



*Clwb Hwyllo*

**PWLLHELI**

*Sailing Club*

**Cynllun Datblygu  
Hyfforddiant Ieuencid**

**Junior Training  
Development Plan**

This plan was written by the Junior Training committee of Clwb Hwyllo Pwllheli.

The committee currently consists of

- Chairman (Budget holder reporting to MC) – Eifion Owen
- Secretary – Non Roberts
- Youth Representative x2
  - Aimee Saracco Jones
  - Siwan Roberts
- Class Captains
  - Laser - Bryn Roberts
  - Topper – Richard Jones
  - Optimist – Eifion Owen
  - Cadet- Bill Usher
- Principal of PSC RYA training centre – Gwyndaf Hughes
- Chief Instructor – Gareth Roberts
- 3 x Co-opted members
  - Dyddgu Williams
  - Clive Moore
  - Jane Butterworth
  - Des Gullford

Comments were received from the following and integrated into the plan

Bob Lowe, Ruth Iliffe, Amanda Davies.

# **Cynllun Datblygu Hyfforddiant Ieuenctid**

## **Clwb Hwyllo Pwllheli**

### **Junior Training Development Plan**

This development plan was developed by the Junior training committee of Pwllheli Sailing Club. The first meeting of the junior training committee took place on September 11<sup>th</sup> 2008. This meeting outlined a vision for CHIPAC (the name commonly associated with Junior training at Pwllheli).

#### 1.1 Mission Statement for the Junior training committee

*I ddatblygu hwyllo ieuenctid ar gyfer holl aelodau ieuenctid ac aelodau myfyrwyr Clwb Hwyllo Pwllheli. I gefnogi sesiynau blasu a gwaith maes i annog pobol ifanc i fwynhau hwyllo ac i ymaelodi â'r Clwb. CHIPAC – Y canolfan rhagoriaeth mewn datblygu hwyllo ieuenctid yng Nghymru*

To develop youth sailing for all youth and student members of Pwllheli Sailing Club. To develop and deliver taster sessions and outreach work to encourage young people to enjoy sailing and become members of the Club. CHIPAC - Aspires to be a centre of excellence for junior sail training in Wales.

### 1.3 Strength, Weaknesses, Opportunities and Threats

#### SWOT analysis.

Internal Factors	External Factors
<p><b>Strengths</b></p> <p>Pwllheli has unquestionably some of the best sailing waters in the UK. The current facilities are one of the best in Wales.</p> <p>The club has a very active volunteer base which has wide range of experience in helping out with National and International events.</p> <p>In 2008 the club achieved the status of a 'RYA Recognised Training centre'.</p> <p>PSC is widely used as a training camp for WYA / RYA in a wide range of different dinghies.</p> <p>The club has a good fleet of different training dinghies.</p> <p>.</p> <p>An enthusiastic and willing group of volunteers.</p>	<p><b>Opportunities</b></p> <p>The Glan Don beach provides ideal situations for learning to sail and is ideal for intermediate and expert progression.</p> <p>PSC has been chosen as a centre for Olympic training. This will create a higher profile for the club with more local children creating a demand for sail training</p> <p>CHPSC is recognized as one of the four top quality venues in the UK.</p> <p>The Welsh Assembly Government has decided to place outdoor education as a compulsory part of the curriculum.</p> <p>The proposed sailing and events and academy which is planned to open in 2011 gives a fantastic opportunity for local junior sailors to take advantage of world class facilities and coaching.</p> <p>To take advantage of the current initiatives e.g</p> <p>WYA Coaching Plan</p> <p>VCC scheme</p> <p>On Board , 5x60 and other participation initiatives</p> <p>Funding opportunities through Community First and SCW grant schemes</p>

<b>Weaknesses</b>	<b>Threats</b>
<p>CHIPAC is run by a low number of volunteers and it is a small number of qualified volunteers who do the majority of the training</p> <p>The current range of club owned dinghies require time intensive maintenance.</p> <p>Currently there is only 3 qualified dinghy instructor volunteering at the club.</p> <p>There is no formal communication method e.g newsletter.</p> <p>The junior training committee must control its budget within the policies laid down by the clubs management committees</p> <p>Some of the current sailing sessions do not have clear aims and goals of the sessions.</p> <p>There is a limited number of evening and weekend sessions currently offered</p> <p>There is no structured club dinghy racing at PSC.</p> <p>Historically there was limited continuation of junior sailors into youth racing with a perceived drop out age of approximately 14.</p> <p>There is no structured sailor pathway for promising sailors to proceed to North and Welsh squads.</p> <p>Some sailors choose not to proceed into their own boats. This could pose blockage in developing new sailors into racing</p>	<p>Reduction of lottery funding in the next 4 years.</p> <p>The current financial climate makes commercial sponsorship difficult</p>

