



Athletics Club Coaching Audit Report



**Research to provide insight into the
development of coaching capacity**

Foreword

This report features the results of two studies commissioned by England Athletics with the intention of using the findings to shape the ongoing planning and delivery of coach education and development opportunities.

Part A (pages 1-70) comprises a **National Club Coaching Audit** commissioned from the Sport Industry Research Centre (SIRC) at Sheffield Hallam University in 2011 and covers all nine English regions.

Part B (pages 71-80) comprises a **Southern Area Club Coaching Audit** that was completed by the England Athletics Southern Area Team in 2010 and concentrates on the three regions in their area. While this second study had a similar focus to the first, it followed a somewhat different methodology and, although less broad geographically, the results have, in some respects, a greater depth.

Despite the differences between the two studies, we feel that it is useful to include both within this report as a number of the key findings are mirrored in both the regional and national level findings.

The methodology used in compiling each report is clearly articulated within the respective parts of this document. It is, however, important to recognise that there are several key caveats that need to be borne in mind when making use of the key findings. In particular, in both reports, the number of athletics clubs returning completed audits was relatively small compared with the actual number of clubs in the respective areas.

Naturally this restricted sample size may leave some questions over how robustly representative the findings may be. Nevertheless, despite these limitations, we believe that, provided they are appropriately balanced with other available data, these findings can form a useful and powerful tool. As with any research of this nature, the findings pose further questions and, perhaps inevitably, suggest the need for follow up studies.

England Athletics is deeply committed across all our programmes to better understand the causal relationships between our programme delivery and outcomes. With this in mind we will utilise the respective reports, bearing in mind their respective limitations, to help inform our ongoing decision making. We hope that the findings will also be of use to third party organisations involved in developing athletics coaches and leaders at a local level.

England Athletics – Autumn 2011





Commissioned by:
England Athletics Ltd
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Part A

England National Club Coaching Audit

Prepared by David Barrett (Sport Industry Research Centre) for England Athletics

Executive Summary

This report is concerned with the coaching infrastructure of athletics clubs in England, in order to inform the work of England Athletics. The focus of the research is on the relationship between club coaches, athletes and coaching delivery. The Sport Industry Research Centre (SIRC) has developed a range of indicators to analyse the nationwide variations in available coaching resources.

SIRC's approach to this research was to analyse the output of an audit survey of 137 athletics clubs affiliated to England Athletics. Details of the number of qualified coaches, and the athletes they coach were supplied by England Athletics. SIRC produced a range of performance indicators based on the supplied, with particular emphasis on the ratio of athletes to coaches. This was identified by England Athletics as a key performance indicator, with particular reference to safe delivery of coaching.

Our analysis reveals:

- ◆ The proportion of coaches who have an accredited qualification is 87%.
- ◆ The overwhelming majority of qualified coaches are active, though this varies by region.
- ◆ Nearly two thirds of coaches in the sample are aged over 40.
- ◆ There are considerable differences between regions and club types in the average size of clubs' coaching workforce.
- ◆ Nationally, three fifths of athletes receiving coaching are aged 23 or under.
- ◆ The average number of athletes per coach is 8.6. This figure varies by event type with higher ratios for endurance events.
- ◆ On average, coaches in the sample deliver 1.5 hours of coaching per week. Variations exist at regional level and between event types.
- ◆ On average, individual athletes at clubs in the sample benefit from 19 coached minutes per week. This figure is slightly higher for network clubs.
- ◆ Respondents cited the need to balance conflicting demands (time, work, family and competition) as the most significant barrier preventing qualified coaches from being actively engaged in coaching activity.
- ◆ Club representatives felt that an increase in the number of coaching workshops would be the single most important means of increasing coaching capacity. In addition, support in recruiting and retaining volunteers was regarded as significant.
- ◆ Clubs want more frequent, local and specific coaching workshops to support them in developing coaching skills.

This research provides a useful starting point for discussion of investment in coaching infrastructure. It offers a statistical basis for debate to complement anecdotal evidence, subject to a number of caveats. England Athletics is aware of the possible need to increase the size of the sample, for instance, and that the analysis presented here is based on estimates from individual clubs, rather than audited returns.

1. Introduction

1.1 Focus

This report is concerned with developing an understanding of the distribution of athletics coaches in England, in order to inform the work of England Athletics. The research was commissioned to build facilitate a deeper understanding of the influence of coaching resources on participation in athletics. The research will help England Athletics to evaluate the condition of coaching infrastructure, and the value of their investment in it. It will also allow England Athletics to refine the planning and delivery of coaching resources with the ultimate aim of generating further increases in participation.

The timing of this reflective exercise is particularly appropriate in light of the expected boost to participation as a result of the London 2012 Olympic Games. An awareness of the preparedness of clubs to receive and deliver coaching to new participants will be useful not only to England Athletics, but also to clubs and club networks as they develop and refine their plans for the post-games legacy phase. To this end the focus of the research is on coach numbers, qualifications, hours delivered and athletes in receipt of coaching.

2. Methodology

2.1 Our approach

SIRC's approach to this research was to use the club coaching audit data collected by England Athletics to develop and test a range of performance indicators relating to ratios between coaches and athletes. These have been produced for each region and for network and non-network clubs.

2.2 Audit Sample

Data from the coaching audit were supplied by England Athletics. It was evident that there were a number of multiple responses from several clubs, and these were removed from the final analysis to eliminate the possibility of the data being skewed. A relatively low number of clubs from London (2) and the East region (4) responded to the online survey. Results from these areas were therefore merged with those from the South East and the East Midlands respectively.

Table 1 - Distribution of Respondent Clubs by Region

Region	Network	Non-network	Total
East & East Midlands	14	3	17
North East	17	4	21
North West	14	7	21
London & South East	13	1	14
South West	16	2	18
West Midlands	10	1	11
Yorkshire & Humberside	33	2	35
Total	117	20	137

2.3 Performance Indicators

England Athletics' audit asked clubs to state the number of athletes receiving coaching in each event and discipline, the number of male and female coaches engaged in coaching each discipline, and the average number of hours delivered per coach. From these four data elements, it has been possible to derive a number of ratios which we present as potential performance indicators for England Athletics to develop further. The use of performance indicators offers an opportunity to compare and contrast between club types and geographical areas, and for this reason the results are presented as table and graphs by region and for network and non-network clubs.

2.4 Caveats

There are some caveats to the data component of the research that are worth summarising in advance of the presentation of the results. First, the size of the sample, and the uneven geographical distribution of the respondent clubs, means that some caution is necessary in extrapolating results to national (sport-wide) level. In addition, the overwhelming majority of clubs are network clubs, who might be expected to be more engaged with such an audit exercise. That said, the data from 137 clubs represents a useful starting point for discussion.

The quality of the data is assumed to be suitable for analysis, though a number of qualitative comments collected toward the end of the survey indicate that individual club coaching structures do not necessarily align with that of the survey. SIRC have reviewed these comments and amended the audit data where appropriate.

Results are grouped by event type (sprint, endurance, jump, throw and combined/multi). This is to ensure consistency and enable comparison with other research conducted for England Athletics by SIRC. For each event type, we have assumed that the delivery of coaching in different events is not mutually exclusive. For example, in the endurance

events, we assume that athletes competing in cross country and other off-road events during the winter season will be track athletes during the summer, and that coaches will likewise transfer between events depending on the time of year. Rather than simply add up the number of coaches in each event to give a total for the event type, we have therefore taken an average across the events.

For all of the data presented here, figures are based on estimates, rather than audited data collected over a significant period of time. This is particularly true of coaching hours delivered per week.

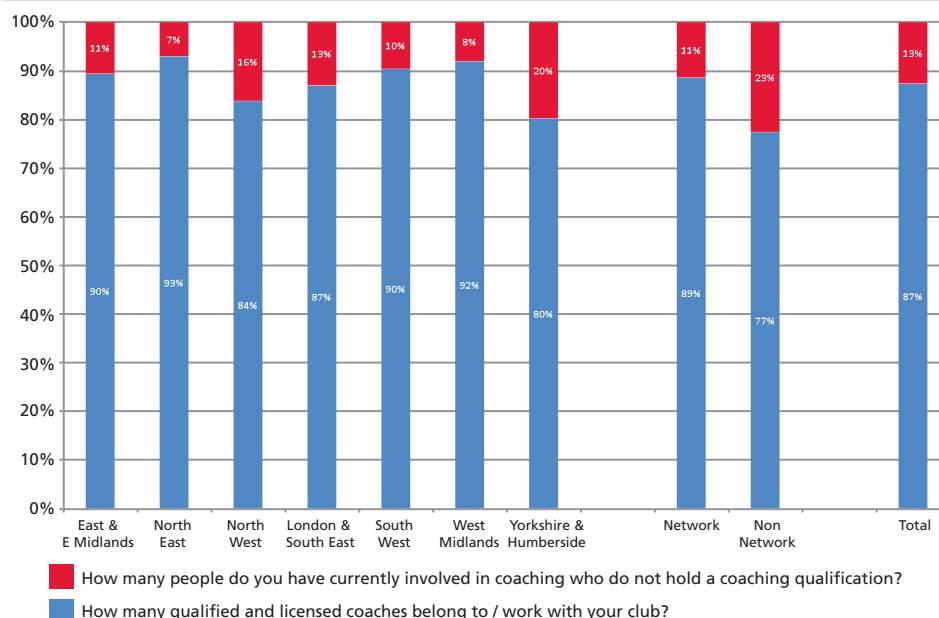
3. Results

3.1 Overall Results

3.1.1 Percentage of qualified coaches

The overall rate of coaches at clubs in the sample who have and accredited qualification is 87%. This rate is relatively consistent across most regions, although it is much lower in Yorkshire and Humberside, at 80%. The rate for network clubs is 89% compared with 77% for non-network clubs.

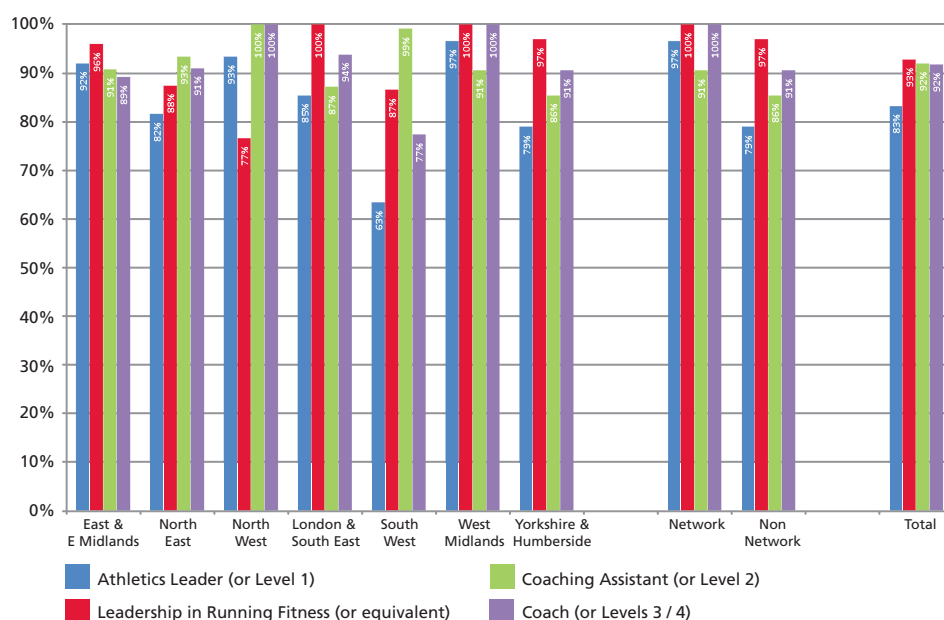
Figure 1 - Ratio of qualified to unqualified coaches (all England Athletics clubs and running groups)



3.1.2 Percentage of coaches actively coaching

Nationally, the overwhelming majority of qualified coaches are actively coaching, though there are some significant variations between regions coaches at different grades. Of coaches sampled, 83% at level 1 (athletics leader) were active, rising to 92% at level 2 and level 3. There are considerable variations at regional level, with a lower percentage of qualified coaches in the South West actively engaged in coaching, while in the North West and West Midlands, 100% of level 3 or 4 coaches are active. At network clubs, the activity rate for coaches at all levels is higher than for non-network clubs.

Figure 2 - Percentage of coaches actively coaching



3.1.3 Coach Age

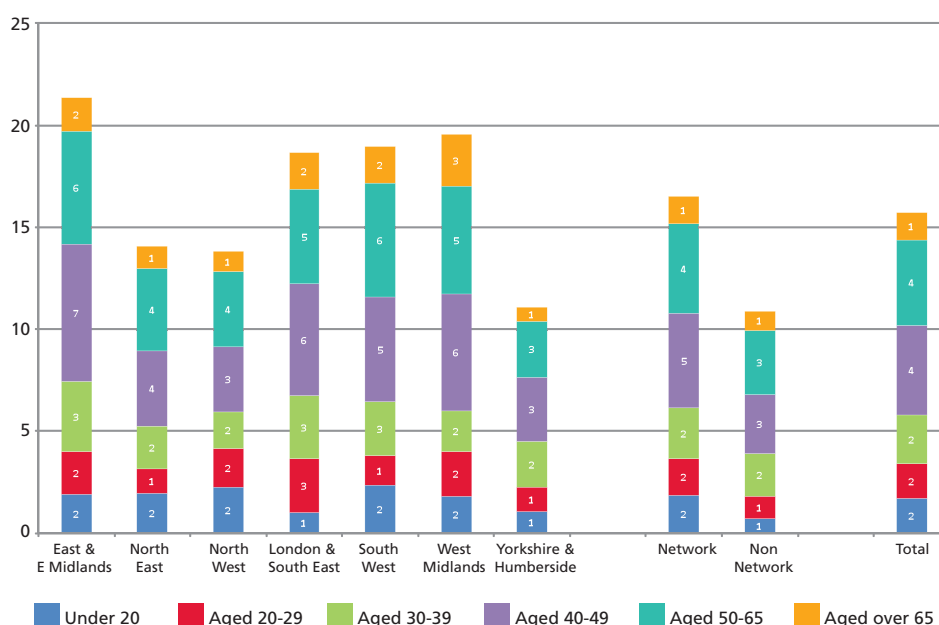
Nearly two thirds of coaches in the sample are aged 40 or over. At regional level, this rises to 69% in the West Midlands, while in the North West the figure is as low as 57%. The North West also has a high proportion of coaches below the age of 30 (30%). At network clubs, 22% of coaches are aged under 30, compared with 16% of coaches at Non-network Clubs.

