



DEVELOPMENT PLAN

2011-2014

Development Plan Review Team : Keith McLean, Ally Smith and Jim Prentice

Date of final document issue : 4 October 2011



INTRODUCTION

The purpose of this document is to review the progress made on the Club's Development Plan dated 2008 (see Section 1) with a view to the preparation of a further Development Plan which will see the Club through the next three years.

The review process included consultative sessions with the four main groups in the club and a summary of these discussions are contained in Section 2 of the document. The outcome of these discussion allowed the formulation of the Aims & Objectives of the 2011 Development Plan and these are contained in Section 3.

It is the intention to review the Development Plan on a regular basis (probably 6 monthly) to establish the progress being made.

CONTENTS

1. Review of 2008 Development Plan
2. Background to Consultative process
3. Aims & Objectives of the 2011 Development Plan



1. REVIEW OF 2008 DEVELOPMENT PLAN

The Working Group undertook a review of the current Development Plan. The current Development Plan has 12no Aims and each of these were reviewed as follows :-

AIM 1 'Adequate number of Volunteers to fulfil Goals and Objectives'

It was felt that there has been a good improvement overall with a particular improvement in the Wallace Warriors. Guidelines and Policies for volunteers are now in place. The Disclosure Scotland process is now underway for Volunteers including Ride Leaders. KML suggested that consideration be given to a Code of Conduct for Road Rides Reading Cycle Club website to be examined as a potential format. Consider increase in spot incentives for coaching.

AIM 2 – 'Increased Public Profile'

It was agreed that the introduction of a Press Officer (Owen Philipson) has improved the profile of the Club significantly. It was agreed that a proposed link / partnership with the Sports Village has not been successful. Consideration to establishing an alternative link with Stirling University. Web site is currently being updated with a view to improving access and clarity.

AIM 3 'Structure in place to increase retention of talented riders in partnership with Club Sponsor and Active Stirling'

In light of the recent resignation of a number of leading road racing club members the view is that the Aim has not been achieved. It was agreed that a re-think is required on this matter. It was agreed that progress has been made with regards to the Wallace Warriors. Consideration to be given to resources for up to 18 year olds .

AIM 4 'Permanent location with Storage on site, housing adequate equipment to support junior member base.'

It was agreed that there is still work to do in this regard. Possible alternative location at Stirling University has proved not to be successful. Investigation of facilities at Forthbank has also not proved successful. The purchase of equipment (lighting) to facilitate the Wallace Warriors sessions has proved very successful. Loan bikes have also been obtained from the Dynamo Falkirk Fund.

AIM 5 'Increased junior sessions to cope with demand and with adequate coaches to facilitate.'

It was agreed that this has largely been achieved the Thursday evening sessions have been very successful. However there appears to be an ever increasing demand from new kids. Coach involvement requires to rise in line with increasing membership demand.

AIM 6 'Winter options available both on and off the bike'

It was agreed that this has been partially achieved although spin classes which took place last year have ceased due to lack of available premises. Establishing a partnership with Stirling Sports Village has not been successful. Equally, developing a street circuit chain gang style night session has not materialised. It was also agreed that bike maintenance classes would be useful and soundings could be taken in the club to establish demand.

Stirling Bike Club



AIM 7 *'members comfortable and in agreement with Development Plan. Also, encourage engagement between cross disciplines including recreational side.'*

Publication of the Newsletter on a quarterly basis has proved very successful in keeping folks apprised of the Club issues. Distribution through Corrieris is reasonably successful. It was felt that social meetings / get-togethers could be improved and consideration to be given to this aspect of the Club.

AIM 8 *'Official Club sponsor who is fully committed to supporting all aspects of the Club with an agreed framework in place.'*

There have been a few sponsors (Rock + Road, Flying Fox) but both have not been as successful as had been anticipated. It was agreed that renewed drive is required to acquire a Sponsor(s). It was felt that all sponsorship or monies raised should be routed through the main Club.

AIM 9 *'Initial base of 3 Club coaches with growth of 1 additional coach per year on-going development of all Club coaches.'*

It was agreed that this has been achieved with regards to the Wallace Warriors. It was generally agreed that this progress should be continued with a possible roll-over into the main Club. It should be noted that the cost of the WW coaching is mainly paid for by the WW payments. Remarkable success has been achieved in coaching and it was suggested that a Chief Coach position. Should be considered. There appears to be a void in respect of coaching for the senior members of the Club. Consideration to be given to developing coaching programmes including food & nutrition, pilates classes and land based training.

