing			
1/11/17		Increase Membership Player Profile 20017 Over 40 25 18-40 35 Under 18 117	Increase Membership Player Profile 20017 Over 40 30 18-40 45 Under 18 140	Promote Back2Hockey and recruitment Chase ex members, use of newsletters School Flyers and satellite clubs up to date website and social media posts local media adverts Up to date membership list and contact details	annually annually annually annually annually			
1/11/17		We have 4 Senior Ladies teams	Move to 5 teams	Would need a captain and coach Would need adequate adults for transport Would need pitch time for training Liaise with league re fixtures to avoid pitch congestion	ongoing			Team could play Div 2 teams as friendlies
1/11/17		Back2Hockey ladies not committing to Saturday teams	Make sure training opportunity is available to accommodate those who don't want to play competitive hockey	Ensure coaching is available Ensure pitch time is available Devise better recruitment strategy	ongoing			
1/11/17		Currently only enter O45 Cup	Enter Cup competitions at other levels Helps promote the club	Talk to Captains	annually			
9/11/17		Twice yearly meetings between Coaches and captains chaired by Performance Chair to share practice and attend to concerns	Continue with this process and refine focus as meetings become an established part of the playing/coaching set up	Announce dates of meetings well in advance	ongoing			First meeting held October 2017

Section: Junior Academy

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
GENERAL INFORMATION								
1/11/17		Some juniors integrate into senior teams	Increase numbers of juniors in senior teams	Forward planning to increase no. of senior teams Identify better juniors to promote through Ensure good coaching and pitch availability Encourage senior members to welcome juniors	Ongoing			
1/11/17		Numbers as of Oct 17 U8/10 Girls 24 U8/10 Boys 11 U12/14 Girls 29 U12/14 Boys 28	Future number U8/10 Girls 30 U8/10 Boys 25 U12/14 Girls 30 U12/14 Boys 30	Outreach project in primary schools - collaborate with other sports to share time Make sessions fun Tap into promotion of hockey on TV success in Junior tournaments	ongoing review yearly			To expand time into more schools with the same human resource we should explore collaboration with other sports with the same issue.
8/11/17		Many Juniors in County set up	Continue to make sure youngsters have the opportunity to develop	Promote vale of playing for Northants	ongoing			
COACHING								
1/11/17		Coaches Arranged by Junior Academy Lots of junior helpers	Continue to be put in place by Junior Academy Junior helpers given opportunity to get coaching qualifications	Promote positive Coaching ethos	2018			
		Coaches and Academy hierarchy are not visible at training sessions and tournaments	Coaches stand out and are highly visible	Invest in some highly coloured clothing in Club colours to help identify coaches	2018	£1,000		
8/11/17		Many of our coaches in Junior County set up	Continue to support coaches as this helps our Juniors with familiarity of coaches					
EQUIPMENT								
1/11/17		We have junior goals for U8/10 tournaments	we have a suitable pitch divider Lots of kids hockey balls	Investigate cost of foam v other materials use NSport funding		foam dividers are about £1600 (£100ea x 16 needed)		
ADMINISTRATION								
6/11/17		Members have been in role for a number of years and are looking to step back from Junior Academy	Confident succession planning in place to cover any people leaving	Identify key people early in season prior to person leaving	ongoing			
8/11/17		Not enough parents are active in running the Junior Academy	Increase in Parents who are involved in admin This may lead to them having involvement in Senior Club admin Parent taking key roles in County set up	Advertise roles Create a job description booklet	2017/18 2017/18			
8/11/17		We run an annual coaching camp in the summer	Continue to make this an annual event Liaise with BSS about running the course there	advertise in local school advertise on NSport website	2018	pitch hire and coaching		
9/11/17		No refreshments at home tournaments	Able to sell teas and coffees and sweets, This will help subsidise the Junior Academy	See whether we will be able to run electricity from the BSS storage unit to our storage container. Would need a couple of kettles Tea and coffee supplies a rota of volunteers	2018	TBC £40		
10/11/17		Manual processing of player registration & subs/fees payment	Automate admin processes to reduce burden on Secretary's role	Reach out to other clubs for examples of systems in use	2018	?		
10/11/17		GDPR Review	To be aligned with automation process	Review	Mar 2018	?		