Figure 3 - Coach age (percent)



Figure 4 demonstrates that in the sample of clubs submitting data for the audit, the average size of the coaching workforce varies by region and club type. On average, clubs in the Midlands, and the south of the country have a larger coaching workforce than those in the north. Clubs in the East and East Midlands are particularly well provided for in this regard, with an average of 21 coaches. In contrast, clubs in Yorkshire and Humberside have only 11 coaches on average. Non-network clubs also have a smaller than average workforce. The graph also shows that regions and clubs with a larger coaching workforce overall have more coaches aged over 40. Thus, it appears that an ability to retain older coaches increases the total extent of coaching resources available.

Figure 4 - Coach age (count)



3.1.4 Age of athletes coached

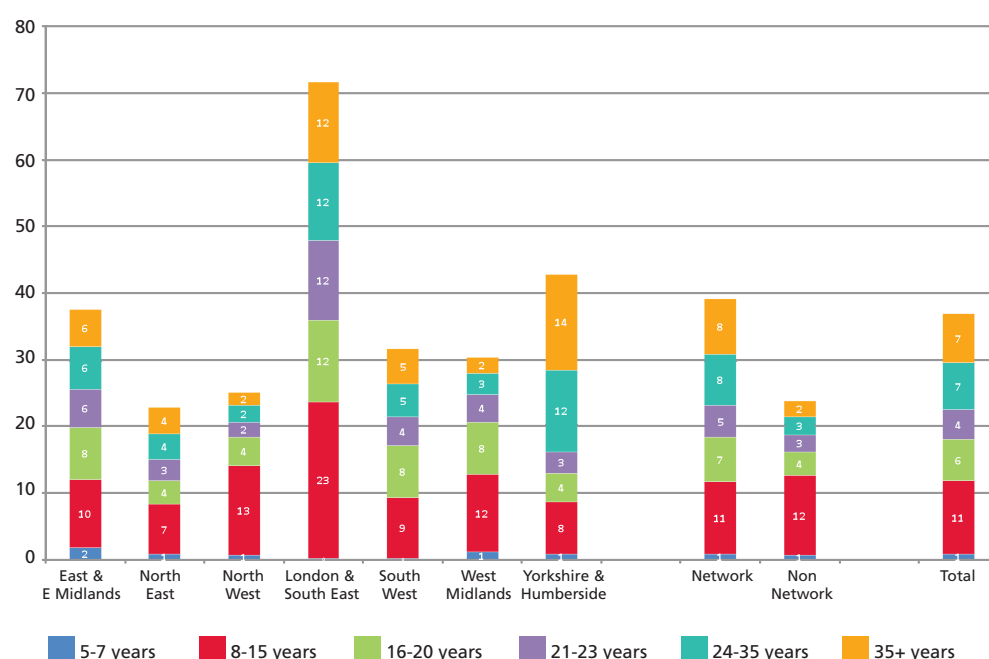
Nationally, three fifths of athletes receiving coaching are aged 23 or under. Regionally, the North West has the highest proportion of athletes at induction level receiving coaching (53%), while in Yorkshire and Humberside, the majority (63%) of athletes receiving coaching are aged 24 and over. Network clubs have a slightly lower proportion of young athletes with 47% of athletes aged 20 or under, while at non-network clubs, this figure rises to 68%.

Figure 5 - Age of athletes (percent)



Figure 6 shows that while network clubs have a higher proportion of older athletes than Non-Network clubs, the average number of young athletes receiving coaching is actually higher. In addition, there is a much larger number of older athletes continuing to receive coaching in the sport at network clubs. At regional level, the number of athletes receiving coaching is highest in the London and the South East at 72, with an average of 36 athletes per club aged under 20. Interestingly, the region with the second highest average number of athletes per club in the sample is Yorkshire and Humberside, which has the smallest average coaching workforce.

Figure 6 - Age of athletes coached (count)



3.1.5 Athletes per coach

The average number of athletes under the tutelage of an individual coach is 8.6, though this figure is higher for endurance events at 9.9, and lower for sprints (7.4), jumps (6.7) and throws (5.9). This pattern is repeated in most regions, but here is considerable variation, with coaches in Yorkshire and Humberside appearing to work with much larger groups of athletes, which is in stark contrast with the situation in the West Midlands where the ratios are generally lower than average. There appear to be no significant differences between network and non-network clubs. Of particular concern is the fact the overall athlete to coach ratio for clubs in Yorkshire and Humberside is slightly above the recommended safe level for insurance purposes of 12:1. The ratio for endurance events in Yorkshire and Humberside is higher still at 15.2. These types of ratio would be a problem in any session where enough of the total athletes coached were in attendance for the ratio to be above the 12:1 recommended ratio.

Figure 7 - Athletes per coach

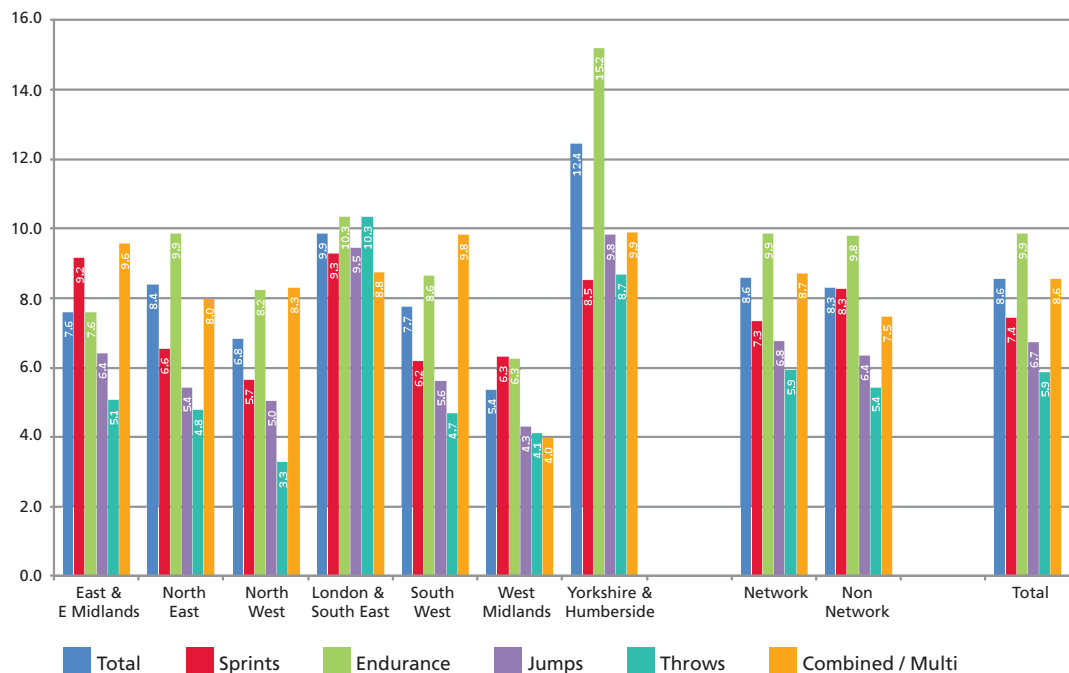
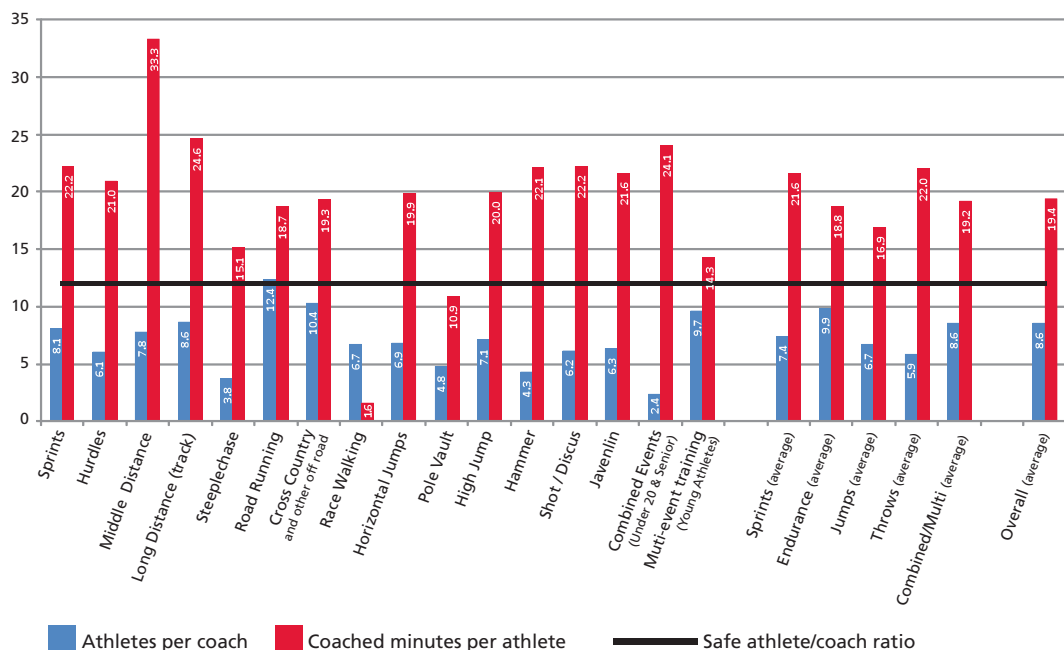


Figure 8 demonstrates that across the range of disciplines, athlete to coach ratios are below the recommended safe level of 12:1 across the board, with the exception of road running where the figure rises to 12.4.

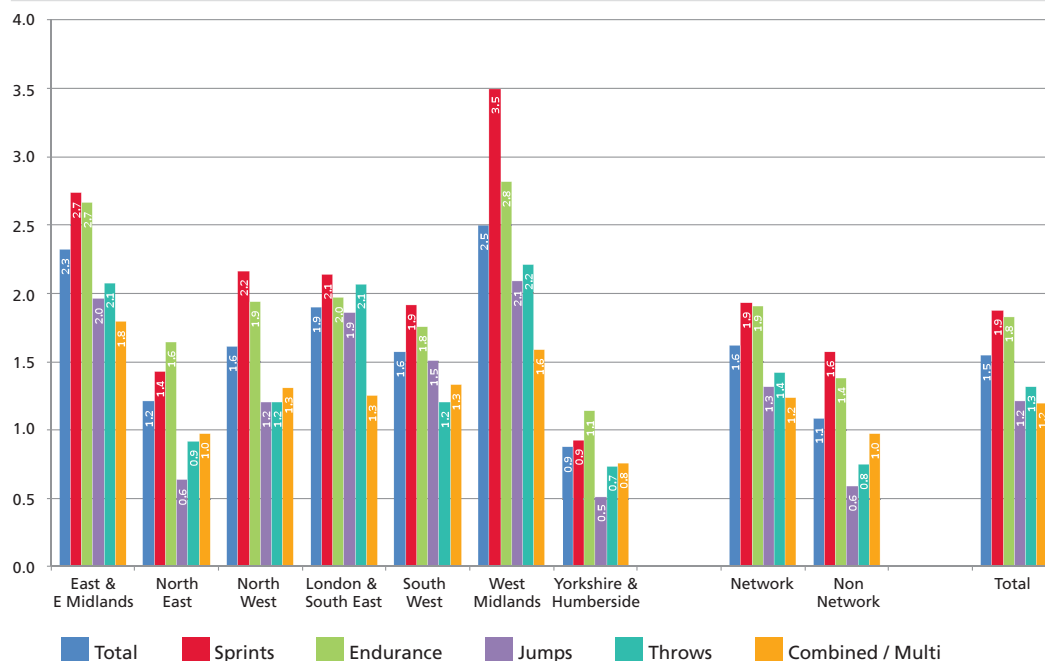
Figure 8 - Athletes per coach by discipline



3.1.6 Hours coached per week per coach

The average amount of coaching delivered by coaches in the sample is 1.5 hours, though this varies between event types, rising to 1.9 hours for sprints and 1.8 hours for endurance events. The average figure for jumps, throws and combined/multi-event coaching is between 1.2 and 1.3 hours. There is considerable variation at regional level, with coaches in the East and East Midlands and in the West Midlands delivering a much higher amount of coaching per week, while figures for Yorkshire and Humberside are generally lower than average.

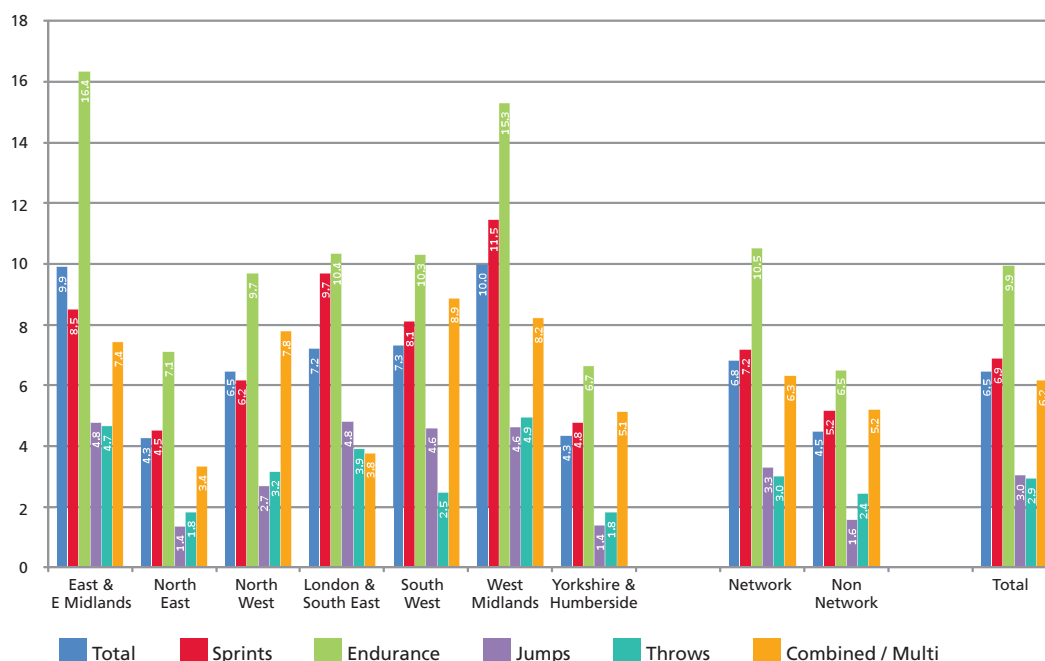
Figure 9 - Hours coaching delivered per coach



3.1.7 Hours coached per week per club

At club level, an interesting pattern emerges, in that there is more emphasis placed on combined/multi-event coaching. The average amount of coaching delivered is 6.5 hours per week. This figure rises to 9.9 hours for endurance events, but for throws the average is as low as 2.9 hours. Again, regional variations are significant, with the average figures for the East and East Midlands and for the West Midlands being higher across the board than for the sample as a whole. Similarly, for network clubs, the amount of coaching delivered per club is higher across all event types than at non-network clubs, though not significantly so.

