



Wiltshire County Hockey Association

DEVELOPMENT PLAN 24-25

Sept-Dec 2024 (Updated quarterly)

FOCUS AREA	GOAL	ACTIONS	NEXT to do	WHO
FINANCE  Self-sustaining financial systems which support the delivery of hockey development	Expenditure targeted to achieve maximum benefit for hockey development, delivering value for money and investing surplus funds	Agree funded priorities based on feedback from clubs	Discuss at Planning Meeting Oct 24	Committee
		Identify budgets and owners.		Treasurer
		Identify reporting mechanism		Treasurer
	Income is sufficient and sustainable to meet future needs. Plans have appropriate resources	Budgeting meetings to agree costs and set fees	LF & RP to meet	Treasurer
		Implement income/expenditure forecasting		Treasurer
		Cost/benefit analysis for all future projects	Identify projects	Committee
OUR COMMUNITY  Raising awareness and encouraging participation in hockey	Wiltshire County Hockey is a well-regarded, widely recognised organisation and people understand our purpose	Communication Plan	Draft plan	FC/Committee
		Agreed Vision and Mission, and Objectives at Committee level – reviewed annually	Review at next Committee Meeting	Committee
		Improve attendance at AGMs (eg celebrity speaker)	Book speaker for next AGM May 25	Chair
	The number of players and volunteers supporting hockey in Wiltshire is	Promotion of hockey through website, social media and other new outlets	Item for local newspapers (County Cup comp)	LF/FC

through promotion and effective partnerships	increasing year on year	Support clubs with funding for training courses	Identify suitable courses	Chair
		Schools liaison activities with county-wide promotion of events	Club Forum with EH - developing club/school links	Committee
	We sustain positive working relationships with stakeholders throughout the County and West/England Hockey	Wilts presence at EH, and West Forums	Attend meetings as required	Committee
		Updating website to ensure relevance	Arrange training	FC/LF
Feedback surveys – players and Clubs		Follow up previous survey and publish results	FC/LF	
Increase club attendance and engagement with County Meetings/Events		Include agenda item for club feedback	FC	
DELIVERING HOCKEY  Growing opportunities to participate in hockey at all levels	We have plans in place to facilitate the safe provision of diverse playing opportunities for all	Survey club offerings: Flyerz, walking hockey, hockey tots, masters. Feedback from clubs Promotion on website	Survey out to clubs	FC
		State school engagement U14 Festival 7 a side	Confirm and publicise date	FC
		Audit of safety procedures : Safe environment procedure – risk assessments, first aid, accident reporting etc		LF/CB
		Safeguarding training and m/f officers	Recruit 2 x Welfare Officers	Committee
	We have an identifiable County	Needs analysis of coaching provision	Needs analysis	LF

	team of suitably qualified and committed coaches	and action plan based on analysis.		
		Appoint a Head Coach/Developer – identify the role	Role Description	LF/CB
		Identifying the Wiltshire Way	Coaching Plan	LF
		Induction process – key responsibilities and policies	Location of documents and records	LF
	The quality of hockey being played in the County is improving	Coach development in County/clubs/Schools	Arrange the next EH session for Coaches Identify training for schools	LF CB
		More appropriately competitive opportunities for school/club teams at all levels	Finalise details for State School Festival	FC
		Establish coaching links with TBB Talent Academy		
		Supporting club/school links to increase school engagement and encourage club membership	Attend EH Forum – Club/School links 16/9	Committee
COUNTY PEOPLE AND SYSTEMS  An organisation which is fit for purpose and able to adapt to future challenges	We have a diverse and engaged management team with clearly defined roles and which represents our hockey community	Evidence of open elections and communication of positions to member clubs	Role descriptions	FC
		Library of role descriptions and resources for committee members	Role descriptions on website	FC
		Rewards/events for volunteers	Christmas Social event	Committee
		Invitations to join the committee to people outside hockey, and	Advert on Voluntary recruitment site	FC

		with the right skills (IT, H&S etc)		
We have sustainable systems and policies which help us deliver our objectives into the future	Information storage and GDPR Compliance	Tidy up file storage on Teams	FC	
	Adoption of EH Safeguarding, Equality, and Code of Ethics and Behaviour	Policies on website and Teams	LF	
	Complaints procedure (promotion)	On website	LF/FC	
	Regular committee meetings and minutes	Update Meetings Calendar	FC	
We have developed reliable data gathering systems which inform future planning	Regular player and club surveys	Identify which survey and timings	Committee	
	Itemised club reports at Committee meetings	Add to standing agenda	FC	
	School survey to establish engagement and facilities	Completed – report and circulate	FC	
	Database of contacts	Tidy up	FC	