<p>Currently there is no strategic overview to purchasing and developing the training fleet of the club.</p> <p>The maintenance of the club dinghies is currently done by 1 volunteer.</p> <p>No senior dinghy racing.</p> <p>It is currently not clear, how sailors and volunteers can progress.</p> <p>The perceived public perception of sailing still seems to be elitism and non-inclusion of local children.</p>	
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## **2.1 What would you like your club to offer members in 3 years time?**

It is proposed that the following specific targets to be used as a measure of success .

The club will have 100 junior members sailing and participating in club racing at local, regional and National events.

Junior training/racing occurring 3 nights a week.

Pwllheli Sailing Club will achieve Volvo Champion Club status.

Dinghy Racing every weekend in the sailing season

20% of junior members in national or regional performance squads.

To implement a policy to renew ageing dinghies.

The club will have a varied fleet which will cater for all ages and will include Optimists, Toppers, Lasers, RS Feva XLs, 29ers , and 420s.

There will be at least 10 qualified instructors and 10 assistant instructors, Senior Instructors and Racing Coaches Level 2.

## **Recognised Goals.**

### **Goal no.1 – Volunteer Development**

6 dinghy instructors  
10 assistant instructors  
4 Level 2 Racing coach.

### **Goal no. 2 Equipment and Maintenance plan**

Funding for new equipment and boats.  
Maintenance coordinator

### **Goal no. 3 – Club Racing**

Regular club racing.

### **Goal no.4 – Training Programme**

Training program to develop interest in all sailors from 5x60 , ONBOARD, learn to sail schemes to fully participate in CHIPAC racing.

Training programme for volunteers and instructors, including CPD requirements  
VCC status achieved

### **Goal no.5 Marketing**

Press coverage, crucial for future public perception and image.



**Step 5: Into Action (The who- delegate responsibility, and how much)**

<b>Goals</b>	<b>Objectives</b>	<b>Timescale</b>	<b>Who will be responsible/ lead</b>	<b>How much will it cost? How will it be funded?</b>	<b>Who will our partners be?</b>	<b>Monitoring</b>	<b>Updates</b>
<b>Goal no.1 – Volunteer Development</b>							
1.1 Assistant Instructor Training	Year 1 6 Assistant Instructors	March 2009	Gareth Roberts	Grant Aided	PSC	JTC	7 Assistants
	Year 2 6 Assistant Instructors	March 2010					
	Year 3 6 Assistant Instructors	March 2011					
	Year 4 6 Assistant Instructors	March 2012					
1.2 Train Dinghy instructors	Year 1 3 extra qualified D.I	Dec 2009	Gareth Roberts	Grant Aided	WYA	JTC	On going
	Year 2 2 extra qualified D.I	Dec 2010					
	Year 3 2 extra qualified D.I	Dec 2011					
	Year 4 1 extra qualified D.I	Dec 2012					
1.3 Train 2 Senior	2 Extra Senior Instructors to	March 2010	Gareth Roberts	Grant Aided	WYA	JTC	

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Instructors	help with the RTC						
1.4.Powerboat Level 2	All Instructors and Volunteers	2009  Courses to be run to satisfy demand	Gareth Roberts	PSC		JTC	Achieved
1.5 Safety Boat courses	Volunteers/DI's helping with CYRC and events	3 to go on courses by Jan 2010	Gareth Roberts	Grant Aided	WYA	JTC	Achieved
		10 to go by Jan 2011					
		5 to go by Jan 2012					
1.6 Powerboat instructors	PSC to develop 3 volunteers within the club to powerboat instructor level.	Dec 2009	Gareth Roberts	Grant Aided	WYA	JTC	4 at powerboat instructor level
1.7 Community Coach	All Club Coaches to receive continuing development to improve	Dec 2008	Eifion Owen	Grant Aided	WYA	JTC	On going