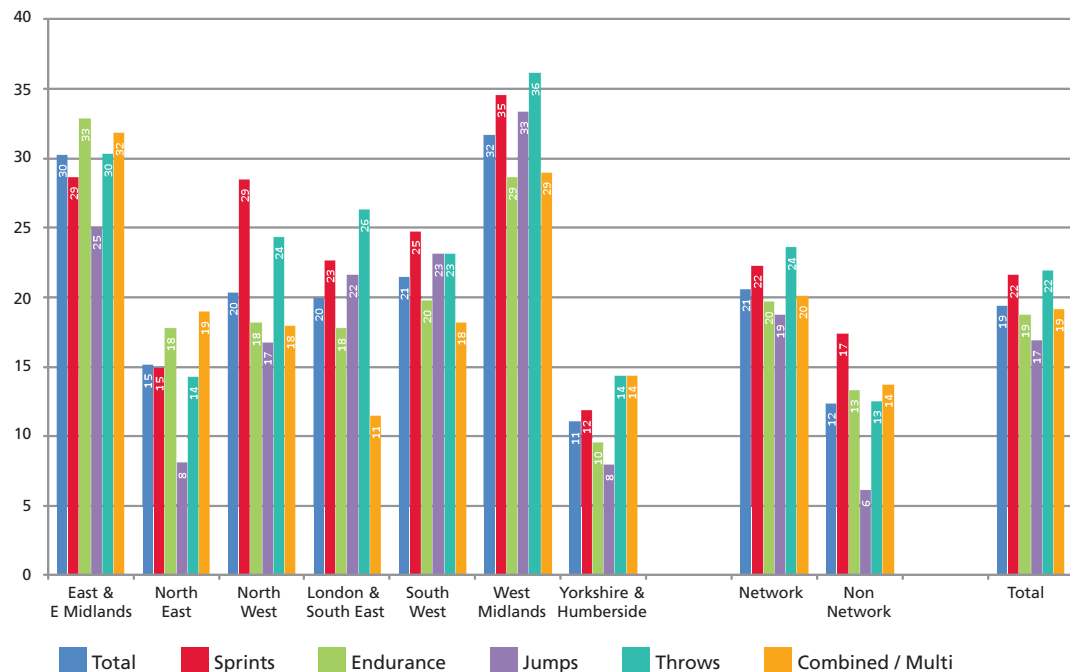
Figure 10 - Hours coached at club level



3.1.8 Coached minutes per athlete per week

Figure 9 demonstrates that the availability of coaching resources has a direct impact on the amount of contact time available to individual athletes. Overall, the amount of coaching minutes delivered per athlete per week is 19, rising to 22 minutes for sprints and throws, while the figure for jumps is 17 minutes per week. Again, the East and East Midlands and the West Midlands stand out as having a higher than average weekly amount of coaching minutes per athlete. A slight disparity between network and non-network clubs is also evident, in the sense that athletes at network clubs appear to benefit from a higher than average amount of coach contact time.

Figure 11 - Coaching per athlete



3.2 Qualitative comments

The online survey used to collect audit data from clubs included three closely related qualitative questions:

- ◆ What are the most prevalent reasons for any coaches holding licences not actively working in your club?
- ◆ Do you have any general comments on what support your club needs to develop its coaching capacity?
- ◆ Do you have any general comments on what support your club needs to develop the skills of its coaching staff?

Responses were analysed for content, and a summary of findings is presented below

3.2.1 General comments on barriers to active coaching

Table 2 - Barriers to active coaching

Comment	Count
Balancing conflicting demands	57
Coach still competing as an athlete	16
Parents of children who have left the sport	9
Age	7
Injury	4
Cost	3

The most frequently cited barrier to qualified coaches being actively engaged in coaching activity was the need to balance conflicting demands (n = 57). These include work, family, and other athletics commitments, with club administration mentioned by several respondents.

Pressures of time & change in circumstances due to work commitments or family situation, meaning that they cannot commit to actively coaching on a regular basis
Network club, South West.

Work and family commitments or concentrating on other duties within the club.
Network club, East Midlands.

Coaches at some clubs who hold a qualification continue to compete (n = 16), while a further 9 reported that parents who had become coaches while their children had been competing for their club had quit once their child had left the sport. Injury and cost were cited by relatively few respondents.

Working patterns not allowing this - retired or currently ill or unable to coach due to disability. Also some are athletes, in university or at college and currently have exams or competitions coming up.
Network club, North West.

Currently all of our qualified coaches are active. Previous coaches have stopped because their children have left the sport
Network club, Yorkshire & Humberside.

3.2.2 General comments on developing coaching capacity

Table 3 - Comments on building capacity

Comment	Count
Coach Development - more courses, held locally	25
Difficulty of recruiting volunteers	22
Cost of coaching and coach development	21
Travelling distance	16
Shortage of specialised coaches for throws (11) and jumps (3)	14
Quality of training facilities	13
Flexibility in balancing conflicting demands of work/study family and athletics	10
Improvement of / extension to the Flying Coach scheme	8
Need to reduce bureaucracy	8
Athletics 365 / Sportshall / Quadkids	6
Communication of opportunities from England Athletics	4
Support from CCSO	4

Of clubs choosing to comment on what support they needed to develop coaching capacity (n = 124), nearly a fifth, (n = 25) cited the need for changes to the quantity and planning of coaching workshops, with particular emphasis on the location of workshops. A similar number cited support in recruiting volunteers, while 21 clubs sought financial support for coach development.

Most coaches have work and family commitments with limited time to keep abreast of developments programmes such as the Local Coach Development scheme delivered relatively local (< 1 hr drive) mid week are invaluable. Where these focus on a specialist area, these are of particular interest.

Network Club, London and South East

Specialist coaching appears to be at a premium, particularly for technical events and 14 clubs mentioned jumps and throws coaches and coach development as being in short supply. Though not listed as a discrete subject, mentoring also featured strongly in responses to this question.

We need coaching clinics for the technical events in particular on a regular, say monthly basis, that coaches can take one or two athletes with them. Many years ago regular clinics were held with the same coaches at the Crystal Palace and it was possible to for coaches particularly new coaches to plan their coaching round these clinics and see a winters development.

Network Club, London and South East

Volunteer recruitment has even clearer implications for coaching capacity at junior level:

We need more volunteers to go on coaching courses. Our 365 group is full and we cannot accept new members to the club.

Network Club, North West

Respondents suggested other ways in which their coaching capacity could be increased, including improvements in the quality and availability of training facilities (specifically all-weather and indoor facilities);

We have had a problem with our local authority not servicing our track so it has not had a competition licence for the last 3 or 4 years. This has meant that the User Group made up of three local clubs has had no money and has discontinued its multi-club training night and one of the clubs has drifted away from the track. The track is now being repaired but it will take some effort to get co-operation between the clubs to restart.

Network Club, South West

A small number of clubs asked for increased flexibility on the part of course organisers, giving consideration to the conflicting demands of work/study, family and participation in the sport. Others sought an extension of the scope of the Flying Coach scheme, and improvements to its administration; a reduction in paperwork and bureaucracy; and improved communication from England Athletics (particularly on the subject of opportunities for coach development); and support from CCSOs. Interestingly, clubs who had engaged with England Athletics' competition structure (in the form of Athletics 365, Quadkids, Sportshall Athletics, etc.) have found that they were victims of the schemes' success:

The development of both Sportshall and Quadkids Leagues has meant an increased interest from youngsters so we need more people able to coach at this level too.

Non-Network Club, East Midlands

3.2.3 Support required to develop coaching skills

Table 4 - Comments on developing skills

Comment	Count
More / localised / promoted / event specific coaching courses / workshops	54
Committed people / volunteers / experienced coaches / Athletes	20
Financial support (qualifications, training)	19
Observation of coaches / mentoring / knowledge transfer	19
Balancing conflicting demands	12
Better communication / collaboration	11

Of clubs choosing to comment on what support they needed to develop coaching capacity (n = 124), nearly half, (n = 54) cited the need for changes to the quantity and planning of coaching workshops, with particular emphasis on event specific workshops.

Localised coach education courses, although the North Yorkshire Athletics Network are currently looking to deliver coach development workshops, specifically aimed at running clubs.

Network Club, North Yorkshire

Having more local courses would be good, our nearest is usually Loughborough. Also, small refresher courses would be good on individual disciplines.

Non-Network Club, East Midlands

We've used the Flying Coach scheme and this has helped us get 3 parents involved in throws coaching and they have since become qualified. More of this as well as the above from our local CCSO.

Non-Network Club, North West

Other responses were consistent with the previous question, with club representatives highlighting commitment, financial support, coach mentoring, the need for coaches to balance conflicting demands and improved communication and collaboration.

3.3 Key points

- ◆ The proportion of coaches who have an accredited qualification is 87%. This figure falls to 77% for Non-network clubs.
- ◆ The overwhelming majority of qualified coaches are active, though this varies by region. Coaches at Network clubs are more likely to be active, as are coaches at level 2 and level 3.
- ◆ Nearly two thirds of coaches in the sample are aged over 40. At network clubs, just over a fifth of coaches are aged under 30.
- ◆ There are considerable differences between regions in the average size of clubs' coaching workforce. In addition, non-network clubs appear to have fewer coaches. The ability to retain older coaches appears to be significant.
- ◆ Nationally, three fifths of athletes receiving coaching are aged 23 or under. This figure varies considerably between regions and club types, though this is governed by the ability of clubs to retain older athletes.
- ◆ The average number of athletes per coach is 8.6. This figure varies by event type with higher ratios for endurance events. In Yorkshire and Humberside the overall ratio is slightly higher than the recommended safe level.
- ◆ On average, coaches in the sample deliver 1.5 hours of coaching per week. Variations exist at regional level and between event types. Coaches at non-network clubs deliver fewer hours per week than average
- ◆ At club level, there appears to be a significant emphasis placed on combined/multi-event coaching, though athletes in endurance events benefit from the highest number of coaching hours.
- ◆ On average, individual athletes at clubs in the sample benefit from 19 coached minutes, per athlete, per week. This figure is slightly higher for network clubs.
- ◆ Respondents cited the need to balance conflicting demands (time, work, family and competition) as the most significant barrier preventing qualified coaches from being actively engaged in coaching activity.
- ◆ Club representatives felt that an increase in the number of coaching workshops would be the single most important means of increasing coaching capacity. In addition, support in recruiting and retaining volunteers was regarded as significant. Other ways in which clubs felt they could be supported included: specialist coach training, support with coach development costs, and improvements to training facilities.
- ◆ Clubs want more frequent, local and specific coaching workshops to support them in developing coaching skills. Respondents also referred to the importance of recruiting committed individuals, while there were also some calls for more financial support, and mentoring of coaches.

4. Analysis and Interpretation

The purpose of this research was to provide a starting point for England Athletics to explore the evidence which could be used to evaluate investment in coaching and coach development at athletics clubs. Appraisal of such expenditure has often been assessed on anecdotal evidence and without a clear rationale as to why certain policies have been pursued. By conducting an initial analysis of the available data, this report has highlighted a number of factors which may influence the recruitment, retention and development of athletics coaches to a greater or lesser extent.

Whilst there are some clear findings, subject to the caveats stated, we also realise that new questions have been raised as a result of our work. England Athletics is aware of the limitations of this initial investigation and has been alerted to the possible need a larger scale audit of clubs for example.

Fundamentally, the ratio of athletes to coaches across the country is within the recommended safe level of 12:1. There are however grounds for concern nationally in endurance events, and particularly in Yorkshire and Humberside, where ratios are above the safe level if most athletes are present. It is clear that network clubs benefit from a stronger coaching infrastructure compared to non-network clubs.

Clubs clearly understand the need to recruit and retain suitable individuals, and how conflicting demands (not least those of competition) impinge upon coaches' ability to deliver. The desire for a larger number of more local and more event specific coaching development workshops is plainly evident.

We have developed a number of new performance indicators which may help to explain how coaching resources influence participation (both in terms of the overall rate, and the retention of athletes into senior level competition). In particular, the concept of coached minutes per athlete gives a standardised measure of available resources in relation to demand.

5. Detailed survey results

A key to the coaching indicator data tables in this section is shown below.

Indicator	Unit	Shading		
		Red	Light Green	Dark Green
Athletes per club	Athletes	N/a	N/a	N/a
Male coaches	% of total coaches	N/a	N/a	N/a
Female coaches	% of total coaches	N/a	N/a	N/a
Total Coaches per club	Coaches	N/a	N/a	N/a
Athletes per Coach	Athletes	Above 12 (recommended safe limit)	N/a	N/a
Average hours coached per week per coach	Hours	Less than 50% of national average for event	50% higher than national average for event	100% higher than national average for event
Average hours coached per week per club	Hours	Less than 50% of national average for event	50% higher than national average for event	100% higher than national average for event
Coached minutes per athlete	Minutes	Less than 50% of national average for event	50% higher than national average for event	100% higher than national average for event

5.1 All Clubs in Survey

5.1.1 Coaching indicators for all Clubs in Survey

All Clubs (n=137)	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	22.4	65.9%	34.1%	2.8	8.1	2.4	10.6	22.2
Hurdles	8.5	61.6%	38.4%	1.4	6.1	1.3	3.2	21.0
Middle Distance	32.2	73.0%	27.0%	4.1	7.8	3.1	17.8	33.3
Long Distance (track)	19.1	72.9%	27.1%	2.2	8.6	2.0	8.8	24.6
Steeplechase	1.1	85.0%	15.0%	0.3	3.8	0.3	0.5	15.1
Road Running	56.5	67.5%	32.5%	4.6	12.4	2.6	14.8	18.7
Cross Country & other off-road	48.4	71.1%	28.9%	4.7	10.4	2.8	17.5	19.3
Race Walking	0.7	64.3%	35.7%	0.1	6.7	0.2	0.2	1.6
Horizontal Jumps	13.3	63.4%	36.6%	1.9	6.9	1.6	4.8	19.9
Pole Vault	2.0	75.4%	24.6%	0.4	4.8	0.7	1.2	10.9
High Jump	9.7	62.9%	37.1%	1.4	7.1	1.4	3.1	20.0
Hammer	3.2	74.3%	25.7%	0.7	4.3	1.2	2.0	22.1
Shot/Discus	9.6	68.4%	31.6%	1.5	6.2	1.4	3.6	22.2
Javelin	9.1	69.7%	30.3%	1.4	6.3	1.3	3.2	21.6
Combined Events (U20/sen)	1.8	65.7%	34.3%	0.7	2.4	0.8	1.8	24.1
Multi training Young Athlete	39.1	56.0%	44.0%	4.1	9.7	1.6	10.5	14.3
Sprints (average)	15.4	64.4%	35.6%	2.1	7.4	1.9	6.9	21.6
Endurance (average)	26.4	71.1%	28.9%	2.7	9.9	1.8	9.9	18.8
Jumps (average)	8.3	64.6%	35.4%	1.2	6.7	1.2	3.0	16.9
Throws (average)	7.3	70.1%	29.9%	1.2	5.9	1.3	2.9	22.0
Combined/ multi (average)	20.4	57.5%	42.5%	2.4	8.6	1.2	6.2	19.2
Overall (average)	17.3	67.3%	32.7%	2.0	8.6	1.5	6.5	19.4

