



Development Plan & Review

2022-2025

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INTRODUCTION

The purpose of this document is to review the progress of Stirling Bike Club's Development Plan introduced in 2011, focusing in particular on the Aims and Objectives that were established at that time. With the appointment of a new Development Officer following the Club's AGM in November 2018, it is the intention to review the Development Plan every 6 months on the progress made as well as to identify what further work is required to meet and/or re-evaluate the Aims and Objectives.

INCLUSIVENESS STATEMENT

The Club continues to promote inclusiveness through the development of its members as well as reaching out to the local community to encourage an increase in new Club membership by:

- Valuing and encouraging diversity including gender, age, ethnicity, socio-economic background and those with disability
- Respecting all its members by giving them access to Club activities and resources in accordance with their British Cycling 1st and 2nd Claim status
- Promoting equal opportunity for members to develop their cycling as they choose
- Working to eliminate all forms of discrimination and responding quickly and appropriately should any incident occur
- Engaging with its membership to seek their views/comments on how they would wish the Club to develop

Broad Strategic Aims:

- Continue to develop and expand, where appropriate, all sections of the Club
- Develop a progression through groups as ability, stamina and skills improve
- Develop opportunities for cycle riding which fulfils the requirements of all Club members
- Develop the social aspect of the Club
- Increase Club inclusiveness by encouraging a greater diversity within its membership
- Further promote the club's activities with other local sport clubs/groups and the local community

Specific Aims – Coaching

AIM 1	OBJECTIVES:	COST:
<p>Review Wallace Warrior's current coaching structure to address reduction in number of children attending and ensure a programme of skill progression</p>	<ul style="list-style-type: none"> ● Establish and maintain growth in attendance ● Establish realistic availability of current coaching staff ● Develop a dynamic programme for Beechwood coaching sessions ● Maintain development pathways for children into discipline specific aspects of cycling: <ul style="list-style-type: none"> - Mountain Biking / Downhill / Enduro / Gravel - Road Cycling - Classroom tutorials and Roller sessions for top end Warriors ● Set up regular Coaches meetings ● Engage the Warrior's Committee to be more active in supporting coaches: <ul style="list-style-type: none"> - Assisting in setting up for sessions and likewise for packing up at the end of the sessions - Assisting Coaches in running the sessions ● Racing and participation to be encouraged of the Warriors <ul style="list-style-type: none"> - Race / skills element to be included in every Beechwood session - Intra Club races on a regular basis ● Promote 'away-day' rides for the Club's youth section 	<ul style="list-style-type: none"> ● 'Level 2' course per person : £395 ● 'Level 3' course per person : £455 (£1,500 including expenses)
<p>LEAD</p>	<p>MEASURABILITY:</p>	
<p>STEVE MOORE</p>	<ul style="list-style-type: none"> ● Data of rider and Coach attendance at sessions collated weekly and reviewed regularly by Committee and Coaches ● Coaching sessions have an agreed overview by the Coaches ● Coaches meetings at least quarterly ● Committee to review how to engage parents in: <ul style="list-style-type: none"> - Assistance if setting up coaching sessions - Assistance at the sessions themselves ● Committee to look at supporting a more race orientated element to the Club by assisting Coaches to set up races within the Club ● Club supports the funding of two new Coaches per year 	