Section: Umpiring

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		Current Umpires (registered on East website)						
		Active:-	Active:-					
		Male L3 1	Male L3 2	Host Umpiring Course	2017	no pitch cost	2017	hosted course. 5 members on Course - 3 M 2F
		Male L2 3	Male L2 3	Host Umpiring Course 2019	2019	pitch cost		
		Male L1 12	Male L1 16	Continue with competitive reimbursement		£15 per game		£20 for travelling to league game
		Male Unassessed 1	Male Unassessed 0					
		Female L3 0	Female L3 0					
		Female L2 0	Female L2 0					
		Female L1 4	Female L1 9					
		Female Unassessed 1	Female Unassessed 0					
1/11/17		Qualified but not active						
		Male 0	encourage members to umpire at least one game per year	promote through website		£15 per game		
		Female 2						
1/11/17		Inequality between male and female umpires	Have more females umpiring female games. Increase qualified female umpires by 5	Advertise on website among own members	2018			
				Actively advertise among wider community	2018			
				Emphasise need for female umpires among female members	ongoing			
1/11/17		Increase number of junior umpires	Increase potential pool of L1 umpires	Offer opportunities to umpire junior tournaments	ongoing			
				Offer mentoring with a senior umpire on these games	ongoing			
				Host In2Hockey session	2018			
1/11/17		No Club Umpire Development role	At least 1 CUD in club	Approach suitable members	2018	£10pp		approach Nathan Thomas and Cheryl McCulloch
				Offer to host a session	2018			
1/11/17		Although we have a good idea who is qualified we have some gaps in knowledge wrt new members	Keep accurate records of umpires and grades	Audit members , especially new members	2018			
				Create an accurate database of umpires	2018			
				Job for CUD				
8/11/17		Only Midland male umpires have access to headsets	Have headsets available for use at home games	Investigate funding from NCWHA	2017/18	£0 if funded / £200 if Club purchase		
				Hold a training session for their use				

Section: Coaching

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		<p>Current Coaching Staff</p> <p>Male:</p> <p>Level 3 0</p> <p>Level 2 3</p> <p>Level 1 9</p> <p>Unqualified 5</p> <p>Female:</p> <p>Level 3 0</p> <p>Level 2 0</p> <p>Level 1 7</p> <p>Unqualified 9</p>	<p>Male:</p> <p>Level 3 0</p> <p>Level 2 3</p> <p>Level 1 9</p> <p>Unqualified 5</p> <p>Female:</p> <p>Level 3 0</p> <p>Level 2 0</p> <p>Level 1 7</p> <p>Unqualified 9</p>	<p>Advertise coaching courses to members</p> <p>Subsidise coaching courses for members</p> <p>Advertise for extrenal coaches as required</p> <p>Host Level 1 Coaching course</p> <p>Plan for the need for external coaches through Snr Performance Ctte</p> <p>Continue with expenses for coaches in line with other clubs</p> <p>Coach education and CPD sessions</p>	2020	<p>£250 per person</p> <p>£20 per session</p>		Contact made for in-house with external provider - JC
1/11/17		Subscribe to SportPlan	Continue with subscription but ensure access is given to correct coaches	Audit coaches annually and change access to SportPlan as appropriate	ongoing	£150 pa		
1/11/17		Youngsters keen to help at junior training	<p>Continue with young people keen to help juniors.</p> <p>Increase number of boys helping</p>	Offer youngsters the opportunity to gain coaching qualification	ongoing			
4/11/17		No Formal GK Coaching	<p>Some Formal GK Coaching in the second half of the 2017-2018 Season.</p> <p>Look to have Goalkeeping coach on club roster</p>	<p>Obtain Details and Formally Book a GK Coach.</p> <p>Send club member on Goalkeeper coaching course</p>	<p>Feb 2018</p> <p>2018/19</p>	<p>TBC</p> <p>TBC</p>		JC
7/11/17		No Coach Education sessions	<p>Annual (or at least 18 monthly) coach education sessions to show our coaches what current trends are</p>	<p>Arrange a Coach education evening via England Hockey</p> <p>Advertise to other clubs to help with costs</p>	<p>2017/18</p> <p>as above</p>	TBC		Contact made for in-house with external provider - JC
8/11/17		No formal acknowledgement that coaches know where Club Policies are regarding safeguarding	An up to date database showing that coaches/captains and volunteers know where and have read relevant policies	Create a simple spreadsheet that can be updated annually (or more frequently) to ensure coaches/captains are aware	2017			
9/11/17		Twice yearly meetings between Coaches and captains chaired by Performance Chair to share practice and attend to concerns	Continue with this process and refine focus as meetings become an established part of the playing/coaching set up	Announce dates of meetings well in advance	ongoing			First meeting held October 2017