5.2 Clubs in the East and East Midlands

5.2.1 Coaching indicators for the East and East Midlands

Clubs the East and East Midlands	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	32.7	68.6%	31.4%	3.0	10.9	3.2	11.7	21.2
Hurdles	8.8	65.4%	34.6%	1.5	5.8	2.3	5.3	36.2
Middle Distance	38.1	73.1%	26.9%	6.4	6.0	4.6	32.3	47.1
Long Distance (track)	23.5	74.3%	25.7%	4.1	5.7	3.9	18.7	55.3
Steeplechase	2.0	77.8%	22.2%	0.6	3.6	0.4	0.8	36.4
Road Running	58.9	71.7%	28.3%	5.8	10.1	3.5	23.4	33.3
Cross Country & other off-road	57.7	75.0%	25.0%	6.4	9.1	3.1	23.1	25.1
Race Walking	0.5	100%	0.0%	0.1	8.0	0.0	0.0	0.0
Horizontal Jumps	17.4	68.1%	31.9%	2.8	6.3	2.5	7.9	30.9
Pole Vault	2.6	66.7%	33.3%	0.5	5.0	1.2	1.6	17.9
High Jump	13.2	65.6%	34.4%	1.9	7.0	2.1	4.8	26.5
Hammer	6.2	68.2%	31.8%	1.3	4.8	2.2	4.1	31.2
Shot/Discus	12.4	65.0%	35.0%	2.4	5.3	2.4	6.0	30.9
Javelin	10.0	67.6%	32.4%	2.0	5.0	1.6	3.9	28.9
Combined Events (U20/sen)	2.1	75.0%	25.0%	0.7	2.9	1.4	2.2	48.2
Multi training Young Athlete	52.5	54.1%	45.9%	5.0	10.5	2.2	12.7	15.4
Sprints (average)	20.8	67.5%	32.5%	2.3	9.2	2.7	8.5	28.7
Endurance (average)	30.4	74.0%	26.0%	4.0	7.6	2.7	16.4	32.9
Jumps (average)	11.1	67.0%	33.0%	1.7	6.4	2.0	4.8	25.1
Throws (average)	9.5	66.7%	33.3%	1.9	5.1	2.1	4.7	30.3
Combined/ multi (average)	27.3	56.7%	43.3%	2.9	9.6	1.8	7.4	31.8
Overall (average)	21.2	69.3%	30.7%	2.8	7.6	2.3	9.9	30.3

5.2.2 Summary of data for the East and East Midlands

The overall number of athletes per coach is within the recommended safe limit in the East and East Midlands, across all event types. In Endurance events, the average number of hours per club is more than 50% above the national average, as is the average number of coached minutes per athlete. In jumps and throws events, the average number of hours per coach and per club is more than 50% above the national average.

Athlete to coach ratios are below the recommended average across all events.

The average number of coaching hours per week per coach was less than half the national average in race walking. The figure was more than 50% higher than the national average in the following events: Hurdles, Middle Distance, Long Distance (track), Horizontal Jumps, Pole Vault, High Jump, Hammer, Shot/Discus, Combined Events (under 20 & senior).

The average number of coaching hours per week per club was less than half the national average in race walking. In Middle Distance and Hammer the regional figure was more than twice the national average, and more than 50% higher in Hurdles, Middle Distance, Steeplechase, Road Running, Horizontal Jumps, High Jump, and Shot/Discus.

The average number of coached minutes per athlete was less than half the national average in race walking. The equivalent figure for Long Distance (track), Steeplechase and Combined Events (under 20 & senior) was more than twice the national average, and more than 50% higher in Hurdles, Road Running, Horizontal Jumps and Pole Vault.

Figure E1 - The average number of athletes per coach, by event

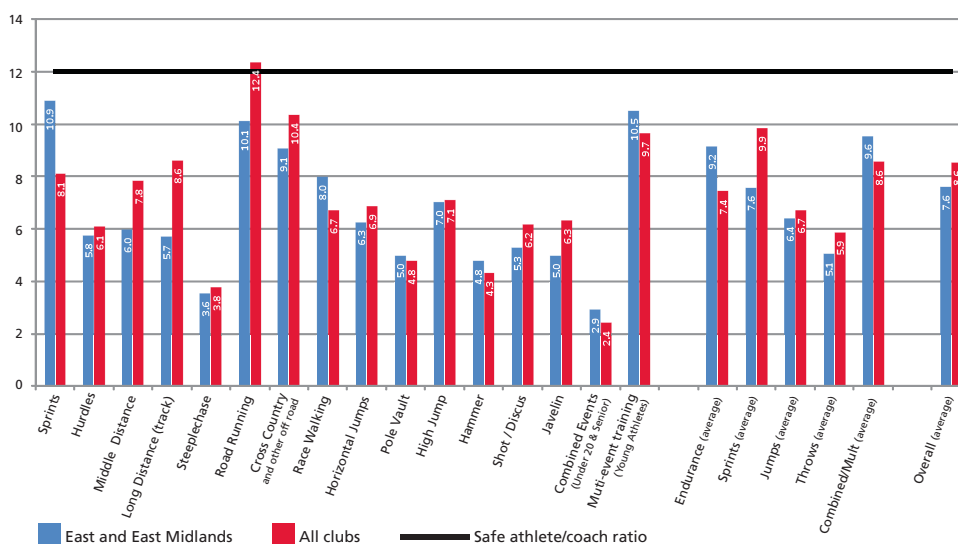


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure E2 - The average number of hours delivered per week per coach, by event

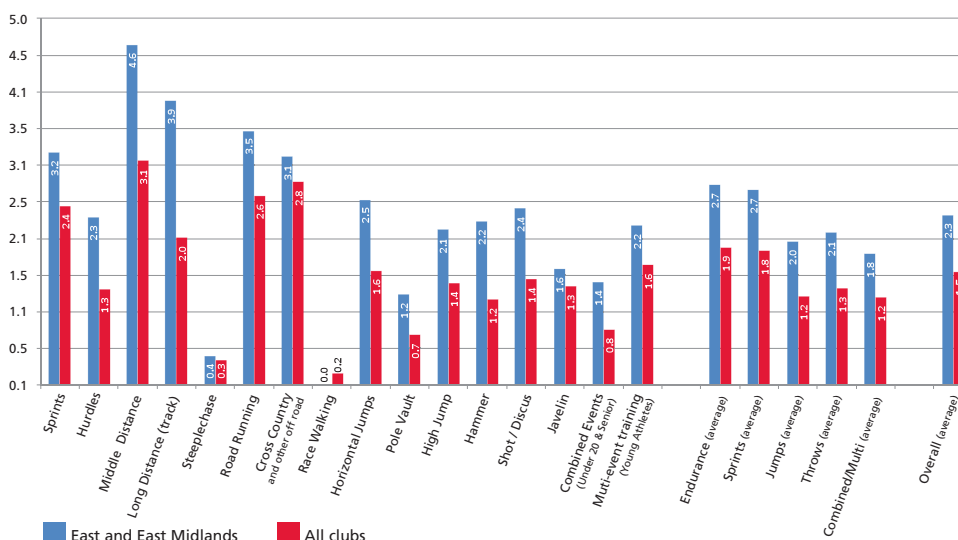


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure E3 - The average number of hours delivered per week per club, by event

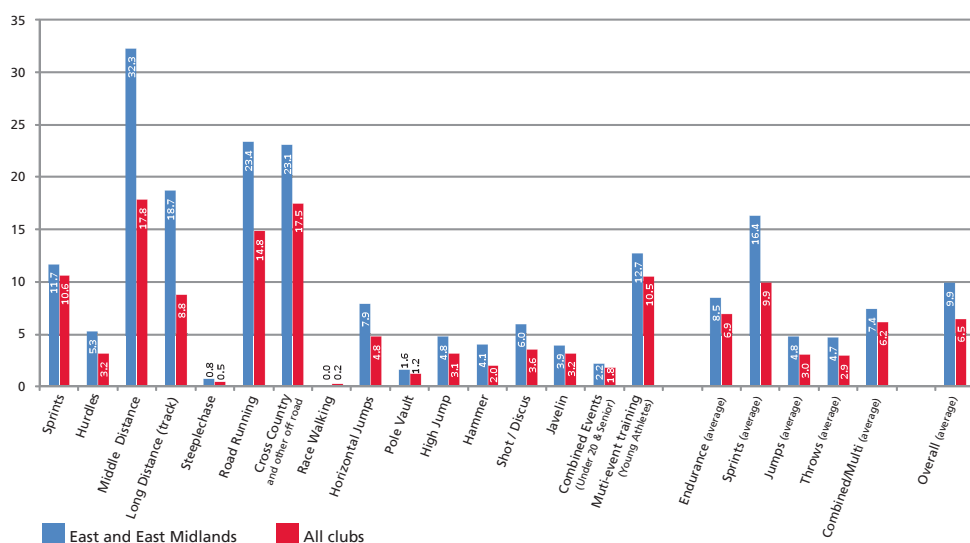


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure E4 - Average number of coached minutes delivered per week per athlete, by event

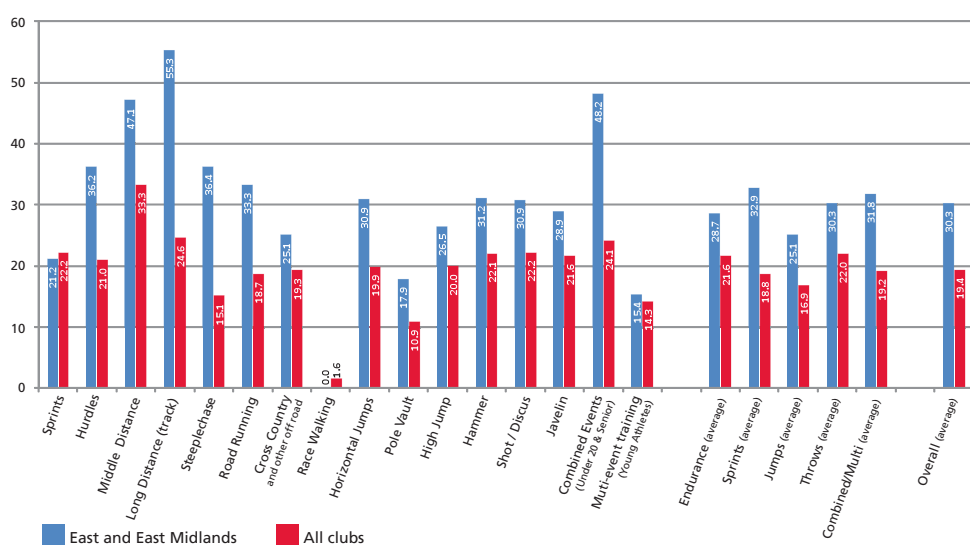


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure E5 - Coach Gender, by Event

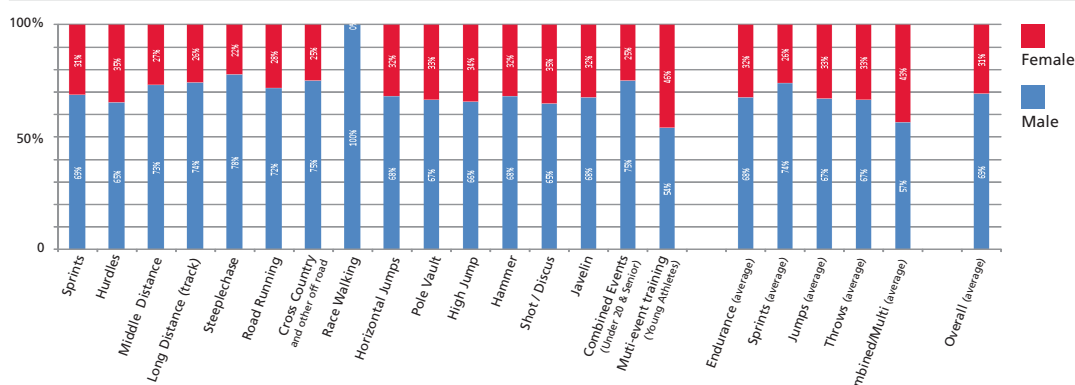


Figure 5 shows the gender ratio of coaches, by event.

5.2.3 Comments from Clubs in the East and East Midlands

Comments on Barriers to Qualified Coaches Remaining Active

Not able to commit to club training every week due to work commitments.

Work and family commitments or concentrating on other duties within the club.

Children no longer in the sport.

Change in work hours / venue / shifts.

Work commitments.

The two Level 1 coaches concerned are under 20 years of age and are still competing athletes.

They are either a) active athletes or b) have other educational commitments.

Children no longer train with club.

Personal circumstances change e.g. job or health.

Work commitments.

Lack of commitment.

Involved with own children and grandchildren, moved away, students at university, busy ex students.

Work commitments

Children left club

Other roles within club

Left athletics club.

Family and work commitments. Some of these coaches actively work for the Borough Council running athletics programmes and fitness programmes, and are currently inactive at the club but intend to return. They are active in attending LCDP sessions and coming to the club to assist when they are free.

Comments on Coaching Capacity Development

Availability of courses/workshops. Maybe more workshops aimed at parents located at the club so that they don't have to travel. This would give them an insight into coaching and then hopefully encourage them to become one.

We have increased our number of coaches over the last year and are hoping to get more people involved over the coming months.

Interesting local workshops.

We need to bring level ones up to the new Level 2 equivalent standard.

We need more volunteers to come forward to plug the gaps we have particularly in hurdles, horizontal jumps and shot put.

How we might plug the above gaps through the Network or access to further support in these disciplines across the East.

We have recently reviewed our coaching capacity and coaching needs for the Clubmark Application and to cope with rising demand.

We need to ensure that those who are at Level 1 are supported to become Level 2 if they want.

There are currently 8 Level 1 Coaches who all need to be supervised particularly in terms of those doing track and field work.

We have NO club vertical jumps coaches and have to borrow time from other non-attached coaches. We only have one Level 2 coach who is qualified in sprints, jumps, hurdles and throws - putting undue pressure on one person.

Our other Level 2 coach is only qualified for sprints so far.

The development of both Sportshall and QuadKids leagues has meant an increased interest from youngsters so we need more people able to coach at this level too.