AIM 2	OBJECTIVES:	COST:
<p>Ensure Governance of Coaches with Wallace Warriors</p>	<ul style="list-style-type: none"> ● Review of Doodle Polls and delivery of sessions by Coaches ● Appropriate ease of access to the Warriors database to allow collated data to develop the Club ● A robust system in place to enable lead Coach(es) and Welfare personnel to monitor the statutory requirements held by Coaches working with the Club ● The Club to continually promote the need for parent volunteers at coaching sessions ● The Club to continually promote volunteers to undertake coaching qualifications to support the Club: <ul style="list-style-type: none"> - Requirement for volunteers to start with Level 1 coaching qualification - Expectation for volunteers to undertake to Coach for 2 years if supported in their qualification by the Club ● Support Coaches development (CPD) courses were identified and agreed by the Coaching Committee ● Lead Coaches to provide mentoring and support to new and developing coaching staff ● Encourage 'Trail Leader / Level 1' qualifications particularly for Mountain Biking 	<ul style="list-style-type: none"> ● Voluntary ● 'Level 1' course per person: £275
<p>LEAD</p>	<p>MEASURABILITY</p>	
<p>STEVE MOORE</p>	<ul style="list-style-type: none"> ● Evidence of coaching commitment by each Coach ● Data about Warriors riders appropriately shared with Coaches ● Lead Coaches have access to each individual Coach's statutory requirement to practice ● New Volunteer Coaches to meet with either or both Lead Coaches to agree their undertaking of training and to explain the Club's expectation of them undertaking coaching ● Introduction to coaching and progression with begin with gaining a Level 1 Coaching Qualification 	

Specific Aims – Off Road

AIM 3	OBJECTIVES:	COST:
Promote and encourage development of Mountain Biking section of the Club	<ul style="list-style-type: none"> ● Promote new adult beginner/novice participation in both Saturday and evening rides ● Develop Saturday morning ride participation ● Develop evening ride participation ● Develop pathway for youth member participation into the senior Off Road section of Club ● All of the above is dependent on establishing a pool of ride leaders ● Promote diversity within all of the Club's Off Road rides by not discriminating against gender, age, ethnicity, socio-economic background and those with disability 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY:	
RICHARD BARTON	<ul style="list-style-type: none"> ● Develop a pool of regular ride leaders. The number required is being established. ● Having more regular rides including midweek evening rides. The number and when these are most suitable is being established. ● Encourage more participation in racing and in particular Cross Country. 	
AIM 4	OBJECTIVES:	COST:
Encourage engagement between differing cycling disciplines	<ul style="list-style-type: none"> ● Develop and strengthen links between Off Road section and other parts of Club ● Develop participation in weekend 'away day' rides. 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
RICHARD BARTON	<ul style="list-style-type: none"> ● By end of December 2022, the aim is to have 3 collective events per season. ● Currently, the Off Road and Road sections organise 'away-day' events during the year. Sustain this during 2022, with a focus on increasing participation as well as trying different locations. Receive post 'away-day' feedback. 	

Specific Aims – Road

AIM 5	OBJECTIVES:	COST:
<p>Maintain and develop Saturday morning Club rides and introduce Sunday training rides</p>	<ul style="list-style-type: none"> ● Continue with Development group riding – 30 flat miles @ 13-14mph as demand requires ● Maintain Intermediate group: riding 40-45 miles @ 14-15 mph ● Maintain Middle group: riding 50-60 miles @ 15-17 mph ● Maintain Tempo group: riding 55-65 miles @ 17-19 mph ● Maintain longer Fast group: riding 70+ miles @ over 19 mph ● Introduce Sunday training rides – Intermediate & Middle group 10am ● Encourage membership through regular reminders at shout out and monthly posts on the forum. ● Develop a form of controlled promotion between groups as ability, stamina & skill dictate ● Continue with and develop a pool of regular Ride Leaders for the Saturday and Sunday group rides. ● Ensure Development and Intermediate RRL provide training in the group rides when necessary. ● Encourage new members participation in monthly ‘Introductory’ Rides from May ‘22 onwards. ● Promote diversity within all of the Club’s Road rides by not discriminating against gender, age, ethnicity, socio-economic background and those with disability. 	<ul style="list-style-type: none"> ● Voluntary
<p>LEAD</p>	<p>MEASURABILITY</p>	
<p>JIM TIERNEY/ ANDREW SCOBIE/ ALISTAIR DENNY</p>	<ul style="list-style-type: none"> ● Development rides continue subject to demand. From the list of the Club’s Ride Leaders, one is appointed for each of the Saturday group rides and it is their responsibility to co-ordinate all aspects of the ride and in particular to promote safe group riding. ● Introduction of allowing new riders to the club but who are experienced to go out with the intermediate group as a first ride. 	