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
	specific techniques required for each type of dinghy.						
1.8 Child Protection	Safeguarding & Protecting Children for 8 volunteers	2009	Gareth Hughes-Jones	£0	NWWOP	JTC	Ruth to be contacted by GHJ (course)
1.9 Continuing Professional Development	First Aid, VHF and other supporting training	2009	Eifion Owen	Funded by individuals	PSC / CMD	JTC	On going Funding for training
1.10 Level 2 Racing Coaches	Year 1 1 extra Level 2 racing coach per year	Dec 2009	Eifion Owen	Grant Funded	WYA		Richard Jones – possibly by end of June
	Year 2 1 extra Level 2 racing coach per year	Dec 2010					
	Year 3 1 extra Level 2 racing coach	Dec 2011					

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
	per year						
1.11	Beach Master Courses				Regional Committee		

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Goal no. 2 Equipment plan - Funding for new equipment and boats and maintenance plan							
2.1 New Optimists	Purchasing 12x school Oppies,	April 2009	Amanda	Grant Aided 850x12=£10200		JTC	September 09
2.1.2	To sell 9 wooden oppies to increase local ownership of boats and to give new sailors the opportunity to race in CYRCs	Sept 2009	Eifion Owen	Sell 9 boats £300 x9= £2700		JTC	After purchasing new oppies
2.1.3 New Toppers/RS Feva XL	A. Purchase 6 nearly new Toppers. To club race spec. B. Purchase 3 new RS FEVA XL for the R.T.C. and general sailing equipment	April 2009	Amanda	A. Grant Aided Cost £1200 x 6  B. As part of Onboard participation 1/3 discount available on RS range. RS Feva XL likely RYA pathway boat		JTC	On going

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
	(spares and safety equipment)			2009. £2800 ex vat x3. Grant aid for a third. Club to fund a 1/3 <£1K			
2.1.4 Purchase Coaching IT equipment	Purchase suitable Waterproof camcorder, Small flat screen dvd TV / lap top, projector.	April 2009	Amanda	Grant aid .. (community chest etc) Extend current facilities in wet classroom £1K total.		JTC	Richard Jones to purchase camcorder
2.2 To introduce high quality work experience for marine engineering students.  The scheme to be called 'The Reardon Smith Sponsorship Scheme	2 Students participating in marine engineering courses to be given high quality work experience and to develop bosun related skills	Interviews October every year.  Payment in April and July to successful students.	Gareth Roberts/ Eifion Owen	£2k per annum. Use of Reardon Smith to achieve KPI 2 – Education ;vocational training	Coleg Meirion-Dwyfor	MC	Keyligh Hughes and Gareth Lees

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
2.2.1 Maintenance coordination	To liaise with assistant bosuns and Gareth Roberts.	Jan 2009	Richard Jones	voluntary	Coleg Meirion-Dwyfor	JTC	

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Goal no. 3 – Club Racing							
Regular club racing.							
3.1 Summer Club Racing	Friday night Club Racing	Start May 2009	Gwyndaf Hughes	Weekly subs by participants	PSC	JTC	April to Sept 09
3.2 Winter Club Racing	Saturday Club Racing	Start Nov 2008	Gwyndaf Hughes	Weekly subs by participants	PSC	JTC	Nov 09
3.3 Qualified club racing officials	Volunteers to become qualified club race officials	Apr 2009	Regional Racing coach (Mike Butterfield), Richard Date or Richard Tate	No Cost	PSC	JTC	On going



Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Goal no.4 – Training Programme							
Training program to develop interest in all sailors from 5x60 , learn to sail schemes to fully participate in CHIPAC racing.							
4.1 Volvo Champion club accreditation	To become a Volvo champion club. Application form to Iwan Basten – Wales High performance development officer. See separate checklist Appendix 1	Sept 2009	Eifion Owen	No cost	PSC	JTC	On going
4.2.Ten week learn to sail Optimist programme	Youngsters will progress from first time sailors to RYA Stage 2 in ten weeks. Aimed at 7-11 year olds	May 2009 Mon evenings, 9 RYA stage 2 sailors	Eifion Owen	CHIPAC joining fee and weekly subs		JTC	May 09
		2010 - 12 RYA stage 2 sailors					
		2011 - 12 RYA stage 2 sailors					