Always need throws and horizontal jumps.

Our coaches are a collection of individual coaching groups. We perhaps need help with getting a more coordinated structure in place.

Admin is a big issue to e.g. maintaining coaching records, setting up coordinated training opportunities and ensuring that young athlete registers are maintained.

We have willing young athletes looking to get into coaching who are under the age of 18. An official course that they can take would be good. The old Level 1 could be taken at 16.

We are supported well by the CCSO and Network.

Continued support through CCSO.

Better links with SSPs.

We have good support from the Herts. Network. We just need constant updates of what Coaching Courses are available and where so that any new coaches or any wishing to upgrade can get on one and qualify ASAP.

We have been working with our CCSO who is supporting us as a focus club this year

We need more coaches but the scheme is too time consuming and onerous

The club has an inadequate 'cinder' track, which is unsuitable for sprinting and hurdling and very inadequate field event facilities (e.g. no nets or HJ/PV run ups and landing areas) – the ones we have are unsuitable for other than showing juniors the basics. Without these we cannot run field event coaching to any standard, and therefore have not been able to develop specific coaches for those events.

If we get such facilities, the priority will be to develop coaches to specialise in field events.

I believe we have a need for another throws coach as all of the specialist coaching for shot, hammer and discus falls on one coach. We need a good javelin coach.

Comments on Coaching Skills Development

Have better communication between the networks. We are close to the Peterborough network but never hear what workshops/events are taking place that we could go to.

Our fledgling coaches have been attending the coach development days run by the Northamptonshire Network and some have gained valuable knowledge by attending different events on each occasion to give them a more multi event feel to help with 365 etc. As usual it is probably keen parents who wish to take a qualification but we have had a couple of athletes do the Athletics Leader course and have been a big help on club nights.

Having more local course would be good, our nearest is usually Loughborough. Also small refresher courses would be good on individual disciplines.

Time and commitment are the biggest obstacles, the need for more co-operative and flexible working across the Club, although this is improving.

Although financial support is available from various sources, the cost and accessibility implied increased difficulty of courses is a challenge linked with time and commitment!

We need to be aware of the growing interest from masters track and field athletes as well as from disabled athletes – we have no specialist coach but have volunteers who are interested in developing a specialism in this area.

Funding.

More club night assessment and training to gain qualifications as time is a big factor to most coaches. Concerned that new coaching qualifications are expensive and take a long time which may discourage younger members from taking qualifications.

Some of the coaches are keen to take the event specific bolt-ons. Both new coaches and old Level 2 coaches.

Bursary support/info.

Athletics 365 training.

Finance comes into whether people can afford courses. Up until now, we have had help from Herts. Network and the Lord Mayors Fund. Lately, we've needed a suitable course for a hearing impaired coach. We can manage by sending him with an interpreter.

No extra help other than what we receive from the network coaching sessions.

In recent years we have been able to attract parents especially as coaches and leaders for induction groups, but very few athletes stay with the club into senior ranks as they leave the area for university and employment – this means often that their parents leave with them.

The better older athletes at events we cannot properly cater for have to look for training facilities elsewhere and often join the clubs based there. These athletes and/or their parents have sometimes helped with coaching, so we lose this as well.

The opportunity to cater for all events into senior level would help with retention of both athletes and coaches.

Any Other Comments

I've put 1 hrs but our training night (Fri) is only once a week for juniors (9-17yrs) and we normally try to have one endurance event/ one throw or sprints and one jump going on during the hour. So we don't do 1hr every week of each discipline maybe every 3rd week.

However, the endurance group always does something every week and they also do road running on a Tues and a cross country run on a Sunday as well as a grass track session on a Fri.

I've listed 5 coaches for under 20's but some of these also coach the senior athletes too.

The reason we have put 0s in the multi event training section is that our coaches now have had time to study the 365 coach manuals, we have ordered the 365 kit and we are hoping to start in the

Autumn this year. I have had to be approx with some of the athlete figures as I struggled to get a hold of one or two coaches but I think it will be fairly close.

The price is a big factor now, as you cannot guarantee a person will stay on and coach after the club has paid out, but you cannot expect them to pay the huge fees on their own, so this has become a dilemma for us as a club, the fees before were much more manageable with the person paying up front and us paying them back after 6 months commitment.

Please note that in the completion of the number of coaches there is a fair amount of overlap.

We are increasing our membership now and wish to have the coaching staff to meet the demand. For too long club members have relied on too few people.

Many coaches coach different disciplines e.g. sprints and jumps so have put in several categories. Numbers are estimates.

I have entered 1 where some coaching takes place but is generally less than 1 as occasional or at end of session e.g. jumps.

Non-qualified assistants are always supervised generally whilst assisting qualified coaches

We have many young helpers who assist coaches at training nights but can't be listed as coaches due to the increased age limit on official qualifications.

We have two distinct sections of the club; an adult road running section and a junior track (XC in the winter) section, both have 100+ members.

We can give coaching in the events which show no coaches given availability and time as we have coaches who could manage basic tuition in these events and we can call on 'Flying Coaches' and our athletes and coaches can attend various suitable workshops. The problem is getting the athletes to 'have a go' at a different event.

All our children cover all the events regularly. We do not have event specific groups.

We are unable to offer field event coaching or hurdles in the winter as even the limited facilities are dangerous because of poor conditions and lack of visibility. Older technical event athletes do travel to a synthetic track 10 miles away on a monthly basis, while several of our senior athletes also train with other clubs with facilities during the winter.

Most of our field event coaches are active athletes, so although we do not have coaching groups in their events, they are to some degree self-coached.

These athletes/coaches mix their training with also coaching our juniors. During the summer, we provide a weekly programme of 2-3 field events per week, which they run – hence the low time that is shown for field event coaching per coach per week.

Two of our senior coaches run strength and conditioning sessions throughout the year – these are open to all members 15 and over in all events.

There is some double counting in some events – the senior middle distance coach has 5 sessions per week and these cater for all running events, including sprinters, road runners, cross country runners and longer distance runners, as well as middle distance. The sprinters join in during winter months to gain endurance and for hill work at weekends.

There is also a separate road running group of about 12-15 athletes who 'do their own thing' under the guidance of two unqualified 'leaders', who are not interested in gaining qualifications, as they have 'qualified' through many long years of involvement!.

5.3 Clubs in London and the South East

5.3.1 Coaching indicators for London and the South East

London and the South East	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	39.7	58.3%	41.7%	4.3	9.3	3.0	15.8	27.1
Hurdles	19.4	48.3%	51.7%	2.1	9.3	1.3	3.6	18.3
Middle Distance	50.1	59.1%	40.9%	4.7	10.6	3.6	20.9	27.0
Long Distance (track)	14.1	63.6%	36.4%	2.4	6.0	2.1	12.6	31.5
Steeplechase	1.7	83.3%	16.7%	0.4	4.0	0.5	0.8	10.8
Road Running	45.7	56.3%	43.8%	3.4	13.3	2.3	9.9	14.7
Cross Country & other off-road	53.7	61.4%	38.6%	5.0	10.7	2.9	17.4	19.2
Race Walking	1.4	66.7%	33.3%	0.2	6.3	0.4	0.6	3.4
Horizontal Jumps	25.8	59.5%	40.5%	2.6	9.8	2.1	7.3	23.9
Pole Vault	5.2	58.3%	41.7%	0.9	6.1	1.4	2.3	15.9
High Jump	21.7	58.6%	41.4%	2.1	10.5	2.0	4.9	25.0
Hammer	4.5	50.0%	50.0%	0.9	5.3	2.1	3.0	30.1
Shot/Discus	19.7	51.9%	48.1%	1.9	10.2	2.1	5.0	32.6
Javelin	22.3	54.2%	45.8%	1.7	13.0	2.0	3.7	16.4
Combined Events (U20/sen)	1.7	60.0%	40.0%	0.4	4.8	0.9	0.9	14.6
Multi training Young Athlete	28.9	61.4%	38.6%	3.1	9.2	1.6	6.6	8.3
Sprints (average)	29.5	55.1%	44.9%	3.2	9.3	2.1	9.7	22.7
Endurance (average)	27.8	60.6%	39.4%	2.7	10.3	2.0	10.4	17.8
Jumps (average)	17.6	59.0%	41.0%	1.9	9.5	1.9	4.8	21.6
Throws (average)	15.5	52.4%	47.6%	1.5	10.3	2.1	3.9	26.3
Combined/multi (average)	15.3	61.2%	38.8%	1.8	8.8	1.3	3.8	11.5
Overall (average)	22.2	58.4%	41.6%	2.3	9.9	1.9	7.2	19.9

5.3.2 Summary of data for London and the South East

The overall number of athletes per coach is within the recommended safe level in London and the South East, but above the limit for Road Running and Javelin. In jumps events, the average number of hours per coach and per club is more than 50% above the national average. In throws events, the average number of hours per coach is more than 50% above the national average.

Athlete to coach ratios are above the recommended average in Road Running and Javelin. None of the clubs in the region identified any coaches in the steeplechase event.

The average number of coaching hours per week per coach was more than twice the national average in race walking and Horizontal Jumps. The equivalent figure for the Steeplechase and Hammer events was more than 50% above the national average.

The average number of coaching hours per week per club was more than twice the national average in race walking. The equivalent figures for the Steeplechase, Horizontal Jumps, Pole Vault and High Jump were more than 50% above the national average.

The average number of coached minutes per athlete was more than twice the national average in race walking.

Figure L1 - The average number of athletes per coach, by event

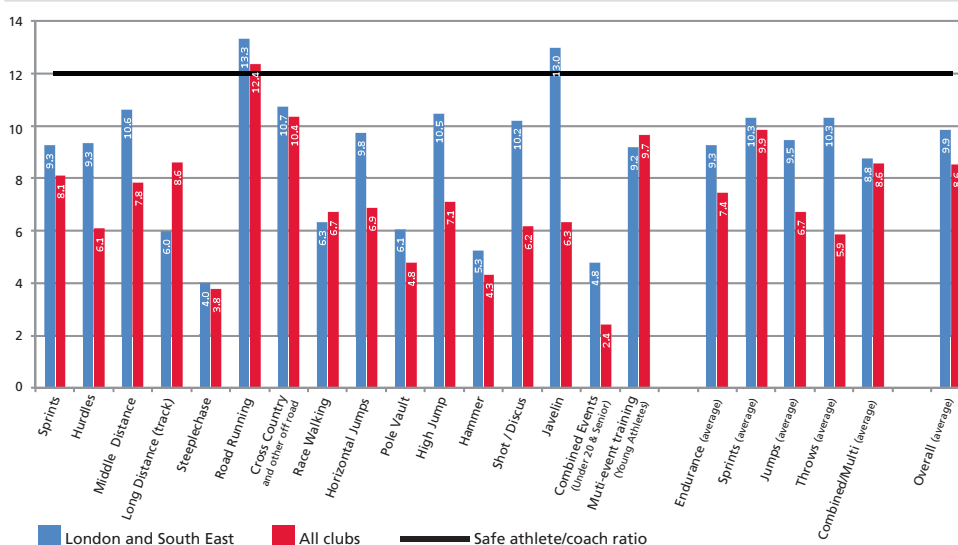


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure L2 - The average number of hours delivered per week per coach, by event

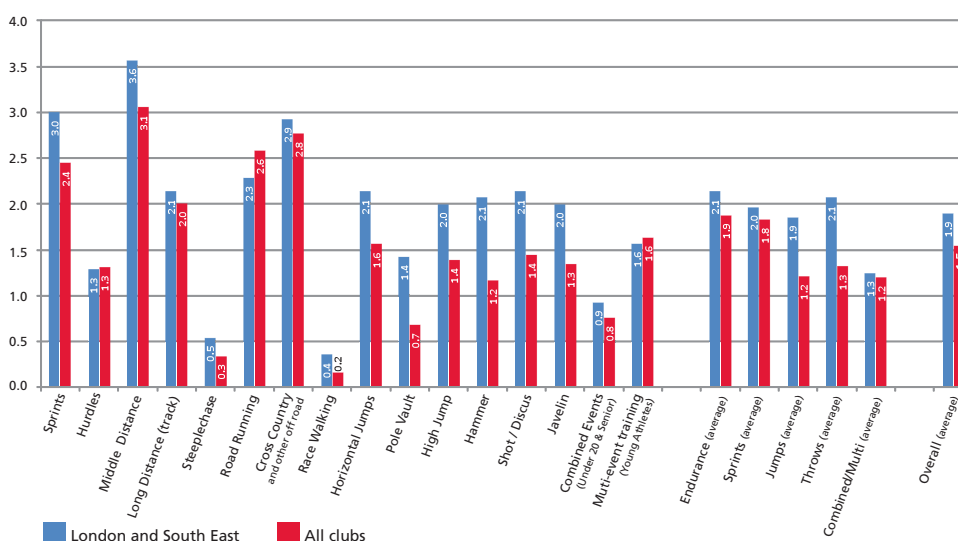


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours

per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure L3 - The average number of hours delivered per week per club, by event

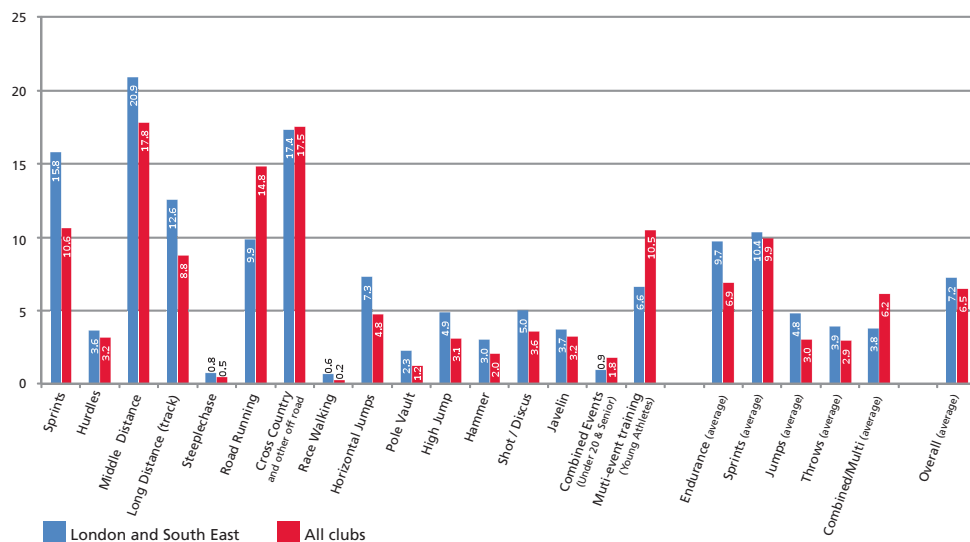


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure L4 - Average number of coached minutes delivered per week per athlete, by event