AIM 10 *'Establish partnership with new Stirling Sports Village at Forthbank utilising this to the full potential of Stirling Bike Club'*

It was unanimously agreed that this has been unsuccessful. There appears to be a lack of willingness for Stirling Sports Village to engage with Stirling Bike Club.

AIM 11 *'Increased female membership numbers, in all disciplines with specific club runs / events aimed at women'.*

It was agreed that Jo Cooke would be asked to prepare statistics on this matter. No road bike women only rides have taken place although there appears to be an increase in the number of women going out on the mixed club rides. The Mountain Bike section however has organised some women only rides. There has been a couple of female only coaching events but this could be improved.

AIM 12 *'organise and run an SCU open event open hill climb event'*

The 'Battle of the Braes' was run for the first time in 2010 and it proved to be very successful. Discussion required with Eddie Cowle. An open hill-climb event has not so far been organised. It was agreed that training of club members for commissaries, timekeepers, etc was important if race numbers are to be increased. Also, additional training in first aid is to be encouraged.



2. CONSULTATIVE PROCESS

The following is a summary of discussions which took place with the four main groups which comprise the Club :-

COACHING

Development Plan Review - Group Discussions – 10 March 2011.

Main Points from discussions with Donald McLean – Coach

Wallace warriors currently have 7 coaches

Wallace Warriors membership currently restricted by number of available coaches

currently no coaches assigned to the Road section of the club or to the Mountain Biking section. Consider additional coaching resources for this.

Currently there is no coaching link to the Senior section of the club

Level 2 coaching – basic skills – not permitted to coach on public roads. Approx cost for training to L2 is £395

Level 3 coaching – permits coaching on public roads. Approx cost for training to L3 is £695 (£1,500 when expenses are included)

consider resources/funding from Club for additional coaching.

Consider sources of potential funding outwith Club for coaching – Active Stirling and others.

If funding provided by Club, individual coaches should be expected to provide some form of commitment to the Club.

Consider coaching structure within the Club – possible appointment of Head Coach.

Co-ordination and administration of Coaches is becoming an issue.

Consider coaching for Track group

Consider seminars on Nutrition, Strength & Conditioning, Training methods, Cycle repair workshops, etc

consider club website for section of training methods and techniques

consider women-specific coaching – can the club offer specific support on this issue

Stirling Bike Club



MOUNTAIN BIKING

Development Plan Review - Group Discussions – 24 March 2011.

Main points from discussion with Leslie Yarrow, Paul Roberts and Jo Cooke :-

currently MTB lack of interest in the Club. Mountain Bikers identify with their group and not so much with the Club. Currently there are no specific MTB/Club events.

Consideration to encouraging adult beginners

Mountain Bikers currently organise 10 hour events – these are very sociable. Can more club members assist with organising. Encourage road section to participate.

Club Confined Time Trial summer road series – encourage MTBs to take part

consider pathway for Juniors into Mountain Biking section of Club

encourage participation in ladies MTB evenings – currently Mondays

encourage participation in Saturday morning rides

consider monthly recreational Development/Social group rides – crossover MTBs and Roadies

currently no formal qualified coaches in MTB section.

Consider coaching involvement in MTB section

ROAD

Development Plan Review - Group Discussions – 10 March 2011.

Main Points from discussions with Archie Johnstone – Club Road Rep

Strategic Aims - to provide a safe introduction to public road riding in groups, to allow groups of able riders to ride safely in numbers at pace on public roads, to provide the ability to progress through the groups as ability, stamina and skills improve and to provide rides that fulfils the requirements of anyone in the Club that wishes to be part of the road section

Specific Aims

desire to maintain Saturday morning Social/Development rides – 16 to 18mph pace for around 40 miles

consider adding a novice/introductory group for those new to cycling – 'A Club for All'

maintain Saturday morning middle group ride – 18 to 20mph pace for 50-55 miles

Stirling Bike Club



consider middle group ride – 9.30am start – for 60-65 miles at 17-18mph pace for those wishing to do longer rides for Sportives.

Maintain Saturday morning Fast Group – 20-22mph for 55+ miles

consider Saturday morning ride – 9.00am start – less than Fast Group pace but in excess of 70 miles

encourage participation in Tuesday Chain Gang training evenings

consider and encourage some form of controlled promotion between road groups as ability, stamina and skills improve.

Consider methods of promoting training/skills for inexperienced riders who wish to take part in Chain Gang evenings – Dobbies car park, Tullibody road, etc

consideration was given to providing support for a Race Team but it was agreed that this would not be practical.

Consider and encourage support for Junior members and the provision of a pathway into the Senior section of the Club.