Section: Social /Fundraising

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		We have a number of social events with varying attendance	Improve Social schedule Organise regular events throughout season Be inclusive across teams and sections Increase attendance	Plan social events before start of season Social rep for each senior side Advertise club events on social media Charge admission to events to encourage 'ownership'. Have family tickets so kids in effect go free	2017 2017 2017 2017			2017 done 2017 done 2017 done 2017 done
1/11/17		Fundraising 2016/17 £1331	10% increase year on year	More social events Sponsorship of events Tickets sold for events rather than just turning up	2017/18 2018/19 2019/20 2020/21 2021/22	£1500 £1650 £1800 £2000 £2200		
1/11/17		No Focus to Fundraising	Have a specific fundraising project Partner with local charities to improve community cohesion	Fundraising goals advertised in Clubhouse Fundraising goals advertised on social media Decide on 2 local charities who will receive 12.5% each of funds raised Collection point in club for Music Magpie	2017 2017 2017			Collection Box in Clubhouse from Nov 17
1/11/17		No on-line donation scheme	Set up Easy Fundraising	Arrange for fundraising ctte to set up account Advertise through social media Create laminated handouts	2017 2017 2017			EasyFundraising set up 2017 £50 bar fund for team that raise the most before end of season done - lots behind bar at club
1/11/17		Social events run just within hockey section	Better integration within other sections	Continue to work with cricketers re Racenite Look at other joint venture opportunities Invite other sections to our social events	ongoing			
1/11/17		Junior and Senior socials run separately	some joint events between junior and seniors	closer liaison between Senior and Jnr Academy				
1/11/17		Fundraising is a position on the Operations Ctte	Exec Ctte to be kept informed of any proposals	Suggestion forms submitted to Exec Ctte	ongoing	per proposal		

Section: Facilities

Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary
1/11/17		Prime use of Bishop Stopford Pitch	Continued positive relationship with BSS	Clear communication with Sports Hall manager	ongoing			
1/11/17		No dugouts	Would like to have dugouts	Fundraising target investigate alternatives		£8000		Cost is likely to be prohibitive so need to investigate alternatives Temporary seating is possible at £60 for six could be stored in container
1/11/17		No Junior Goals	Have four mini goals for hosting junior tournaments	NSport funding	2017			Money used from NSport Grant
1/11/17		No Storage at pitch for equipment	Have a dedicated KHC storage unit at pitch	Storage facility arranged, awaiting siting	2018			Funds available, Design sorted awaiting go ahead from BSS
1/11/17		Nearly at maximum pitch usage	Have the capacity to expand	monitor whether other schools are having a pitch built	ongoing			
1/11/17		Issues around training times	Have times of training sorted well before the start of each season	Liaise with captains and coaches before end of previous season Publish training times on website and social media	end of season			Interim solution M1 and L2&3 have released pitch time in order to extend L1. This season coaches monitoring numbers for H&S
1/11/17		Minimum specific player/goalkeeper training equipment	A selection of suitable training devices for goalkeeping and player training	Gradually purchase suitable training equipment				
				Rebound Boards		£500		
				Krazy Katch	2018	£200		
				Goalshooter targets		£36		
				D'Flecta		£145		
				KatiChet		£80		
1/11/17		No scoreboard at pitch	Have an easy to alter scoreboard	Fundraising	2018/19			
1/11/17		Scoreboard in Clubhouse is looking shabby	Update the current Clubhouse scoreboard	Job for Operations Ctte	2017/18			

Section: Safeguarding									
Date	Edited	Where are we now?	Where do we want to be?	How will we achieve that?	Date to complete	Cost Implication	Achieved	Commentary	
9/11/17		KHC has adopted England Hockey safeguarding Policies	Check Policy updates	Policies will automatically amend on Club Website	2017				
9/11/17		Policies are available to view on website	Make sure membership know where policies are	Newsletter reminders Notice in Clubhouse	2017 2017/18				
9/11/17		We dont know if key personnel have read safeguarding policies	All key personnel (coaches/captains) have read and understand the Club's safeguarding policies	Email all key personnel with link to where policies are Create database to show that policies have been read Update database annually in light of changing personnel	2017 2017 ongoing				review post AGM
9/11/17		We have a Welfare Officer	Ensure this role is always filled	Talk to membership if need WO not up for reelection	ongoing				
9/11/17		No Deputy Welfare Office	Have an Assistant Welfare Officer who can take over should WO be unavailable Deputy WO to attend Time to Listen course	Appoint at next AGM Once appointed send on course	2018	£20			
9/11/17		all key personnel have DBS clearance	continue with this	Database of cleared members regularly updated New to position members get clearance	2017 ongoing				
9/11/17		Welfare Officer has attended Time to Listen Course	Keep this up to date (3years)	review, especially if position holder changes	ongoing	£20			NP attended TtL 6/11/17
9/11/17		Key personnel need to attend a safeguarding course	All key personnel need to be up to date with Safeguarding issues and attend an EH course	Investigate running a course at KHC whereby we can train lots of members in one go Offer out to other clubs to offset cost	2017/18	TBC			