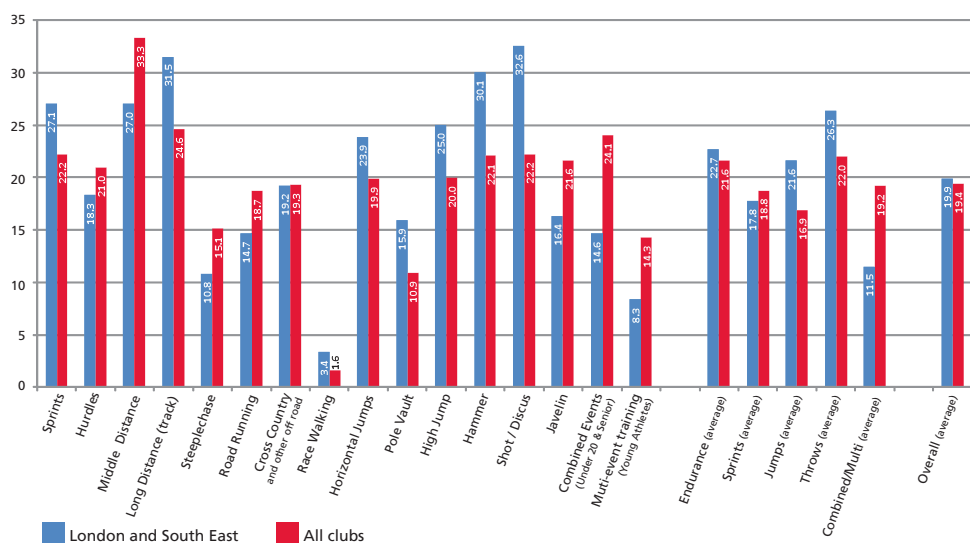


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure L5 - Coach Gender, by Event

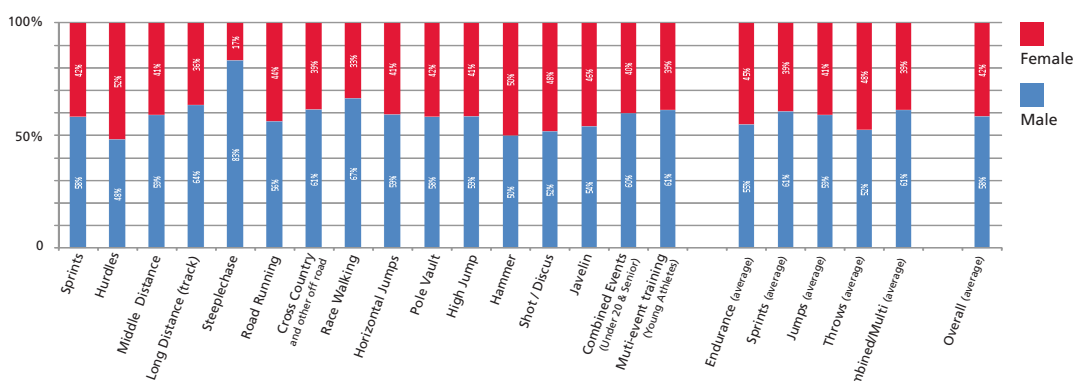


Figure 5 shows the gender ratio of coaches, by event.

5.3.3 Comments from Clubs in London and the South East

Comments on Barriers to Qualified Coaches Remaining Active

Fulfilling other roles within club.

We have no coaches registered with the club who do not work with the club.

1 family commitments reducing time available to coach, Some limited coaching.

2 injury / illness. Not coaching at present.

1 academic studies. Not coaching at present.

1 work commitments. Occasional coaching.

1 other club commitments. Not Coaching at present.

1 active athlete.

Work commitments.

Long term injury, job changes and changes to other sports.

They are using their spare time to train as they are competing themselves.

Lack of time / regular routine to be able to dedicate to coaching.

Taking time out due to change or pressures of day job. Change in family circumstances.

All our coaches are presently active.

1. They are still competing athletes.

2. Don't have time so come in as support coaches for specific events.

Most of the coaches who are currently not coaching are unable to do so because of increased work commitments or family commitments.

We have two coaches currently at University who will be helping us during the holidays if their holiday jobs are in the area.

Comments on Coaching Capacity Development

Many of our coaches are long-standing Level 2 coaches. The new coaching pathway is intended to provide more technical knowledge within the new course material. The intention is to get all current Level 2 coaches into Event Group courses ASAP so that a higher base of knowledge can be attained.

The club needs to be able to send candidates to courses which will not be cancelled at the last minute. Had this not happened we would have already increased our qualified numbers.

Most coaches have work and family commitments with limited time to keep abreast of developments programmes such as the Local Coach Development Programme delivered relatively local (< 1 hr drive) mid week are invaluable. Where these focus on a specialist area, these are of particular interest. It has to be recognised there is an element of teaching granny to suck eggs if the subject is too general. This certainly applies to longer serving coaches.

Masterclasses delivered by acknowledged experts at coaching days / or Flying Coach at weekends especially through the winter months when limited competition demands free up time are also important.

It has to be recognised that it is difficult to teach old dogs new tricks unless there's an old dog teaching them. Coaches recognise the talents of their contemporaries, new ideas from trusted sources are more readily listened to and perhaps even adopted! It is too easy to dismiss the new as tinkering around the edges so if tutorials, masterclasses etc. can be delivered by those with the respect of their generation rather than the guy at the club down the road they are more likely to be listened to. As most club coaches are middle aged; career and family commitments allow for more time to devote to coaching, it is this age group that has at least in part to be catered for. Engaging this group would be of particular importance to our club where the vast majority of coaches are over 50.

Courses by experts from outside of the athletics fraternity, (not carrying any in house baggage) are particularly welcome, e.g. nutrition, injury rehabilitation.

Need to identify coaching sources other than within the club.

a) A proper training facility where we can readily conduct multiple athletics skills as a cohesive unit – e.g. a track all year round.

b) Easier access to funding for coaching and training projects without all the red tape and multiple questionnaires.

c) More understanding by our governing body and Sport England of what a GRASS ROOTS club actually means in terms of building skills and expertise without a proper facility to enable us to develop properly.

d) Some Track & Field events cannot be coached properly at our current training base because we do not having the proper facilities to coach on – i.e. a javelin approach, a high jump fan, a proper track to put hurdles or steeplechase barriers on without them being lop-sided due to the grass playing

field being uneven.

We have been very lucky over the years with gaining some funding from our Local Authority to help us buy and install a schools' throwing cage at the school where we train. Through our own endeavours we have been able to upgrade the school's long jump pits (2) to a usable size (9x3m with cushioned sides and pit sand instead of 4x2m with split scaffold board sides and builder's sand) plus a decent shot circle, although the shot landing area is not good. Again, through our own efforts, we have been able to purchase javelins, disci, hammers, shots, hurdles, vaulting poles and a full size high jump bed which the school where we train uses and has managed to ruin so much that it either needs to be renewed or have new zips sewn in costing us around £2000.

Due mainly to the lack of sufficient training facilities for certain events we have had to let extremely good athletes go to other clubs where they do have the facilities they need, plus the higher competition they can provide. Due to our lack of proper facilities to train on we are at a definite disadvantage when it comes to competing against clubs who have such facilities. One of these athletes was a double English Schools' Champion (Junior Girls' Shot & Senior Girls' Discus a few years later) and her twin sister was in the top 10 in the UK for Triple Jump.

e) We have become a Registered Charity because we were informed that we could save on VAT payments by doing so. We now discover that Her Majesty's Customs & Revenue cannot, or will not, tell us how we can reclaim the VAT we incur. Even the Charities Commission cannot tell us. Have we made a mistake? Have we been duped by those who insisted we should become a Registered Charity to save ourselves some money?

f) We have planning permission for an all-weather training track in our area and have been raising money towards its construction for many years. Meanwhile, we are paying out hard-earned money to hire a track once a week during the summer months where there are also proper field event facilities. This is doubly expensive as we have not only to hire the track, but travel to it by car or train. This increases our carbon footprint and we could save a lot of money by having our own facility. Funding from the National Lottery and other sources is constantly being denied us. The track site is in a 'Deprived Area' according to a study carried out by Oxford University, therefore a training track would be an asset to the community.

The track we have planning permission for is a 2-4-6 lane training track which the UKA Facilities department insist is all we can have due to the supposed proximity of a public athletics track 6 miles from our small town. Our track will be for public use. Despite the lack of a full 6 lanes when our track is built we will do our best to utilise it as best we can, even increasing the number of evenings we will have to coach our athletes due to the variety of events we are committed to coach. As we compete in several Track & Field Leagues we owe it to our athletes to provide coaching for the events they may wish to compete in.

All the above is relevant to what this club and its coaches do for its members. We compete in 5 track & field leagues, 2 cross-country leagues, road races (including the Kent Grand Prix Series), fun runs, long distance relays (e.g. Round Norfolk Relay) and Sportshall Athletics. We also help at major events such as the London Marathon, BUPA London 10K, Adidas Women's 5K Challenge, etc. etc. We also organise our own Half Marathon which regularly attract around 2000 entries. We also organise Startrack every year which regularly attracts over 160 children aged 5 to 15. This year will be our 20th Startrack. We also have a social side with discos, quiz nights, and so on.

We celebrate our 25th Birthday this year and we sincerely want to maintain our profile by remaining a successful club and develop by having our own facility to train on and which we have been striving for over many years. Every other club that has been allowed to have its own facility has gained more members, more coaches and has become more successful. We would like to be able to train and compete on the same terms.

We need more people to coach in the senior section of the club, and more to help in the junior section but this is something we need to solve locally. We also need better facilities for training, again a local issue.

Support is working out well. We are working as a team so we can all still run as well as coach. We are well supported by our CCSO, our Flying Coach and from our club committee.

Certain events do not have coaches. Development of coaches taking on different events, and developing those coaches who are Coaching Assistants or the previous Level 1.

Club has worked with our CCSO to start getting people on the coaching ladder. Six people attending a LIRF course locally. From this it will then be the support for these individuals to know where and how to progress. CIRF course, how to best take a session etc

Currently sufficient.

UKA / England Athletics need to provide more information resources to parents of young athletes to de-mystify the sport and so encourage them into helping coaches.

Identify more volunteers to be involved initially, then hopefully becoming coaches. Thus more links with the voluntary sector.

More courses within 30 mile radius.

We need a magician who is able to conjure up from the population people interested in coaching who do not have work commitments or family commitments!

We need coaching clinics for the technical events in particular on a regular, say monthly basis that coaches can take one or two athletes with them. Many years ago regular clinics were held with the same coaches at the Crystal Palace and it was possible for coaches (particularly new coaches) to plan their coaching round these clinics and see a winter's development.

One-off clinics are OK but a new coach needs to be able to see how to progress their athlete on. The courses need to be publicised well in advance of a winter season.

We are in particular need of a specialist discus and shot coach as our coach has moved from the area.

We have found it very difficult to interest any new coaches in these events.

Comments on Coaching Skills Development

Many of our coaches are generalists or understand an event group. The ambition has to be to get coaches who are event specific.

Courses local to our town would encourage more to attend.

The cost of the Athletics Coach course is prohibitive, where outside sources of funding are available the courses are well supported. The run, jump, throw approach is laudable but some potential coaches are drawn into the sport by a particular event or event group. The route from Leader to Athletics Coach is not only expensive but lengthy.

Advice on sources of funding and accelerated qualification would be more than useful.

There are coaches whose qualifications have lapsed or gained qualifications via the services (for instance) who have to go through the same process as newcomers to the sport whilst wholly supporting the new coaching structure this is a barrier to those re entering the sport. Advice on how to encourage and support these experienced coaches would be welcome.

Looking to increase Flying Coach and Masterclasses through the network

The flying coach scheme has been very helpful to us.

We are at the end of our CIRF and are receiving adequate support from the CIRF course tutors, the LCDP and from working with a coach in a neighbouring club.

Time commitment is a factor for people.

Time to go on the course is probably single biggest issue. Locality is also another issue. However now we have more people on the ladder hopefully we will be able to break these barriers down. Also having the guidance and confidence to do the coaching is another factor and hopefully by using the support networks (flying coaches etc) that exist, we and our coaches can make progress.

Club has agreed to fund all coaching course enrolment costs so cost should not be an issue.

Currently sufficient

More flying coaches during training sessions.

Teaching, during training sessions of how to mentor/buddy other inexperienced helpers/assistants.

If more coaching qualifications were offered within the school system (e.g. JSLAs and CSLAs) it is likely that some would continue to use the acquired coaching skills within a club based environment.

Module coaching for events. Currently the only way an existing qualified coach can expand knowledge and obtain qualification in an additional event is by going on the scattergun Club Coaching course which is expensive, time consuming and for a coach well qualified in an existing event or events is largely a waste of valuable time!

We should appreciate a settled coaching structure. The structure has changed too frequently in recent years and coaches have become frustrated in not knowing where they stand and as coaching co coordinator it has been difficult to keep up to date with who is insured for what. The general impression has been that there has been change for the sake of it.

Our coaches are unwilling to spend the time to progress beyond the Level 2 stage although many are very experienced and successful coaches.

The new Club Coach level which is requiring people to be knowledgeable in all events is going to be a stumbling block. One of our coaches who went on a course very recently asked what she would be required to do for the assessment at the end of the course and was told that she would have to wait until Day 3 to learn what would be required. Surely at the beginning of a course the participants should be told what will be required of them at the end

Also see above re coaching clinics to help new coaches in particular. A club sessions everyone is busy coaching and it is difficult for more experienced coaches to leave their own group to advise a less experienced coach.

Any Other Comments

This information is prepared at short notice and is in a number of cases estimated figures are used. To provide accurate figures throughout will require new procedures for membership registration.

Club coaches are middle-aged; they come with all the conservatism of the 'been there done that' brigade, as unwelcome as these attitudes are, at club level we have to work with this inbuilt inertia. The new coaching structure also mitigates against those returning to the sport. Whilst not adverse to refresher courses to go through the Coaching Assistant, Athletics Coach course is a very real barrier. In an ideal world coaches would be open to new ideas, eager to learn, full of energy and with deep pockets, but that is not the reality of club coaching and whilst welcoming the new coaching ethos it must be recognised that it will take time to work into club coaching. Club coach support has to recognise that in parallel with the new is a reactionary existing core which cannot be ignored as it forms the majority of all club coaches.

Our CCSO has put a lot of time and effort into supporting our club which has enabled us to encourage people to take the coaching qualifications. At the moment we do need continued support from experienced coaches.

We have gone from the beginners (LIRF) course to the CIRF course and there are people on the end of the phone if we are confused.

Some coaches, coach a number of endurance disciplines middle, long, cross country and road.

