

DRAFT ACTION PLAN FOR WATER POLO

SEPTEMBER 2009

	<u>AREA</u>	<u>ACTION</u>	<u>LEAD</u>	<u>TIMESCALE</u>	<u>COMMENT</u>
	LEADERSHIP				
L1	<p>Structure</p> <ol style="list-style-type: none"> 1. Identified the need for a paid ASA employee to be point of contact for water polo. This individual to have proven strategic and leadership skills. 2. The need for an ASA Water Polo committee with a blend of volunteers and paid employees with a remit to provide strong strategic leadership. 	ASA Board to approve revised structure and appointments. (Job descriptions required and terms of reference).	ASA Board/Nick Sellwood/ Alan Booth	November 2009	
L2	Pool time	Production of a CPD session to help club officials forge relationships with Pool Operators to negotiate pool time and costs. Potential link to swim21.	Anne Adams King/Ceri Wynne	December 2009	
L3	<p>Regional Structure: To ensure Water Polo helps Regions to achieve KPIs and to help communicate the benefits of Water Polo to encourage participation.</p> <p>Demonstrate business case for expansion of Water Polo provision.</p>	<p>Set up meetings between Water Polo clubs and regional staff to find areas in which both sections help each other. For example Regions to help clubs with pool relationships in return for increased participation figures from Water Polo.</p> <p>To assist Water Polo clubs to negotiate favourable terms with</p>	<p>Regional Directors (RDs) and County Swimming Coordinators (CSCs) supported by ASA Talent team.</p> <p>RDs and CSCs supported by ASA</p>	<p>December 2009</p> <p>2009-13</p>	

	Need to also look at links to other sports or an expanded Mini Polo session Carlisle is a model to look at.	Pool Operators . This must focus on the business elements not the emotive elements i.e. ensuring the Pool Operator sees the value in terms of profit/ participation targets. This would be driven by the roll out of Regions developing Aquatic strategies taking into consideration Water Polo needs.	Talent team.		
L4	National Strategy: To produce a national strategy which links all the actions into one cohesive costed plan.	Produce strategic plan with clear objectives and fully costed resources.	ASA Water Polo Committee & ASA Talent team	March 2010	
L5	Communications: Improvement of communication within the Water Polo community and externally.	Communications plan to be drafted to include provision of content for website, emails, external press releases, forums etc. Forums to include sessions from external organisations.	Lauren Sanderson	25 September 2009	
L6	Consultation: Strong links to be formed between British Water Polo (Elite) and Home Country Water Polo (Talent).	Continue to hold one combined conference bringing both together.	British Water Polo Committee Home Country Water Polo Committees.	Annual event	
L7	Talent Pathway: Link between Mini Polo and Water Polo Development is required to then link into British Swimming (BS) elite programme.	Working Group to be formed to look at the creation of Cadet Polo which sits between Mini Polo and Water Polo development. Working group to link work in schools etc to the club programme.	Anne Adams King/ Craig Nicholson & ESSA	Report 25 September	ESSA to support and provide information.
	COACHING				

CO1	Candidates and clubs find it difficult to find funding for UKCC Education Courses.	Create a toolkit that identifies the funding opportunities for courses available and publish to clubs and coaches.	Colin Huffen/Coaching Systems Officer (CSO) team ASA.	December 2009	Core offer centrally, CSOs to liaise with RDs to identify regional funding. Will need to be monitored and updated quarterly.
CO2	The limited capacity of the current tutor workforce to deliver coach education courses.	Review the employment models for tutors FTE/PT/Casual.	Spencer Moore BS/ Colin Huffen and Nick Sellwood ASA/WASA.	Jan 10	Need to examine new club structure and identify the need.
CO3	Having an ASA lead in Water Polo to drive the coach development process.	For the strategic lead on Water Polo coach development to communicate to the Water Polo community giving regular updates.	Colin Huffen/Jenny Baxter ASA.	November 09	Will ask Jenny to examine best channels for communication and make contact.
CO4	Identify the activity of the current workforce and the training need.	Clubs to complete the ASA coaching workforce audit via teachers and coaches section of the BS website.	Clubs	Audit closes 10 October 2009	CSOs tasked to continue to push through CSC network.
CO5	Development of Water Polo coach development opportunities for Water Polo coaches.	Create two CPD seminars in the topics identified. Consideration given to leadership/club actions of : Production of a CPD session to provide all Level 1 teachers with the knowledge to teach basic Water Polo skills. (Below the existing UKCC Water Polo Level).	Colin Huffen, CSO team.	Jan 10	

		Swimming teachers/coaches, basketball/handball coaches being identified as Water Polo coaches.			
CO6	Talent Identification of new coaches and retention of talented coaches within the system.	Run an advanced coaching offer for Water Polo coaches.	Colin Huffen, CSO team/Nick Sellwood, Talent Development Officers.	Applications by Feb 10	Programme across all disciplines
	CLUB				
CB1	<p>More people playing Requires: More pool time More Coaches More volunteers Clear pathways</p> <p><u>Development</u></p>	<p>To develop these areas further – Establish a working group</p> <p>Develop template of a business model for quality delivery and demonstrating an example of financial sustainability. Produce good practice document showing how good clubs can be developed.</p> <p>Work with LTS/schools/swim clubs.</p> <p>Encourage Free Swimming sessions include some Water Polo (Mini Polo/cadets) to make best use of this resource and to encourage</p>	<p>Nick Sellwood, Craig Nicholson, plus Working party from Water Polo Community.</p> <p>Nick Sellwood, Craig Nicholson and ASA Operations Group (Water Polo).</p> <p>CSCs supported by ASA Talent team.</p>	<p>To report back by December 2009</p> <p>December 2009</p> <p>July 2010</p>	

	<p><u>Talent Identification</u> Clear vision of Talent pathway and resources required.</p>	<p>children into Water Polo. Retention of athletes, coaches/teachers/volunteers within ASA club membership by increasing access and promoting development opportunities.</p> <p>Talent ID sessions focussed on cross over from other disciplines in targeted venues.</p> <p>Communication that swim21 should be a catalyst to help clubs form relationships with Pool Operators. swim21 to be “sold” to clubs.</p> <p>Identification of swim21 network of clubs working together across disciplines supporting Water Polo pathway programme.</p>	<p>ASA Talent team.</p> <p>RDs, CSCs.</p> <p>ASA Talent team.</p>	<p>July 2010</p> <p>On going</p> <p>December 2009</p>	
CB2	Competition structures	Re-examination of competition structures to ensure it compliments LTAD programme.	ASA SDG and Water Polo operations group. ASA Water Polo committee	July 2010	