Encourage participation in the Club Confined Time Trial Summer series.

Encourage some form of training advice for time trialling novices.

Organise and encourage participation in weekend 'away days'.

Consideration to forming a sub-group who would manage participation in Track riding

consider appointment of a Track Rep

consideration to be given to women-only training rides – possible link with other clubs

JUNIOR SECTION – WALLACE WARRIORS

Development Plan Review - Group Discussions – 7 April 2011.

Main points from discussion with Rachel Allen and Donald McLean

current sessions are Thursday and Monday

Beechwood is the venue for the sessions Number currently attending the Thursday session is 70+ and there is a waiting list.

Consider splitting the sessions to provide more capacity – this places additional time constraints on Coaches and parents. Splitting the sessions will be dependent on the goodwill of the coaches.

consider pathway into senior section of the Club particularly into development/Social group for both road cycling and mountain biking.

Stirling Bike Club



Consider Club get-together – social events.

Parents joining the Club as a spin-off from participation in Wallace Warriors

level 2 MTB DSU qualification – Steve Field currently progressing towards qualification

Max number of junior permitted per Trail Leader is 8. Possible demand for additional qualified Trail Leaders.

Consider 'away days' for Wallace Warriors – parental involvement

EQUIPMENT

consider purchase of road/mtb bikes - probable requirement for 6. Consider funding sources – possible shared ownership.

Gazebo – focal point for Club at races. Consider flags, banners, etc

Wallace Warriors access to equipment – turbos, etc

Wallace Warriors race series – 4. Consider funding for race series – club / outside sources.

Consider requirement for additional specialist coaching.

Consider Chain Gang experience for Wallace Warriors / Beginners.

Club Confined Time Trial Summer series – age limit on any Wallace Warriors involvement and also previous involvement in Development rides.



3. AIMS & OBJECTIVES ACTION PLAN

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 cycle riding which fulfils the requirements of all Club members

Develop the social aspect of the Club

SPECIFIC AIMS - COACHING

AIM 1 - Review coaching structure and appoint a Head Coach

Develop a structure for other coaches reporting to Head Coach

Develop coaches for senior section of the Club – Mountain Biking, Road & Track

Promote Skills course / Trail Leaders courses for all disciplines

Source funding for additional coaches – Coaching levels 2 and 3

Develop 'women – specific' coaching

COST - 'Level 2' course per person : £395. 'Level 3' course per person : £695 (£1,500 including expenses)

MEASURABILITY – currently the Club has 9 coaches at 'Level 2' and 1 Coach at 'Level 3'. By 2014 the aim is to have a net addition of 6 'Level 2' Coaches and 1 'Level 3' Coach

AIM 2 - Promote information on Training, Strength & Conditioning

Develop advice on Training Methods and place on website

Develop advice/seminars on Nutrition and place on website

Develop and arrange Workshop seminars – eg. Cycle repairs

Stirling Bike Club



COST - Voluntary

MEASURABILITY – currently the Club provides no training advice on the website / forum and has undertaken no club-organise seminars. Attendance has been encouraged at seminars hosted by Scottish Cycling. By 2014, the aim is to develop training / nutritional guides and post on the website, develop and organise workshops /s seminars (3 per year) and encourage attendance at Scottish Cycling and other seminars

SPECIFIC AIMS - MOUNTAIN BIKING

AIM 3 - Promote and encourage development of Mountain Biking section of the Club

Promote participation of new adult beginners

Develop participation on Saturday morning rides

Develop participation in ladies MTB evening events

Develop pathway for junior member participation in senior MTB section of Club

COST – Voluntary

MEASURABILITY – current Mountain Biking is attracting approximately 2 new members per month. During 2012, the aim is to retain the new members and sustain their interest and involvement. By 2014, the aim is to continue to attract new members with Club ride numbers increasing proportionately.

Currently MTB Women evening rides attract approximately 4 per month. Sustain this during 2012. By 2014, the aim is to increase the numbers.

AIM 4 - Encourage engagement between differing cycling disciplines.

Develop and strengthen links between MTB section and other parts of Club

Develop participation in weekend 'away day' rides.

COST – Voluntary

Stirling Bike Club



MEASURABILITY – currently the Club has 1 collective event. By 2014, the aim is to increase the number of collective events to 3 per season.

Currently, the MTB section organises 9 'away-day' events per year and the Road section has 5 'away-day' events. Sustain this during 2012 and, by 2014, the aim is to continue to maintain this number of events but increase participation.

