



We provide an open, welcoming and inclusive training and social environment for triathlon / swim / bike / run participants of all abilities

2021-2023 Development Plan

Develop coaching capacity and capability

The vast majority of the feedback we received from club members focused on the club coached sessions – both availability of and quality of sessions. It must be acknowledged that we have been through (and are still living in) a global pandemic, and the coaching team should be praised for getting sessions back up and running in the context of Governmental and organisational restrictions. However, we believe there is more we can do and we can build on existing capacity as well as aim to develop new capacity. It must be noted that all of the coaches in the club are volunteers. They give their time freely to support their clubmates, and any increase in session capacity means more demand on the coaching squad.

The club has slightly more members now (Nov 2021) that we had this time last year. Of the 193 members, approximately 100 are ‘active’, booking a slot on a training session each week. With 160 slots available in total, and all these slots being fully booked every week, the demand for coached training sessions is well documented.

The following items will therefore be a focus for the club in the 2021-23 reporting period:

ITEM	NEW / WIP / CF	WHO	WHEN	PROGRESS
Explore whether additional swim lanes can be accessed via Edinburgh Leisure and/or a return to Stewarts Melville (Wednesday night – there is demand for another weekday evening session)	New	Treasurer Coaching Coordinator	Q4 2021	
Pursue partnership with ERC and Pentland Triathletes, who have swim capacity that we might be able to capitalise on, as well as supporting their sessions	New	Head Coach Coaches	Q4 2021	



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Review Head Coach role and remit	New	President Coaching Coordinator Coaches	Q1 2022	
Regular schedule of coaches meetings, to focus on/consider: Club Training Plan (avoid duplication of sessions) Coach Communication (use of Google Docs to manage schedule, so coaches can take responsibility for swaps) Regular coaching slots (to establish relationships between club members and coaches, allow coaches to learn individual needs, and give coaches the opportunity to focus their skills and see improvements week on week) Encourage attendance at Triathlon Scotland Coaches meetings (monthly)	New	Head Coach Coaching Coordinator Coaches	Q1 2022	
Aim to make permanent the use of Spond booking app for: Booking sessions Cancelling sessions Waiting list function	New	Webmaster Coaching Coordinator	Q1 2022	
Organise Spring Training Weekend, to include Run analysis Swim analysis Stroke development	New	Lead TBC Treasurer Head Coach Coaching Coordinator Coaches	Q1 2022	



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Develop and publish an overarching Training Plan, to be shared with the club membership, ensuring training sessions complement rather than copy each other, and how sessions fit together.	Carried Forward	Head Coach Coaching Coordinator Coaches	Q1 2022	
Develop additional Edinburgh-based cycle session in the Summer months	New	Coaching Coordinator Coaches	Q2 2022	
Explore resurrecting the track session – Meadowbank or Saughton	New	Treasurer Coaching Coordinator Coaches	Q2 2022	
Establish off road running/cycling for the winter	Carried Forward	Coaching Coordinator Coaches	Q4 2022	
Improve coach development programme	Carried forward	Head Coach Coaching Coordinator Coaches	Review Q2 2022	
Re-establish Club Championship in advance of 2022 season	New	Events Coordinator	Q1 2022	



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Improve club visibility

We also received a lot of feedback about the current club kit. Members will be reassured to know that our Kit Coordinator has already started exploring new kit providers, who should hopefully be more reliable than the previous supplier, and provide higher quality kit. Members will be asked for feedback on kit design before a final decision is made by the committee.

ITEM	NEW / WIP / CF	WHO	WHEN
Review kit design and capabilities Tri suits Swim hats Bobble hats Hoodies Swimwear	New	Vice President Club Kit Organiser Club members Committee	Q4 2021
Develop calendar of social activities, to include support with Training Weekends (above)	New	Social Convenor	Q1 2022
Seek feedback from NYD and Gullane volunteers	New	Events Coordinator	Q1 2023
Review sponsors/partnerships, and use survey responses to guide development of new sponsors/partnerships	New	Partnership Manager	Review Q2 2022



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Improved financial management

With the disbanding of the ET Squad, the demands on the treasurer should reduce. The following area is suggested as a focus for the 2021-23 reporting period:

ITEM	NEW / WIP / CF	WHO	WHEN
Explore changing/upgrading bank account to one that has a credit card facility – this will ensure members are not out of pocket for expenses (e.g. deposits for training weekend accommodation)	New	Treasurer	Q1 2022

To enable action and monitoring, it is proposed that sub-groups of the committee focus on priorities for their areas, feeding back to the President/Vice-President/Committee as appropriate. The following sub groups might be considered going forward:

Governance – reports to Committee and Club Members

President
Vice President
Secretary
Welfare Officer
Treasurer

Events (including interclub and hosted races) – reports to President

Gullane Race Director
NYD Race Director
Events Coordinator
Partnership Manager
Equipment Coordinator
Club Kit Organiser



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Club Profile – reports to Vice President

Communications Coordinator

Webmaster

Membership Secretary

Social Convenor

Events Coordinator

Club Kit Organiser

Training/Coaching – reports to President

Head Coach

Coaching Coordinator

Webmaster