We are a club new to the coaching game who want to develop (people of all abilities from those who want to run a sub 60 minute 10k to those who want to run a sub 2:45 marathon) – all support and advice gratefully received.

We are predominantly a road running club and encompass all levels of runner. Of the 300+ members about 100 regularly enter races of varying distances (5k - Ultras). Four of our coaches currently concentrate on coaching beginners.

Need to revise Leaders course (for Children) to make more relevant to adults.

Need to make Leaders course (for Children) more flexible to make costs more affordable by schools, e.g. use only one tutor and drop minimum no. from 18 to 9/10.

With the demise of school sport partnerships NGBs need to identify other ways of working with schools. I presently work with 500 plus schools and would welcome an opportunity to identify potential new ways of working that will fit with the education system of today.

It has been difficult to complete this survey in a meaningful way as in the club we have operated a system for many years in which all our Under 13 and Under 15 athletes receive (hopefully) some training in all events except pole vault and hammer. The numbers given for each discipline are therefore in no way specialist group numbers.

5.4 Clubs in the North East

5.4.1 Coaching indicators for the North East

The North East	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	13.9	65.9%	34.1%	2.0	7.1	2.0	7.3	19.5
Hurdles	4.2	58.8%	41.2%	0.8	5.2	0.9	1.7	10.3
Middle Distance	18.5	82.1%	17.9%	3.2	5.8	3.0	13.6	51.0
Long Distance (track)	6.7	92.3%	7.7%	0.6	10.8	1.0	2.0	21.0
Steeplechase	1.2	100%	0.0%	0.2	5.0	0.3	0.4	4.4
Road Running	63.9	76.5%	23.5%	5.5	11.7	2.7	14.6	14.8
Cross Country & other off-road	44.6	81.8%	18.2%	4.2	10.6	2.8	12.1	15.6
Race Walking	1.0	100%	0.0%	0.0	20.0	0.0	0.0	0.1
Horizontal Jumps	4.7	70.6%	29.4%	0.8	5.8	0.7	1.4	8.4
Pole Vault	1.0	100%	0.0%	0.2	4.2	0.3	0.8	5.6
High Jump	5.0	57.9%	42.1%	0.9	5.5	0.9	2.0	10.4
Hammer	2.0	84.6%	15.4%	0.6	3.2	1.0	1.8	17.1
Shot/Discus	4.6	78.9%	21.1%	0.9	5.1	1.1	2.4	15.8
Javelin	3.7	76.9%	23.1%	0.6	5.9	0.7	1.3	10.0
Combined Events (U20/sen)	0.3	100%	0.0%	0.1	2.0	0.5	0.5	25.7
Multi training Young Athlete	24.0	52.5%	47.5%	2.9	8.3	1.4	6.2	12.3
Sprints (average)	9.0	63.8%	36.2%	1.4	6.6	1.4	4.5	14.9
Endurance (average)	22.6	80.6%	19.4%	2.3	9.9	1.6	7.1	17.8
Jumps (average)	3.5	68.3%	31.7%	0.7	5.4	0.6	1.4	8.1
Throws (average)	3.4	80.0%	20.0%	0.7	4.8	0.9	1.8	14.3
Combined/ multi (average)	12.2	54.7%	45.3%	1.5	8.0	1.0	3.4	19.0
Overall (average)	12.4	74.2%	25.8%	1.5	8.4	1.2	4.3	15.1

5.4.2 Summary of data for the North East

The overall number of athletes per coach is within the recommended safe limit in the North East, but is above the limit for Race Walking. In jumps events, the average number of hours per club, as well as the average number of coached minutes per athlete, are less than 50% of the national average.

Athlete to coach ratios are above the recommended average in Race Walking.

The average number of coaching hours per week per coach was less than half the national average in race walking, horizontal jumps, pole vault and Javelin.

The average number of coaching hours per week per club was less than half the national average in long distance (track), race walking, horizontal jumps, Javelin and Combined Events (under 20 & senior).

The average number of coached minutes per athlete was less than half the national average in hurdles, Steeplechase, Race Walking, Horizontal Jumps, and Javelin.

Figure NE1 - The average number of athletes per coach, by event

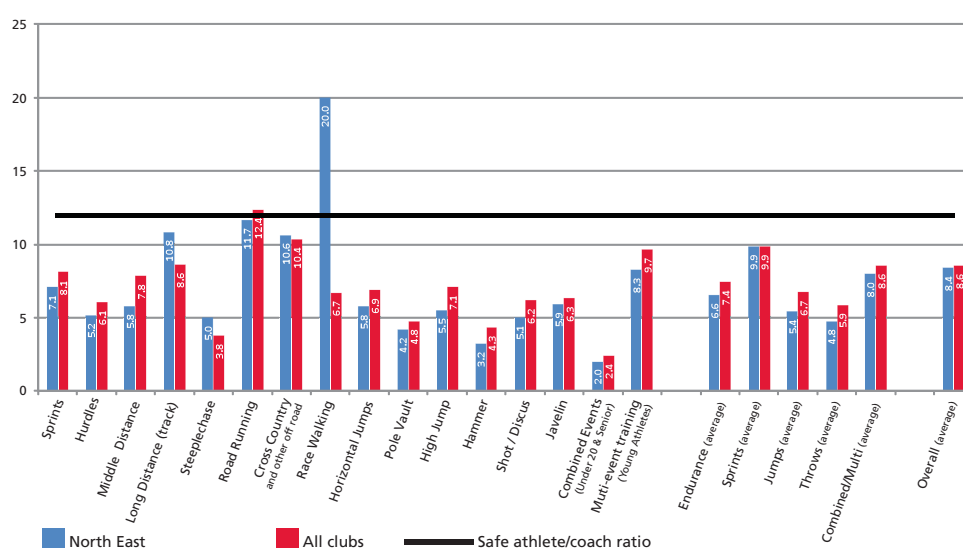


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure NE2 - The average number of hours delivered per week per coach, by event

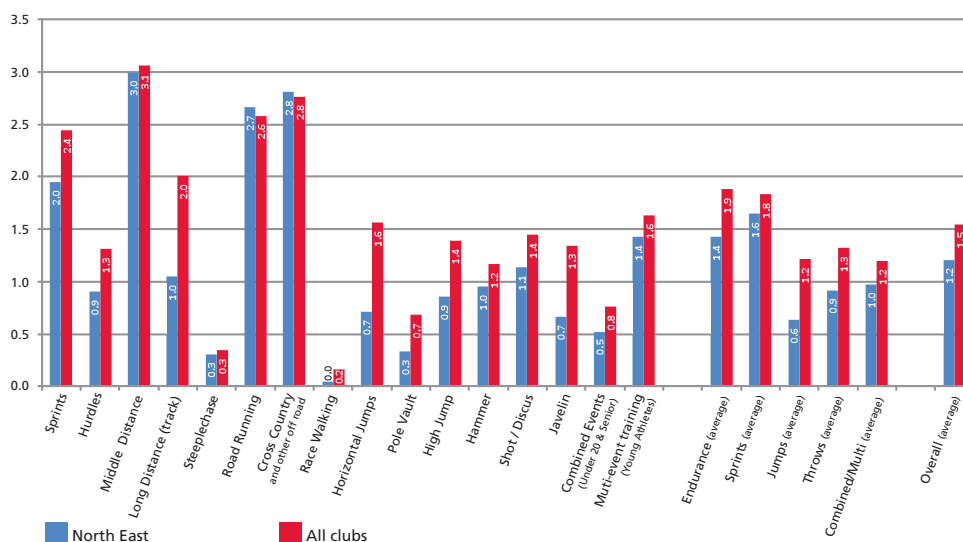


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure NE3 - The average number of hours delivered per week per club, by event

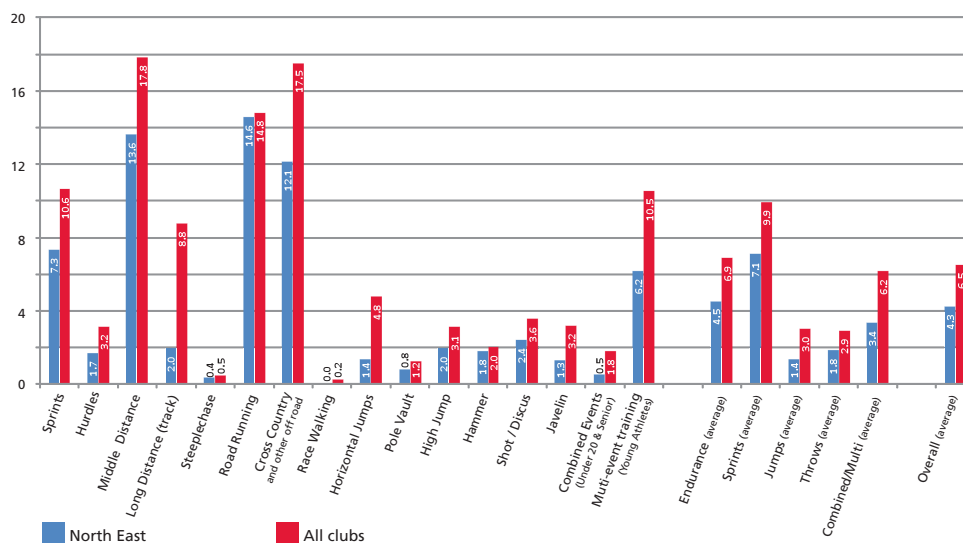


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure NE4 - Average number of coached minutes delivered per week per athlete, by event

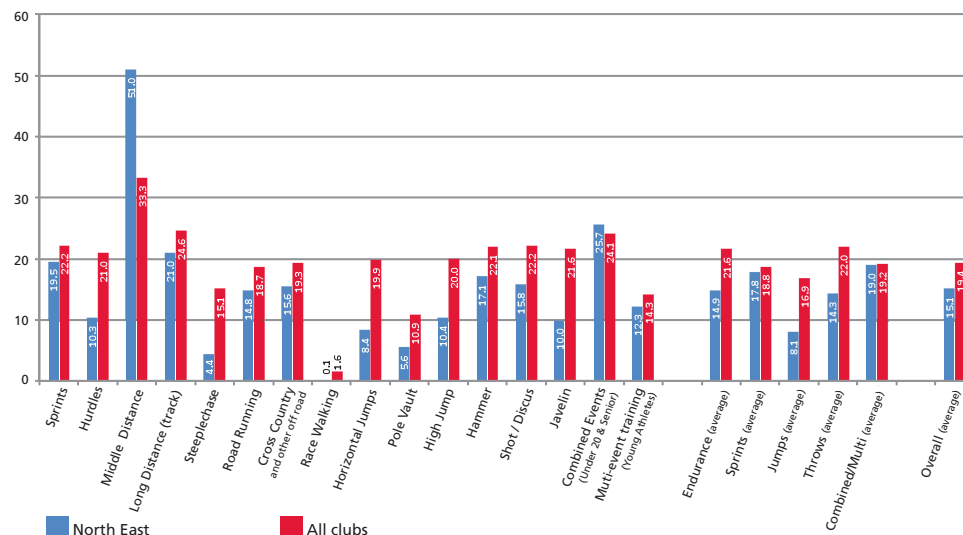


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

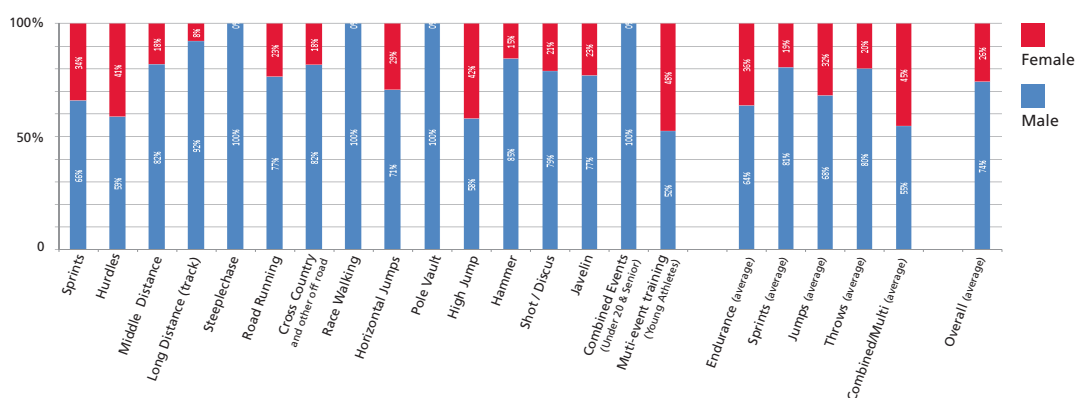
Figure NE5 - Coach Gender, by Event

Figure 5 shows the gender ratio of coaches, by event.

5.4.3 Comments from Clubs in the North East

Comments on Barriers to Qualified Coaches Remaining Active

Time available to give to coaching. Work and family commitments do not allow the flexibility needed to coach within the club at present.

No junior section so difficult to do so.

Don't need everyone at the same time.

Chronic injury and the current set up for the senior section of the club means that the coaches need to be able to run with their training group.

Also, some people that initially gained their level one, now say they no longer have time to come and help at the club due to other commitments.

Moved from area. Old Age!

Time constraints.

Family commitments.

There are no coaches holding licences in our club that are not actively involved in coaching our members.

*Working commitments,
athletes rather than coaches,
1 retired, 1 deceased*

Children who were in the sport no longer competing so parents not coaching.

Retired from coaching.

Lack of interest.

Comments on Coaching Capacity Development

Short of dedicated throws and jumps coaches. Coaches that are involved in these disciplines are also coaching in other areas therefore limiting the amount of time being spent coaching athletes in the field events. Support to help engage more parents into the club as volunteers and coaches would be appreciated. Also support in recruiting younger coaches would be appreciated as the age profile of our current coaching workforce shows we don't have many young coaches involved in the club at the moment.

Newer runners joining the group.

Developing Youth Sections with more coaches.

more coaches for the juniors and to encourage more people in the club.

We need more coaching courses put on in the north-east.

It is quite difficult to get people to become qualified coaches. Whilst parents lex athletes etc are prepared to help out for an hour a week, they don't have the time to go on multi day courses. More easily accessible, cheaper, shorter courses required.

Already had this discussion with our CCSO who as ever has been incredibly supportive and helpful

As a club we have not actively tried to source new coaches from parents, ex-athletes, students etc. and feel this is something we should look into more.

We have plans to develop our coaching. Arrangements have been made for two of our members to attend courses. Two of our members have let their coaching licences lapse. One of them is in the process of doing the CRB checks so as to renew his licence.

Coaching development opportunities.

Help recruiting new coaches and athletes (16-25).

Athletes the chance to try new events, e.g. club championships.

To be able to identify good quality coaches locally and keep them in the sport.

Through CCSO.

More subsidised course or cheaper courses.