AIM 6	OBJECTIVES:	COST:
Maintain and develop training evenings	<ul style="list-style-type: none"> ● Encourage members involvement in Tuesday evening Chain-Gang training sessions ● Encourage riders to develop further and progress to faster chaingangs ● Promote training skills and fitness through the Tuesday evening Development Chain-Gang to support riders wishing to progress to more intense training ● Re introduce winter evening spinning class participation ● Encourage members involvement in 'Zwift' group training sessions ● Saturday rides continue to be well-attended. ● Evidence of members moving up the groups. ● Sunday rides taking place. 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
ANDREW SCOBIE / JIM PRENTICE	<ul style="list-style-type: none"> ● The Club organises a Development Chain-Gang on Tues evenings during the summer. Note: Another Chain-Gang is also held in the local area which is not organised through the Club which is for faster riders from the area in which both SBC and non-SBC riders participate. These Chain-Gang's are held on different circuits ● Recruit more chaingang RRLs as well as actively engaging the development and intermediate groups to join with the goal of building confidence. ● There is a focus to increase the Development Chain-Gang participation particularly in the later months as well as supporting riders from the Development Chain-Gang move up to a slower group within the other local Chain-Gangs as their experience and fitness progresses. ● Review attendance from Winter 2022 of weekly Spin Classes at The Peak, Stirling. ● Promote the spin classes through social media to encourage members to attend. 	

AIM 7	OBJECTIVES:	COST:
Promote and encourage Track riding	<ul style="list-style-type: none"> ● Promote participation of new adult beginners. ● Increase the numbers who regularly train at the track. ● Increase numbers participating in track league and/or other track racing events. ● Promote diversity within all of the Club's arranged Track sessions by not discriminating against gender, age, ethnicity, socio-economic background and those with disability 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
STEVE MOORE	<ul style="list-style-type: none"> ● The number of Club members regularly attending track drop-in sessions for training. ● The number of Club members regularly competing at the Track League and Masters/Championship events. ● Following the last Club track session in 2019, review interest in arranging more Club sessions. ● Survey Club membership to identify level of interest in becoming track accredited and for those members already accredited developing their track riding further e.g. competing in the Track League. 	
AIM 8	OBJECTIVES:	COST:
Restore the club's roster of open and confined races and events	<ul style="list-style-type: none"> ● Develop a portfolio of races and events across a range of cycling disciplines that promotes equality of opportunity across the range of its membership. ● Pre Covid, the Club organised annually a Reliability Ride, the Corrieri Classic, Club Confined Time Trial series, Lew Weaver Memorial Ride, Wallace Monument Hill Climb, Battle of the Braes road race, Crit Under The Castle, Ride for Dave Jorgensen, Up the Kirk (cancelled in 2016) and Plean Cyclocross. As things start to open up again in 2022, the plan is to initially focus on the club events: the Reliability Ride, Club Confined Time Trials, Wallace Monument Hill Climb, and Dave Jorgensen Memorial Ride. 	<ul style="list-style-type: none"> ● Voluntary

	<ul style="list-style-type: none"> ● The Lew Weaver Memorial Ride will also take place, but on a low-key basis i.e. pay on the day rather than EntryCentral, and advertising via emails to local clubs only. The Lyon, Lawers and Moors Audax will also be run again in 2022. ● Continue to monitor and review any events through feedback from participants, organising team and volunteers. ● Most of the Club events have their own Twitter feeds. Continue to review and improve the Club's use of social media in promoting these events. ● Promote further opportunities for sponsorship and financing of events. ● Review the various entry systems and insurance options available to ensure cost effectiveness for both Club and participants. ● Promote & encourage members to engage with other open competitive events (eg. time trialling). ● re-establish the CX races and Corrieri TT as our Open events, volunteer/organiser-permitting, and then expand from this into other open races (crits, road races or TTs) based on the size and enthusiasm of the volunteer base. 	
LEAD	MEASURABILITY	
DAVID LINDSAY	<ul style="list-style-type: none"> ● Maintain the Club's high standards of race organisation, through oversight of events by the race/events sub-committee, reporting to the main committee. ● In 2021, the Club's confined time trial series averaged around 15-20. riders per race. During 2022, the aim is to increase this number of Club participants in the confined time trial series. 	

