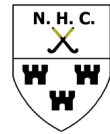





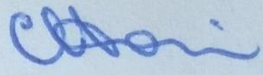
Newcastle Hockey Club

Annual Priorities and Objectives 2017-2018



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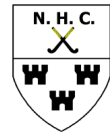
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| Newcastle Hockey Club – elected Committee | 29/03/2017 |

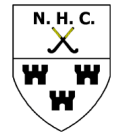
Document amendment history

| Version | Date | Reason for update |
|---------|-----------|-----------------------------|
| 0.1 | 1/4/2014 | Initial version |
| 1.0 | 20/6/2014 | Update for 2014-2015 season |
| 1.1 | 1/3/2015 | Update for 2015-2016 season |
| 1.2 | 1/5/2016 | Update for 2016-2017 season |
| 1.3 | 21/3/2017 | Update for 2017-2018 season |



Contents

| | |
|---|----|
| 1. Background | 4 |
| 2. Aims of the Club..... | 4 |
| 3. Monitoring progress | 4 |
| Appendix 1 - Developing the Playing Programme..... | 5 |
| Appendix 2 - Developing People/Volunteers | 6 |
| Appendix 3 - Policy Development..... | 8 |
| Appendix 4 - Facility & Equipment Development | 9 |
| Appendix 5 - Finance Development | 10 |
| Appendix 6 - Developing the Club PR and Communication | 11 |
| Appendix 7 - Developing the Social Aspect..... | 13 |
| Appendix 8 - Developing Links | 14 |



1. Background

The Newcastle Hockey Club Development Plan 2015-2020 sets out a set of objectives that the Club will aim to achieve over the 5 year period. This annual plan identified those priorities for 2017-2018.

The priorities have been endorsed and agreed at the Club Committee Meeting on 3rd September 2017.

2. Aims of the Club

Newcastle Hockey Club continues to strive to provide opportunities for everyone to take part in hockey, either as a coach, player, umpire or administrator. As a Club we aim to:

- Play and compete at the highest levels of the game
- Offer social hockey for all those who simply want to play for fun
- Be open to players of all abilities and of all ages
- Offer development for all to reach their maximum potential
- Remain a friendly, relaxed family club with a great social atmosphere
- Have access to good facilities, especially for playing
- Provide hockey and social activities which are accessible and affordable to all

The objectives set out in the following pages have been identified as priorities for the 2017-2018 season.

3. Monitoring progress

Progress will be monitored throughout the season during NHC Committee Meetings and at a full update will be provided at the Annual General Meeting.

Appendix 1 - Developing the Playing Programme

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|--------------------|---|---------|---|---|--|-------------------------------------|
| 1 | Junior Competition | To provide more games/friendly matches with other local junior teams. | 2014-19 | Junior Co-ordinator, Junior coaches and Club Volunteers to help with admin/umpiring | Pitch Volunteers Money Juniors | Harper League Position Junior Boys playing regular hockey Junior tournaments | Annually at the Club AGM |
| 2 | Junior Training | To focus training on developing skills in an enjoyable way in order to progress on to adult hockey in the future. | Ongoing | Junior coaches and club volunteers | Pitch time Coaches Volunteers Funding Juniors | Feedback from the juniors/parents An increase in junior attendance Junior players skills progressing with option of two training sessions Number of juniors progressing into Adult Squads | Weekly and Annually at the Club AGM |
| 3 | Adult Competition | To secure promotion and league to North Division 2 East for L2s. | 2017/18 | Coaches Captains Players | Level 3 coach Pitch time Funding | Secure promotion and league position in the North Division 2 East for Ladies 2 nd team. | Annually at the Club AGM |
| | | To work juniors alongside senior teams to enable player transitions | 2017/18 | Coaches Captains Players | Pitch time Funding | Juniors regularly playing within the adult teams | Annually at the Club AGM |
| | | Enter 2 teams into indoor competitions. | 2017/18 | Coaches Captains Players | Indoor league organisers | Involvement in indoor | Annually at the Club AGM |
| | | Gain promotion of L1s to North Div 1 | 2017/18 | Captains Coaches Players | Level 3 coach Pitch time Funding | Secure promotion and league position in the North Division 1 for Ladies 1st team. | AGM |

Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|---|---------|--------------------------------|--|------------------------|--------|
| | | Secure position in IL2 (M1s) | 2017/18 | Captains Coaches Players | Level 2-3 coach Pitch time Funding | Promotion secured | AGM |
| | | Put in place resources and plan for formation of M2s in 2018/19 | 2017/18 | Captains Coaches Players | Level 2 Coach Pitch time Funding | Team formed | AGM |
| | | Secure position in Northumberland A League (L3s) | 2017/18 | Captains Coaches Players | Level 2-3 coach Pitch time Funding | Promotion secured | AGM |
| | | Finish in top half of Northumberland B league (L4s) | 2017/18 | Captains Coaches Players | Level 2-3 coach Pitch time Funding | Promotion secured | AGM |

Appendix 2 - Developing People/Volunteers

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|--|---------|--|---|--|--|
| 1 | Players | To recruit more players through use of media and school links. | 2015-19 | Committee | Match reports Captains Coaches Website | Feedback from member survey Membership/registration | Annually at the Club AGM |
| | | To review and agree selection policy, review over season. | 2017/18 | Committee / Captains | Match reports Captains Coaches Website | Selection policy adopted. | Annually at the Club AGM |
| | | Provide opportunities for goal keeper development | 2017/18 | Funding Coordinator Committee Goalkeepers | Funding | Goalkeeper retention Attendance at master classes Links with Northumbria Foundation | Regularly throughout the season at committee meetings and annually at the Club AGM |

Newcastle Hockey Club

Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|------------------------|---|----------|---|--------------------------------|--|---|
| 2 | Coaches | Coaches to attend child protection courses and other workshops such as first aid | Annually | Volunteer coordinator Coaches Welfare Officer | Coach Funding Volunteers | Coaching Registration Development Records | Annually at the Club AGM |
| | | Junior coaches encouraged to get involved with county and regional set ups. | Annually | Volunteer coordinator Coaches | Coach Funding Volunteers | Links with county and regional development | Annually at the Club AGM |
| 3 | Umpires | To qualify a minimum of 2 Level 1 umpires each year | 2017/18 | Secretary Junior coordinator Umpires within the club | Funding Volunteers | Qualified umpires | Annually at the Club AGM |
| 4 | Admin | To ensure all persons with admin responsibilities have ways to communicate with each other on a regular basis | 2017/18 | Club captain Club members Volunteer coordinator Treasurers | Volunteers | Fully briefed admin volunteers | Regularly at Committee Meetings throughout the season |
| 5 | Volunteer Coordination | To collect information about possible volunteers in the club. | Ongoing | Club Secretary | Implement on registration form | Updated registration form | Annually at the Club AGM |

Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-----------------|--|--------------------------|---|---|--|--------------------------|
| 6 | General members | To collect personal information in a safe and effective manner | Annual upon registration | Club captain Committee Club secretary Social Secretary | Simple and easy forms Secure database Advertisement and marketing | Increase in membership from targeted areas. Gain understanding of member cohort | Annually at the Club AGM |
| | | To provide affordable membership for those out of work | Ongoing | Club captain Committee Club secretary Club Treasurer | Simple and easy forms secure database Advertisement and marketing | Increase in membership from targeted areas. Gain understanding of member cohort | Annually at the Club AGM |
| | | To keep all members in the club up to date with current affairs. | Ongoing | Club captain Committee Social Secretary Club secretary | Simple and easy forms secure database Advertisement and marketing | Increase in membership from targeted areas. Gain understanding of member cohort | Annually at the Club AGM |

Appendix 3 - Policy Development

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|--|----------|---|------------------|---|--------------------------|
| 1 | Equity | Implement the England Hockey Equity Policy. Review any changes on annual basis and adopt into Club policy. | Annually | Committee and captains and all members to adhere to | EH equity policy | Club implements policy throughout. All members have knowledge of policy and must agree to it when registering. | Annually at the Club AGM |

Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|---|---------|---|---|---------------------------------------|---|
| 2 | Welfare | To be successful in 'ClubMark' reaccredited status during assessment period | 2017/18 | Committee Club captain Welfare Club Secretary | Committee Time Coaches Policy agreements | Re accredited 'Club First' | Regular committee meetings throughout the season and annually at the club AGM |
| 3 | Ethics | Implement the England Hockey Code of Ethics. Review any changes on annual basis and adopt into club policy. | ongoing | Committee Members | Policy agreement | Policy implemented into club conducts | Annually at the Club AGM |

Appendix 4 - Facility & Equipment Development

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|---|---------|---|--------------------------|---|--|
| 1 | Pitch | Obtain pitch for capacity to expand with Club for matches and training and where space, for post-match teas to be available at Centre | 2017/18 | Club Captain Committee Coaches Volunteer Coordinator Fixtures Secretary | Pitch Funding Coaches | Squad provided with half a pitch at training sessions | Regularly throughout the season at committee meetings and annually at the Club AGM |

**Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018**



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|--------------------------|--|---------|---|----------------------|--|--|
| 2 | Coaching and Playing Kit | To provide new players with the opportunity to buy kit when they join the club | Ongoing | Kit officer Committee Treasurers and Captains Any Club Member/ Volunteer Coordinator | Funding applications | Website links to Kit Supplier Emails to Club members Registration form | Regularly throughout the season at committee meetings and annually at the Club AGM |
| | | Explore opportunities for external funding to support club development | 2017/18 | Funding Coordinator Committee | Funding applications | Additional funding secured Dependency on achievement of Club's First | Regularly throughout the season at committee meetings and annually at the Club AGM |
| | | Obtain new senior GK kit and equipment Balls | 2017 | Kit Officer Club GKs Treasurer | Funding Applications | GK kit in working order maintained | Regularly throughout the season at committee meetings and annually at the Club AGM |

Appendix 5 - Finance Development

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|---------------------------|--|---------|----------------------------------|----------------------|----------------------------|--|
| 2 | Fundraising & Sponsorship | Explore opportunities for external funding to support club development | 2017/18 | Funding Coordinator Committee | Funding applications | Additional funding secured | Regularly throughout the season at committee meetings and annually at the Club |

**Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018**



| | | | | | | | |
|---|-----------|--|---------|-----------------------------------|---|--|--|
| | | | | | | | AGM |
| | | To maintain current sponsors/identify new club sponsors | 2017/18 | Funding Coordinator Committee | Marketing and Communications NHC Website | The financial support from a sponsor in return for advertising. | Regularly throughout the season at committee meetings and annually at the Club AGM |
| 3 | Marketing | To advertise and promote the club using flyers in schools / university | Ongoing | Social Secretary Committee | Flyers Website | Increase in members Increase in Website use for communication and Marketing | Regularly throughout the season at committee meetings and annually at the Club AGM |

Appendix 6 - Developing the Club PR and Communication

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|---|---------|--|---|---|--|
| 1 | Players | Promote website allowing players to become more involved in the content. | 2017/18 | Club Captain Captains Welfare officer Junior officer Committee | Online web manager Emails Twitter Facebook | Newsletter/communications emailed out Increase in website membership Membership registration form | Regularly throughout the season at committee meetings and annually at the Club AGM |
| | | Encourage captains to use website for selection and availability as well as linking with other clubs. | 2017/18 | Captains / volunteers | Website | Updated fixtures/results on website Squad sections updated regularly | Regularly throughout the season at committee meetings and annually at the Club AGM |