SPECIFIC AIMS - ROAD

AIM 5 - Maintain and develop Saturday morning Club rides

Introduce Road/Novice group riding – 20 flat miles @ 14-16mph

Maintain Social/Development group riding – 40 miles @ 16-18 mph

Maintain Middle (Pace) group riding – 50-55 miles @ 18-20 mph

Introduce Middle (Distance) group riding – 60-65 miles @ 17-18 mph

Maintain longer Fast group riding – 70+ miles @ 20mph

Introduce Sunday training rides

Develop a form of controlled promotion between groups as ability , stamina & skill dictate .

Introduce 'ride' co-ordinators

Develop 'women-only' rides with possible links to other Clubs

COST – Voluntary

MEASURABILITY – a few 'novice' rides have taken place during the summer of 2011. During 2012 the aim is to consolidate these and by 2014 to have these on, at least, a monthly basis, subject to demand. Ride Co-ordinators have, to date, been selected on a, broadly, ad-hoc basis. By 2014, the aim is to develop a formal list of Ride Co-ordinators who will be responsible for taking each of the rides.

Currently, the Club organises occasional women-only rides and these have been successful and reasonable well attended during 2011. During 2012 the aim is to consolidate and sustain the women-only rides and, by 2014, is to increase the number of rides and those taking part, all subject to demand



AIM 6 - Maintain and develop training evenings

Encourage members involvement in Tuesday evening Chain-Gang training sessions

Promote winter evening spinning classes

Promote training skills for inexperienced riders who wish to participate in Chain-Gang evenings

COST – Voluntary

MEASURABILITY – currently approximately 20-30 riders take part in the Chain-Gang evenings usually in 2 or 3 groups. By 2014, the aim is to increase numbers by 25% in 4 or 5 groups.

Currently the Club provides no training for inexperienced riders wishing to take part in the Chain-Gang evenings, By 2014, the aim is to provide support and training for inexperienced riders and so introduce them safely into Chain-Gang evenings.

Currently the Club does not organise winter evening 'spinning' classes. The aim is to arrange 'spinning' classes for winter fitness.

AIM 7 - Promote and encourage Track riding

Appoint a Track Representative for the management of participation in track riding and co-opt onto Committee.

Develop a Remit for Track Representative

COST – Voluntary

MEASURABILITY – a Track Representative was co-opted onto the Committee during 2011.

The aim, within the next 3 years, is to have an active Track riding section within the Club and to encourage use of existing track facilities in Scotland including use of the new Commonwealth Games Velodrome in Glasgow.

Stirling Bike Club



AIM 8 - Promote and encourage Road Racing and Time Trialling

Continue to develop Members involvement in summer road racing and time trialling series

Consider sub-group devolvement as demand grows

Encourage volunteers in timekeeping, registration and commissaire duties, etc.

COST – Voluntary

MEASURABILITY – in the current year, the Club organised a summer club confined time trial series and participation averaged at around 15-20 per race. During the next 3 years, the aim is to increase the number of Club participants.

In terms of Road Racing, there are approximately 4-6 men and 2-4 women who regularly race. During the next 3 years the aim is to consolidate this and, where possible, provide support and encouragement with a view to increasing the number of participants.

Currently, the Club has 3 members with Timekeeping and Recording capabilities. By 2014, the aim is to increase the number to 6 and have at least 1 member with Commissaire qualifications and capabilities.

AIM 9 - Continue to promote Scottish Cycling open events

Build on successful 2010/2011 season in which the Club organised Scottish Cycling open events

COST - Voluntary and self sustaining

MEASURABILITY – currently, the Club organises 5 Scottish Cycling Open Road Races and Time Trials, The aim, by 2014, is to continue to organise these 5 events and to bid for a National Championship race and/or time trial event.

AIM 10 - Develop pathway for junior members participating in senior road section of the Club.

Encourage progression of junior members into senior sections of the Club.

COST – Voluntary

Stirling Bike Club



MEASURABILITY – currently the Club has 2 /3 notable Wallace Warriors members coming through to join the Senior section of the Club. By 2014, the aim is to have a pathway in place for all of the older members of Wallace warriors to all the Senior section of the Club with the use of a mentoring or 'buddy' system to assist with the transition from junior to all senior sections of the Club.

SPECIFIC AIMS - JUNIOR SECTION (WALLACE WARRIORS)

AIM 11 – Continue to develop Junior sessions

Develop additional adult/coaching supervision to allow a further increase in junior member numbers

Consider splitting the session into separate groups to provide more capacity subject to availability of adequate supervision/coaching resources

Develop specialised training sessions for Chain-Gang, Time-Trialling, etc subject to demand.