AIM 9	OBJECTIVES:	COST:
<p>Promote Club and member engagement with external bodies</p>	<ul style="list-style-type: none"> ● Promote membership of British Cycling to club members ● Continue to liaise with Scottish Cycling, with the aims of: increasing publicity for Club events and promoting training opportunities (e.g. timekeeper, Commissaire and other race officials) so Club members can contribute more generally to racing in Scotland. ● Re-engage with Active Stirling / ClubSport Stirling to promote Club events and secure volunteers. ● Look for opportunities to engage with other local groups with the potential to promote club activities and improve the running of our club or other club events. 	<ul style="list-style-type: none"> ● Voluntary
<p>LEAD</p>	<p>MEASURABILITY</p>	
<p>Colin Chisolm Jim Prentice Elaine Law</p>	<ul style="list-style-type: none"> ● Communications issued reminding members of the benefits of joining BC. ● Number of members who are BC members. ● Currently, the Club has 3 members with Timekeeping and Recording capabilities and one Commissaire. By the end of December 2023, the Club aims to have an extra 2 Timekeepers and 2 Commissaires. ● Review and monitor the number of event volunteers recruited via Active Stirling. 	

Specific Aims – Youth Section (Wallace Warriors)

AIM 10	OBJECTIVES:	COST:
<p>Continue to deliver and develop Youth sessions</p>	<ul style="list-style-type: none"> • Sustain and further develop additional adult supervision to support the Wallace Warriors • Deliver & develop training sessions covering General bike skills plus specialized Road, MTB, Cyclocross, Track, Chain-Gang, Time-Trialling, etc subject to demand • Encourage wider rider participation, including gender, age, ethnicity, socio-economic background and those with a disability and continuing to follow British Cycling Equality and Diversity Policies 	<ul style="list-style-type: none"> • Voluntary
<p>LEAD</p>	<p>MEASURABILITY</p>	
<p>EUAN McNAIR</p>	<ul style="list-style-type: none"> • Aim to have no warriors on the waiting list for longer than 1 coaching term • Coach rotation to enable improvement in coaching skills and knowledge • The aim is to have established the appropriate number and level of coaches to satisfy the demand for increased membership numbers and also allow a rota of Coaches to be made available for training nights. • Review the coaching system in place to encourage specialist training for youth members of the Club and measure the sessions delivered versus demand. 	

AIM 11	OBJECTIVES:	COST:
Promote adult participation in youth section	<ul style="list-style-type: none"> • Encourage adult/parent participation in obtaining coaching qualifications (Ref Aim 1) • Encourage 'Trail Leader' qualifications particularly for Mountain Biking • Encourage Adult Volunteers & recruit committee members as required 	<ul style="list-style-type: none"> • Voluntary
LEAD	MEASURABILITY	
EUAN McNAIR / JIM TIERNEY & ANDREW SCOBIE	<ul style="list-style-type: none"> • No. of active coaches to active Warriors (ratio) • No. of open posts on Warrior Committee 	
AIM 12	OBJECTIVES:	COST:
Develop pathway for youth progressing into and participating into senior sections of Club	<ul style="list-style-type: none"> • Encourage and support the progression of youth members into senior sections of the Club • Increase awareness 	<ul style="list-style-type: none"> • Voluntary
LEAD	MEASURABILITY	
EUAN McNAIR	<ul style="list-style-type: none"> • Currently the Club has/had a number of notable Wallace Warrior members coming through to join the Senior section of the Club. During 2022, the pathway in place for all of the older members of Wallace Warriors to experience riding within the Senior section of the Club will be reviewed. In particular, the use of a mentoring or 'buddy' system to assist with the transition from youth to all senior sections of the Club. 	