Newcastle Hockey Club

Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|--|--------------------|---|---|---|--|
| 2 | Parents | Request and keep contact details for parents via website and registration. | Ongoing / annually | Club secretary Junior coordinator | Contact information Medical Information in case of emergencies | Parent details added to player registration forms. | Regularly throughout the season at committee meetings and annually at the Club AGM |
| 3 | Members | Improve the clubs internal communication methods, (social media and Facebook as well as website) | ongoing | Club captain Club Secretary Social Secretary | Registration form Website Contact details | Members regularly updated with events | Regularly throughout the season at committee meetings and annually at the Club AGM |
| 4 | Public | Develop NHC's external profile | ongoing | Junior Manager Club Captain Volunteer Coordinator | Website content, Twitter and Facebook School links | Weekly match reports online Updated content on sites Match reports in local paper | Regularly throughout the season at committee meetings and annually at the Club AGM |
| | | Build awareness of club within sport centres, schools and youth centres | Ongoing | Junior Manager Club Captain Volunteer Coordinator | Website content, Twitter and Facebook School links | Weekly match reports online Updated content on sites Match reports in local paper | Regularly throughout the season at committee meetings and annually at the Club AGM |

Newcastle Hockey Club
Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------|--|---------|---|--|---|--|
| | | Hand out flyers to local schools encouraging taster sessions for juniors | Ongoing | Junior Manager Club Captain Volunteer Coordinator | Website content, Twitter and Facebook School links | Junior communications developed Links with local schools/colleges formed | Regularly throughout the season at committee meetings and annually at the Club AGM |

Appendix 7 - Developing the Social Aspect

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------------------------|---|--------|---|---|--|--------------------------|
| 1 | Building a Family Environment | To organise a fun hockey tournament where juniors can play alongside adults to gain experience and socialise | Annual | Club captain Committee Junior officer | Money Pitch Venue Marketing Club links Volunteers Members | Hold successful tournaments Fundraising for charity | Annually at the Club AGM |
| | | Continue to organise and champion the 'playing in pink tournament' which raises money for breast cancer charities | Annual | Committee Club Secretary | Money Pitch Venue Volunteers Members | Hold successful tournaments Fundraising for charity | Annually at the Club AGM |

Newcastle Hockey Club Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|--|--|---------|--|---|--|--|
| 2 | Improve Relations Between Teams and Sections | Implement club social at start of season to integrate the whole club | ongoing | Social secretary Captains Volunteers Club Secretary | Venue Marketing Emails Website | Integrated club who frequently socialise whilst at hockey and away from hockey | Regularly throughout the season at committee meetings and annually at the Club AGM major event dates to be set at AGM. |
| | | Hold regular fun events for all club members to attend | ongoing | Social secretary Captains Club Secretary | Venue Marketing Emails Website | Integrated club who frequently socialise whilst at hockey and away from hockey | Regularly throughout the season at committee meetings and annually at the Club AGM major event dates to be set at AGM. |
| | | Hold regular social events specifically for junior members | ongoing | Social secretary Captains Club Secretary | Venue Marketing Emails Website | Junior social events well attended | Regularly throughout the season at committee meetings and annually at the Club AGM major event dates to be set at AGM. |

Appendix 8 - Developing Links

| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|---------------------------------|--|---------|---------|----------|-----------------------------------|--|
| 1 | County Sports Partnership (CSP) | To encourage coaches to become involved with County Sports links | Ongoing | Coaches | CSP | Active coaching within the county | Regularly throughout the season at committee meetings and annually at the Club AGM |

Newcastle Hockey Club

Annual Priorities and Objectives 2017-2018



| No | SUB HEADING | OBJECTIVES | WHEN | WHO | RESOURCE | ACHIEVEMENT INDICATORS | REVIEW |
|----|-------------------------------------|--|---------|--------------------------------------|--|---|---|
| 2 | County and Regional Player pathways | To support players in their transition from club hockey to higher level hockey | Ongoing | Junior manager Coaches | Links with development officer | Higher attainment from club at county performance centers | Regularly throughout the season at Junior Development meetings and annually at the Club AGM |
| 4 | FE and HE Links | Implement links with Northumbria University students, which would benefit from volunteer work. | Ongoing | Club Captain Captains Welfare | Northumbria University Partnership Manager Flyers | More members More volunteers within club | Regularly throughout the season at committee meetings and annually at the Club AGM |
| | | Link with Coaches from Newcastle and Northumbria University to signpost players to the club | Ongoing | Club Captain Captains Welfare | Northumbria University Partnership Manager Flyers | More members More volunteers within club | Regularly throughout the season at committee meetings and annually at the Club AGM |