



HAMPSHIRE BADMINTON ASSOCIATION



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Performance and Development Plan 2018-20

Summary	
Date of commencement of Action Plan	9 th August 2018
Review of Action Plan	Centre Manager, Performance and Development Manager, Hampshire Badminton Association, The Westgate School
Evidence base	Club staff, club users (players, coaches, officials), visitors, HBA committee members, Badminton England, other badminton clubs within Hampshire and beyond, local community and The Westgate School.
Timescale for review	Ongoing
Reviewer/s	WBC Centre Manager / Director of Performance and Development HBA Management Committee

Performance and Development Plan 2018-20

Key to assessment judgements

Progress limited and no or little evidence of improvement	Progress occurring in some aspects with evidence of improvement	Progress is excellent and concrete evidence is used to demonstrate clear strategic thinking and methodology
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SECTION 1 Performance Plan	Success Criteria	Evidence	Timescale	R	A	G
<p>For the purposes of this action plan, the term <i>performance</i> is defined as:</p> <p><i>“The ongoing progression of individuals and teams with the county in the pursuit of excellence and achievement, characterised by the physical, emotional and social development of its players through their playing careers”.</i></p>						
<p>1.1 To ensure that Hampshire works in conjunction with all Clubs within the County to help and support them in producing players and teams that are amongst the best in the country.</p>	<ul style="list-style-type: none"> • Collaboration with other clubs in Hampshire to produce a team to enter the newly formed NTL (National Team League) from January 2021 • Improved dialogue between HBA its member clubs to ensure the clubs are getting what they need to enhance the performance levels of their players. 	<p>AGM 2019</p> <p>Visit clubs (Southsea BC) and their coaches to create a ‘Model of Best Practice’ approach</p>	<p>July 2019</p> <p>April 2019</p>			
<p>1.2 To provide the best level of coaching for players selected for the Hampshire teams and squads</p>	<ul style="list-style-type: none"> • Very high attendance to senior county training nights (typically 25 every Wednesday night) with both doubles and singles a feature of the training sessions. • Fitness levels have been assessed during the 	<p>All three county senior teams have been promoted this season. The 1st team are playing in the play-offs in April for a place in the</p>	<p>March 2019</p>			



	<p>season in order to demonstrate what each individual player needs to do in order to improve their own specific levels of fitness.</p> <ul style="list-style-type: none"> • Fitness levels assessed again at the end of the season so each player will receive a unique training programme to follow during the summer. • Provide the junior squads with a fitness assessment programme (with primary focus on aerobic levels of fitness) in order to plan and prepare them physically for next season. • Melissa Stride to be appointed Assistant Coach for Juniors 	<p>Premiere (National) tier.</p> <p>Junior squad training to take place on Saturday afternoons from Sept 2019 with team training continuing to take place on Sunday mornings.</p> <p>Additional Tuesday evening training to develop players for the 3rd and 4th teams</p>	<p>April 2019</p>			
<p>1.3 To continue to provide and improve on a progressive pathway for Juniors as they transition into Senior clubs and teams.</p>	<ul style="list-style-type: none"> • Greater use of out-of-season time to provide training for older / more advanced juniors. • Creation of a fourth Hampshire senior team • Additional training camp during the summer holidays for juniors (and invited seniors) to attend • Create a second U16 team for season 2019/20 • All juniors and seniors to undergo baseline fitness assessments at the start, middle and end of the season. 	<p>Many more juniors training within the senior programme</p> <p>Higher numbers of junior entries in the senior restricted championships</p> <p>Disparity between county and performance centre in the priorities for its players</p>	<p>April 2020</p>			



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SECTION 2 Development Plan	Success Criteria	Evidence	Timescale	Cost/Funding (RAG achieved)
Priority 2.1 Improved quality of communication between HBA and badminton clubs within Hampshire.	Create a brand new HBA/Westgate website to incorporate info about clubs across the county.	Much more informative and accessible website designed to attract new players and support existing clubs.	July/Aug 19	TBC
	Develop a case study link with another club (Southsea) to demonstrate to other clubs what can be offered in developmental assistance.	Publish a monthly publication Hampshire Badminton to generate much more dialogue between coaches across Hampshire	June 2019	Newsletter publication £300 per year)
	Clearer publicity behind trials and county wide tournaments so that players at all levels and at all clubs can experience taking part in this level of competition - creating a fairer perception of the work of the HBA.	Increased regularity and publicity behind Hampshire Championships. Information and links to the TS page on Facebook.	June 2019	Marketing (£50)
	Increase visibility of HBA across the county with	Development manager to	May 2019	Travel (£150)