COST – Voluntary

MEASURABILITY – currently, the membership numbers of the junior section of the Club (Wallace Warriors) is restricted by the availability of supervising Coaches. By 2014, the aim is to have a net addition of 8 – 10 Coaches of 'level 2' coaching status in place. This would provide scope for satisfying the demand for increased membership numbers and also allow a rota of Coaches to be made available for training nights.

By 2014, the aim is to have other venues on alternative evenings in place to permit increased junior membership capacity.

Currently, there is no specialised training sessions for Chain-Gangs, Time Trialling, etc. The aim, by 2014, is to have a coaching system in place to encourage specialist training for junior members of the Club.

AIM 12 - Promote adult participation in junior section

Encourage adult/parent participation in obtaining coaching qualifications.

Encourage 'Trail Leader' qualifications particularly for Mountain Biking

COST – to be established

MEASURABILITY – see comments in Aim 11.



AIM 13 - Develop pathway for junior progression into senior sections of Club

Encourage and support junior progression into senior Club

COST – Voluntary

MEASURABILITY – see comments in Aim 10

AIM 14 - Develop system for providing support for juniors

Provide loan equipment (bikes, turbos, etc) to juniors subject to funding availability

Provide gazebo, flags, banners, etc for club use at races

COST – to a maximum of £500 per year

MEASURABILITY – currently, the Club has 3 Islabikes on loan from Dynamo Falkirk Fund.

Also, Club equipment is available for loan to juniors. By 2014, the aim would be to have our own SBC loan bikes which could be made available and, at the same time, post improved information on the type of equipment which is available for loan.

AIM 15 - Develop race series for junior section of the Club

COST – Voluntary

MEASURABILITY – During 2011, the Wallace Warriors organised a series of 5 races to introduce junior riders to different cycling disciplines and to get into racing. By 2014, the aim would be to increase this series of races to twice a year (Spring & Autumn) and to include other junior bike clubs

GENERAL

AIM 16 - Encourage volunteers to assist in meeting Aims of Club

Promote qualification courses for timekeepers, commissaires, etc

Encourage members to to be active in Race Marshalling duties

COST – Voluntary but expenses may be considered if certain criteria are met.

MEASURABILITY – see comments in Aim 8. By 2014, the aim is to have a net addition of 2 qualified timekeepers, and 1 qualified commissaire. Currently, Race Marshalls are asked to undertake duties on an ad-hoc basis. By 2014, the aim is to have a formalised rota of Race Marshalls available from the Club membership



AIM 17 - Continue to develop public profile of Club

Publicity Officer to continue good PR work for the Club

Promote race results in local press

Continue to pursue links with Sports Village

COST – Voluntary plus a maximum of £200 per year for advertising/printing and media.

MEASURABILITY – currently, the public relations work for the Club is undertaken by the Club's Publicity Officer. Race results are posted in the local press on an ad-hoc basis. By 2014, the aim is enhance the role of Publicity Officer by providing some assistance and develop a system / link with the local media for reporting on race result and other issues involving the Club.

AIM 18 - Identify sponsors for the Club

Committee decision not to seek sponsors for 2011.

Consider sources of Sponsorship for 2012

COST – potential sponsorship income to be determined

MEASURABILITY – currently, the Club has no major Sponsor. During 2012, the aim is to seek out and develop a relationship with a Sponsor which would last for a period of 2 or 3 years. The relationship will require to identify what benefit the Club would gain from the sponsorship deal and, at the same time, establish what benefit the Sponsor would gain

AIM 19 - Encourage female membership and participation.

Promote female only rides in Road and Mountain Bike sections of Club

Develop 'women-specific' coaching (see Aim 1)

COST – Voluntary



MEASURABILITY – During 2011, there were 2 'women-only' road rides were organised and were successful. Ad-hoc rides were organised during the summer. By 2012, the aim is to establish a regular pattern of women-only road rides (subject to demand).

Currently, the Club has no women-specific coaching. By 2013, the aim would be to have 2 coaches trained in women-specific coaching techniques – this would encourage female membership.

By 2014, the aim would be to encourage female time trialling and road racing.

AIM 20 - Encourage social development of Club

Promote weekend 'away-day'/full day rides in Mountain Biking and Road section of Club

Promote 'away-day' rides for junior section of Club

Develop social get-togethers for all sections of the Club

COST – Voluntary

MEASURABILITY – 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 2012, the aim is to augment the above with a further 2 social events (possibly outdoor during the summer season) and reinstate and encourage the monthly 'pub' evening.

END