AIM 13	OBJECTIVES:	COST:
Develop system for providing support for youths	<ul style="list-style-type: none"> ● Provide loan equipment to youths subject to funding availability 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
EUAN McNAIR	<ul style="list-style-type: none"> ● Bike availability & usage 	
AIM 14	OBJECTIVES:	COST:
Develop race series for youth section of the Club	<ul style="list-style-type: none"> ● Increase the series of races to introduce youth riders to different cycling disciplines and racing ● Encourage participation in events both within and out with the club 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
All Coaches	<ul style="list-style-type: none"> ● Provide a calendar of races ● Monitor participation at internal club events 	

General Aims

AIM 15	OBJECTIVES:	COST:
<p>Encourage volunteers to assist with the Club's organised races / events</p>	<ul style="list-style-type: none"> • Strengthen the Club's volunteer pool so that all the Club's organised races and events can continue to be run to a high standard. This includes encouraging Club members to specialize in key volunteer roles (e.g. chief marshal, sign-on/registration). • Build resilience in the club's core race organisation team, and encourage club members to step up to race organising roles with full Club support from the race/events sub-committee. • Encourage members to be active in Race Marshalling duties. • Connect with local and national volunteering organisations in an attempt to reduce the onus on a smaller number of regular Club volunteers. • Ensure race support equipment e.g. gazebo, flags, banners etc are available as required for the Club's races / events. • Communicate with members to seek feedback on how they would wish the Club to develop. 	<ul style="list-style-type: none"> • Voluntary but expenses may be considered if certain criteria are met
<p>LEAD</p>	<p>MEASURABILITY</p>	
<p>DAVID LINDSAY</p>	<ul style="list-style-type: none"> • In 2016, around 120 Club members gave up their time to help out at a club event. Aim to develop a core of volunteers in 2022 • Review the formalised rota of Race Marshals available via the Club's membership. 	

AIM 16	OBJECTIVES:	COST:
Continue to develop public profile of Club	<ul style="list-style-type: none"> • Publicity Officer to further develop the Club's Public Relations (PR) • Promote race results in local press • Continue to pursue links with Sports Village 	<ul style="list-style-type: none"> • Voluntary plus a maximum of £200 per year for advertising /printing and media.
LEAD	MEASURABILITY	
DOUGIE TELFER	<ul style="list-style-type: none"> • The public relations work for the Club is undertaken by the Club's Publicity Officer. • Introduction of newsletter once per quarter. • Promotion of Sports Village membership benefits. 	

AIM 17	OBJECTIVES:	COST:
Encourage female membership, participation and development	<ul style="list-style-type: none"> • Encourage women's development across all disciplines (Road, Off Road, Cyclocross and Track) • Encourage women's participation in racing across all disciplines • Development of structured training for women interested in racing • Promotion of women only road races 	<ul style="list-style-type: none"> • Voluntary
LEAD	MEASURABILITY	

COMMITTEE	<ul style="list-style-type: none"> ● Monitoring proportion of female adult membership. ● Monitor number of females in Middle/fast group road rides. ● Measure numbers competing in different types of events. 	
AIM 18	OBJECTIVES:	COST:
Encourage social development of Club	<ul style="list-style-type: none"> ● Promote weekend 'away-day'/full day rides in Mountain Biking and Road section of Club ● Promote Dave Jorgenson ride ● Develop social get-togethers for all sections of the Club ● Connect the main club and WW 	<ul style="list-style-type: none"> ● Voluntary
LEAD	MEASURABILITY	
JIM PRENTICE DOUGIE TELFER	<ul style="list-style-type: none"> ● The 'away-day' rides are covered in Aim 4. Currently, the Club's social events consist of the annual Christmas Bash, the Monument Hill Climb and after-ride get-togethers in the Cafe. ● By the end of December 2022, review current social activities and seek the membership's view on what changes / additions they would wish for. 	