	attendance to meetings (AGMs) and visiting club training sessions and speaking to players, coaches, parents etc.	carry out regular visits to clubs to see them in action and offer help/advice	Ongoing	
	Providing all clubs with a clearer and more structured vision of safeguarding and how this can ensure best practice.	New Hampshire Safeguarding Protocol to be published and sent to all clubs. Increased numbers of coaches receiving SPC1 qualification	June 2019 July 2019	CPD (£200)
Priority 2.2 Develop school/club links across the county, specifically (but not uniquely) East Hampshire.	Increase the numbers of primary schools receiving Racket Pack within East Hampshire.	Up to TEN schools to receive £100 towards the cost of the coaching or RP purchase – payable when school has registered for RP	June 2019 ongoing	£1000 (to come from 'development' money already committed)
	Increase the numbers of staff qualified to teach Racket Pack within East Hampshire.	Recruit more daytime coaches to deliver RP and run extra-curricular clubs	Sept 2019 ongoing	TBC
	Create at least one new junior club in East Hampshire which can cater for younger players (U12s).	Either a newly qualified coach or an existing L2 coach to start-up a club in East Hampshire	Jan 2020	£2000 from money already received from BE
	Liaise with Badminton England and Energise Me to create more opportunities for those having received Racket Pack across the county.	Termly racket skills festivals and SmashUp events Use of badminton leaders to assist with delivery	Sept 19 and ongoing	£1000 (to come from 'development' money already committed)
	Actively promote club provision within primary and secondary schools at level 2 and 3 events	Information about clubs in your area sent to all schools and given out to children at events	Sept 2019 ongoing	As above
	Westgate BC to become a delivery centre for	WBC to gain accreditation	June 2019	£100 per year



	Badminton Leadership so as to grow a generation of volunteer juniors			
Priority 2.3 Increase opportunities for adult beginners to join a club.	Establish a successful and sustainable BE Essentials programme for adults at clubs across Hampshire catering for complete beginners and advanced beginners.	Three clubs to provide new courses to commence Jan 2020 across Hampshire	Jan 2020	£600 (£200 per club)
	Create a 'case study' of a club which has successfully increased significantly the numbers of adults playing badminton for enjoyment. Use this case study to promote successful clubs in areas where little provision exists.	Guidance from Southsea BC about setting up a club from scratch and advice on marketing and PR your club	Jan 2020	Nil
	Engage clubs in hosting 'Come and Try' sessions or open days for families to come and play for free.	Clubs with more court availability to provide two events per year for their local community.	March 2020	£2500 (5x 500) club investment
Priority 2.4 Increase opportunities for 'grassroots' junior competition.	Assist BE and Energise Me with the delivery and planning of level 3 school competitions at KS1-4.	Sustain successful level 3 tournament at Places in Eastleigh for KS2 and level 3 county event for secondary schools on 16 th /17 th Jan 2020	Jan 2020 March 2020	Hosting KS3/4 events at WG
	Create new un-sanctioned competitions for juniors to compete at a localised level to give them experience in playing tournaments (not eligible for county team players).	Replace U14/16 'Opens' with a more localised event over one whole day. Date TBC.	May 2020	Nil
	New Hampshire Racket Pack Championships to replace the U12 age category in the Hampshire 'restricted' tournament. Strong U12s wishing to play in 'restricted' may do so as U14s.	Entry into competition through schools and/or clubs but also individual players.	Oct 2019	£750 (to come from 'development' money already committed)



	<p>Increase promotion of the County Championships across the county to attract players from further afield.</p>	<p>Facebook PR from other clubs, not just WGBC. Southsea and PCBA to help promote. Increased entries on previous years and a revised format to provide better value for money.</p>	<p>Sept 2019</p>	<p>Social media and website</p>
<p>Priority 2.5 Develop a larger and more sustainable and better qualified workforce of coaches across the county.</p>	<p>Greater publicity of level 1 and 2 courses that are available in and around Hampshire.</p>	<p>New 'Hampshire Badminton' publication to include details of all CPD for coaches. New HBA website will signpost players from across Hampshire towards relevant CPD.</p>	<p>June 2019</p>	<p>Printing possibly and online subscription service</p>
	<p>Ensure all clubs are aware of the process of applying for subsidies for their respective coaches.</p>	<p>Minutes from AGM (TW and RP presentations)</p>	<p>June 2019</p>	<p>Club approach BE directly</p>
	<p>Publicise CPD courses as and when applicable to further enhance coaches' knowledge and understanding of the game as preferred national coaching techniques evolve over time.</p>	<p>Increased numbers of Hampshire coaches attending BE CPD workshops</p>	<p>From July 2019 but ongoing</p>	<p>Website and Facebook</p>
	<p>Create a more open forum for coaches in Hampshire to meet and share good practice.</p>	<p>Coaches' contributions to Hampshire Badminton magazine (Coach's Corner)</p>	<p>June 2019</p>	<p>As above</p>