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
		2012 - 12 RYA stage 2 sailors					
4.3.Ten week learn to sail Topper programme	Youngsters should progress from first time sailors to RYA Stage 2 in ten weeks. Aimed at 10-15 year olds	May 2009 Mon evenings.	Gwyndaf Hughes	CHIPAC joining fee and weekly subs		JTC	On going
4.4 .Extra Coaching for Topper and Laser Sailors	Training for Regional Selection to maintain the youths interest	2009 sailing season	Richard Jones	Pwllheli Sailing Club and sailors		JTC	On going
4.5 National squad level Coaching for optimist sailors	Training for Regional level sailors to develop advanced sailing techniques.	Dec 2009	Responsible: Dyddgu Mair  Ex national squad sailors	Reardon Smith trust		JTC	
4.6 National squad level Coaching for	Training for Regional level sailors to	Dec 2009	Responsible: Richard Jones	Reardon Smith trust		JTC	

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Topper Sailors	develop advanced sailing techniques.		Ex national squad sailors				
4.7 National squad level Coaching Laser Sailors	Training for Regional level sailors to develop advanced sailing techniques.	Dec 2009	Responsible: Non Roberts  Ex national squad sailors	Reardon Smith trust		JTC	Sarah Williams to be contacted
4.8.Social events	Social balance for on shore bonding (i.e. FUN)	2009	Jane Butterworth to delegate/organise	Parents		JTC	On going
4.9Adult learn to sail	Maintaining parents interest	2010	Gareth Roberts	Parents		JTC	
4.10 Llyn Outreach Sailing Project	To encourage new local participation through 5x60 programme and taster sessions via local schools  See Appendix 1	April 2009	Gareth Roberts	WYA, Community First, Reardon Smith		JTC	Schools attending PSC for sailing sessions (5x60)
4.11	To work with	March 2009	Gareth Roberts /		Cai	JTC	

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
On Board centre	WYA to discuss On Board capability within.		Richard Jones		Roberts		
4.12	To encourage sailors with limited interest in racing to participate in other sailing opportunities e,g tall ships, sea cadets.	Sept 2009	Bill Usher	No cost	Sea Cadets	JTC	
4.13	External courses for non-members	As required	Gareth Roberts	Cost Neutral	PSC	MC	

Goals	Objectives	Timescale	Who will be responsible/ lead	How much will it cost? How will it be funded?	Who will our partners be?	Monitoring	Updates
Goal no.5 Marketing							
Press coverage, crucial for future public perception and image.							
5.Club Publicity and Advertising	Course Availability Notification	February 2009	Siwan Roberts	Voluntary		JTC	
6.Monthly Press Release	Report on Young Sailors Progress	May 2009 onwards	Siwan Roberts, Iolo Bryn, Aimee Saracco Jones.	Voluntary		JTC	Youth sailing reports in local newspapers
7. Club website	Report on Young Sailors Progress	May 2009 onwards	Richard Jones/ Siwan Roberts	Voluntary		JTC	Achieved + on going
8. Club Poster & Flyers	To inform 5x60 & On Board participants/ parents of opportunities available. Club notice boards.		Richard Jones	Voluntary		JTC	
9 Pathway diagram	To show parents how their child can	March 2009	WYA Development officer	No cost	WYA	JTC	

	progress and options available??						
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## **Step 6: Keeping to the Plan**

This development plan will be required to keep up to date, to do this we need to monitor progress, reassess priorities and identify areas of poor progress and address

### **6.1 How regularly will you map progress / review the plan?**

Quarterly committee meetings.

### **6.2 Who and which body will be responsible for reviewing the plan?**

Junior Development committee. The plan will be formally approved by the Junior Development committee in January 2009 and then submitted to the Management committee for approval. The plan will be reviewed annually in November and any changes introduced for the January meeting.

### **6.3 How will you use the plan to inform others?**

We will share this plan with.

Sailing club members

Website

Schools (5 x 60 officers)

Councils (Gwynedd & Community)

Elected members (AM)

Communities 1<sup>st</sup>

Local press and community

WYA / Sports Council of Wales

Local business

North Wales Watersports

North West Wales Outdoor Partnership

## Appendix 1

### VCC checklist

- Has a Development Plan (active)
- Has Risk Assessments and appropriate Child Protection in place
- Regular Junior Club Racing
- Regular Class Specific Junior Race Training run by RCL2 Coaches- progressive
- Regularly Feeding Sailors into WNS and Regional Squad
- Clear route into performance pathway
- Actively working with RDO to further develop program.

Application form to RDO/ HPM