Less paperwork.

Simplified CRB process.

One coverall CRB. Not having to complete a CRB check for everything you do!

Availability of courses would benefit.

Comments on Coaching Skills Development

Encourage greater attendance at LCDP workshops as well as making better use of the Flying Coach programme. Try and get more coaches involved in the 1-2-1 support available on the LCDP.

Courses - Leadership in Running Fitness.

More athletes through network.

More workshops e.g. 365, coaching courses, assistant and Leadership in Running Fitness.

Continued use of Flying Coaches.

Coach development days.

Also access to mentoring support for coaches.

As you can see from our data there is a lack of athletes/ coaches in sprints and field events. This is partly because we don't have a track or adequate indoor facilities. With the construction of a new track this year, hopefully we can create more enthusiasm for T & F Athletics.

It can be difficult to attend coaching courses once you are already coaching as you are already committed to sessions or competitions at weekends when most courses are run.

Our club is making steady progress towards developing our coaching. We probably do not need any further assistance in the near future.

Coach Development Forums.

The coach education system is much improved, although it now takes quite a long while to get to a position to be able to coach unsupervised - this could be a problem in a smaller club if an experienced coach leaves.

To be able to keep high quality athletes who can develop along with the coaches that work with them.

Currently athletes are pulled away in there late teens to another nearby club where they 'think' they get better coaching and competition.

If we had more coaches of seniors we could support these athletes and not be seen as just having a junior coaching structure.

Through CCSO.

More specific modules for specialised events.

More mentoring and backup on specialised events.

Suggested ways to plan ahead.

Any Other Comments

The coaches very often have to double up across disciplines, so there are elements of double counting coaches time and involvement across event groups, particularly in endurance where there are two main groups who are involved in all four elements of the competition programme i.e. track, road and cross country. Similarly, figures for athletes involved vary from week to week depending on school commitments and other sporting activities. The club also coach university students who are only present for 36 weeks of the year. The senior veterans group tend not to be 'coached' directly, but advice is given if required. We have three unqualified volunteers who are not allowed to coach directly, but work alongside a qualified coach. All three are in a programme to become qualified coaches over the next few months.

Of the coaches detailed, there are two female coaches that coach multiple disciplines. One coaches average/week, 1hr of middle distance track, 1hr of young athlete multi-event training and 0.5hr of road running. The other coaches average/week 1hr sprints, 1hr multiple events and 1hr high jump.

Whilst the coaches identified are qualified (i.e. have received coaching qualifications in the past), not all are necessarily licensed or have recently renewed CRB checks. One of the tasks I have is to identify whose qualifications/CRB checks have lapsed and persuade them to renew. Re question 8--Unqualified coaches are assisting in a group with qualified coaches.

For events where athletes are marked as training but there are no coaches, this is because they are coached by a coach outside the club for that event.

Our club plan to put on coaching sessions for youngsters of school age during their school summer holidays.

5.5 Clubs in the North West

5.5.1 Coaching indicators for the North West

The North West	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	18.0	69.0%	31.0%	2.8	6.5	3.0	10.2	30.4
Hurdles	4.3	68.0%	32.0%	1.2	3.6	1.4	2.2	26.6
Middle Distance	19.9	83.6%	16.4%	2.6	7.6	3.6	11.5	30.3
Long Distance (track)	12.9	63.0%	37.0%	2.2	5.9	2.2	12.0	25.4
Steeplechase	0.6	83.3%	16.7%	0.3	2.2	0.4	0.4	17.6
Road Running	26.0	59.3%	40.7%	2.6	10.1	2.0	13.5	12.4
Cross Country & other off-road	35.4	67.9%	32.1%	3.9	9.2	3.4	20.8	23.3
Race Walking								
Horizontal Jumps	8.8	64.7%	35.3%	1.6	5.4	1.7	4.0	20.8
Pole Vault	1.2	66.7%	33.3%	0.3	4.2	0.5	0.5	6.3
High Jump	5.9	65.4%	34.6%	1.2	4.7	1.4	3.5	23.3
Hammer	1.9	68.8%	31.3%	0.8	2.5	0.8	1.4	19.8
Shot/Discus	5.8	71.9%	28.1%	1.5	3.8	1.3	3.6	24.2
Javelin	5.2	71.4%	28.6%	1.7	3.1	1.5	4.5	29.1
Combined Events (U20/sen)	3.0	70.0%	30.0%	0.5	6.4	0.7	1.8	19.0
Multi training Young Athlete	41.6	58.3%	41.7%	4.9	8.5	1.9	13.8	17.0
Sprints (average)	11.2	68.7%	31.3%	2.0	5.7	2.2	6.2	28.5
Endurance (average)	15.8	69.0%	31.0%	1.9	8.2	1.9	9.7	18.2
Jumps (average)	5.3	65.2%	34.8%	1.0	5.0	1.2	2.7	16.8
Throws (average)	4.3	71.1%	28.9%	1.3	3.3	1.2	3.2	24.4
Combined/ multi (average)	22.3	59.3%	40.7%	2.7	8.3	1.3	7.8	18.0
Overall (average)	11.9	67.0%	33.0%	1.7	6.8	1.6	6.5	20.3

5.5.2 Summary of data for the North West

The overall number of athletes per coach is within the recommended safe limit in the North West, across all event types. There are no significant variations from the national average for any of the event groups in terms of coaches per athlete, coaching hours per coach, coaching hours per club or coached minutes per athlete.

Athlete to coach ratios are below the recommended average level in all events. None of the clubs in the region identified any coaches in Race Walking.

There are no significant variations from the national average in terms of the average number of coaching hours per week per coach at event level.

There are no significant variations from the national average in terms of the average number of coaching hours per week per club at event level, with the exception of Pole Vault, where the figure for the North West was less than half the national average.

There are no significant variations from the national average in terms of the average number of coached minutes per athlete at event level.

Figure NW1 - The average number of athletes per coach, by event

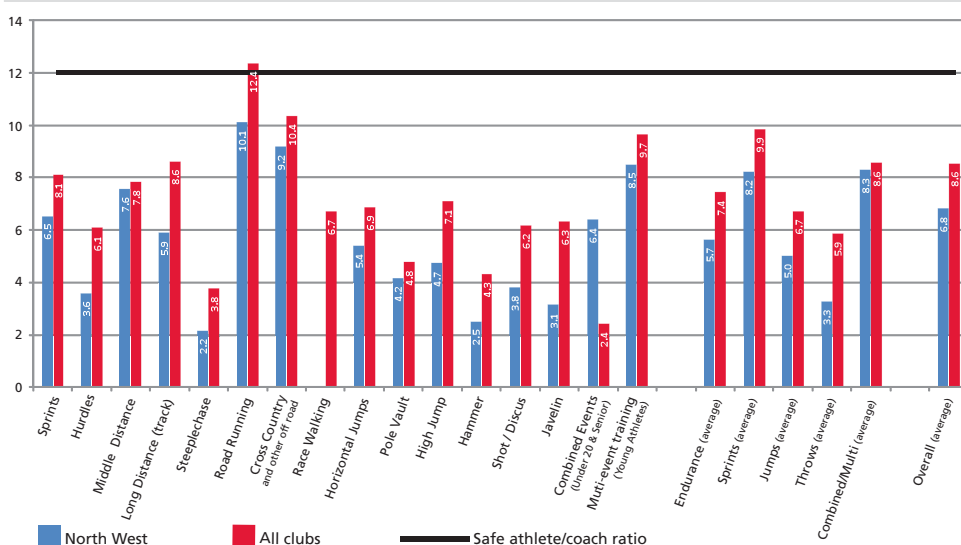


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure NW2 - The average number of hours delivered per week per coach, by event

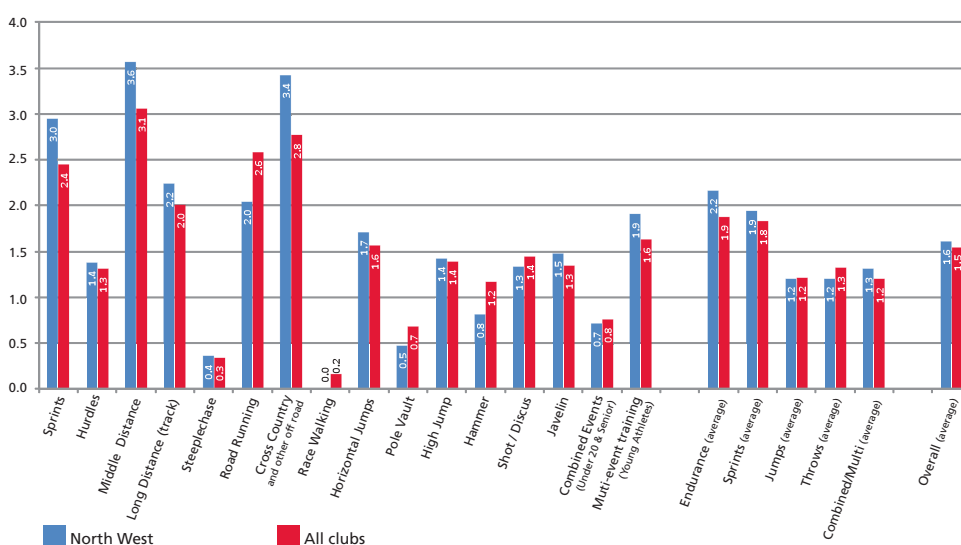


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure NW3 - The average number of hours delivered per week per club, by event

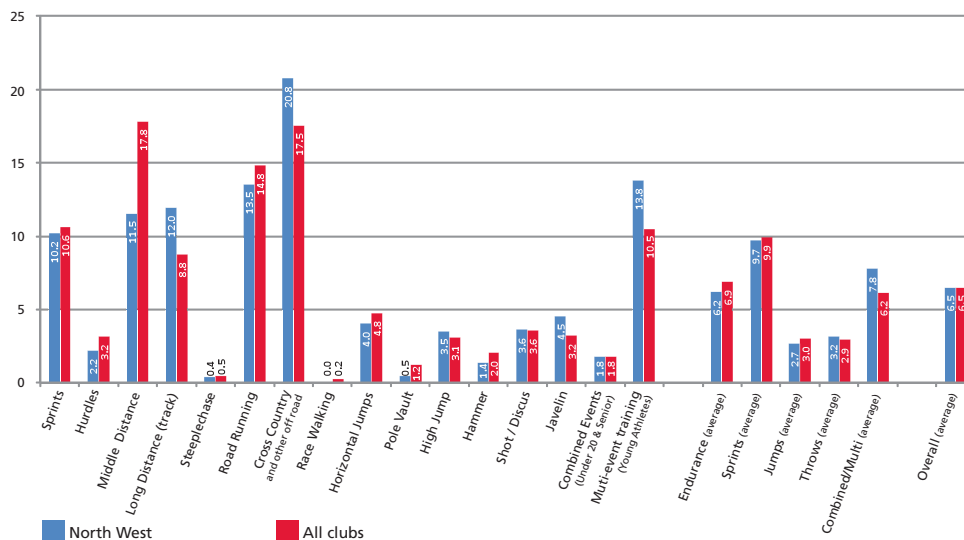


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure NW4 - Average number of coached minutes delivered per week per athlete, by event

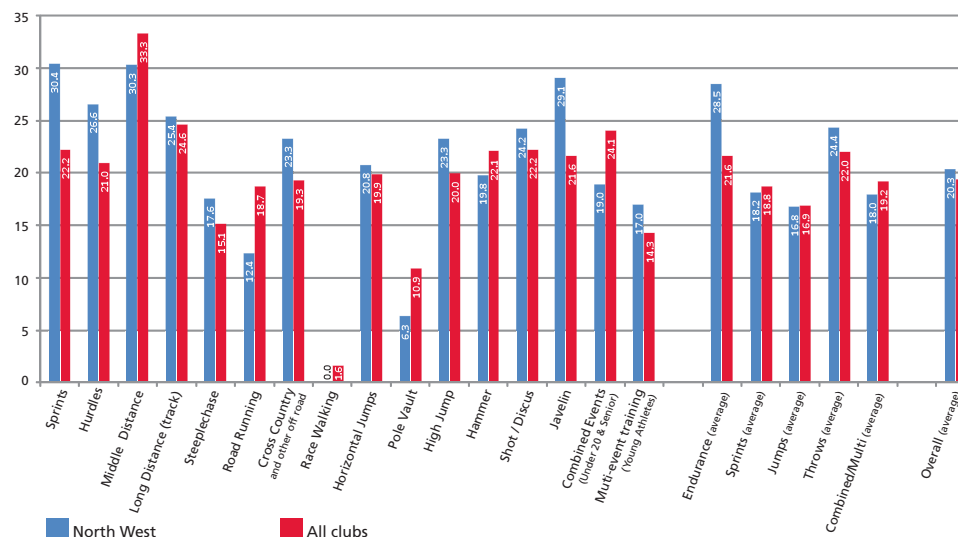


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure NW5 - Coach Gender, by Event

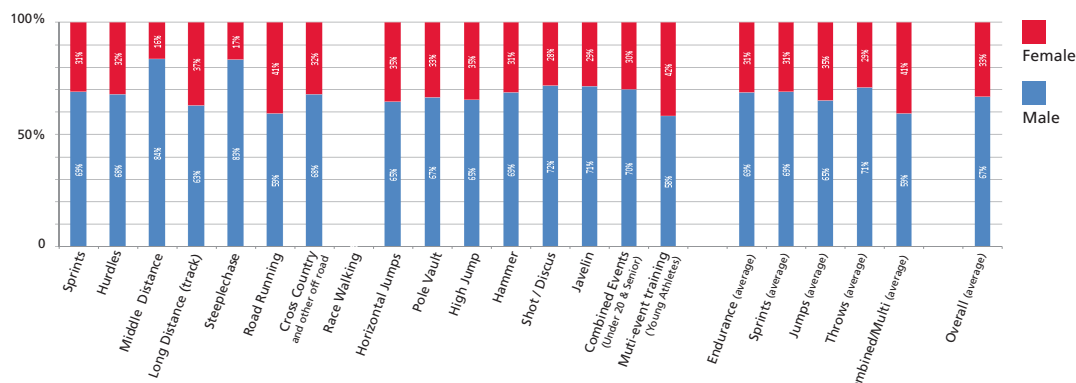


Figure 5 shows the gender ratio of coaches, by event.

5.5.3 Comments from Clubs in the North West

Comments on Barriers to Qualified Coaches Remaining Active

Still competing athletes or personal life does not allow them enough time to coach.

Relocation.

Working away.

Time.

Time to coach, moved away from sport as children grow up.

1 is studying at college/university.

1 has just passed qualification and will train young athletes at winter time indoors.

Time/job constraints.

Left to University.

Working away or working evenings.

Decided to retire from coaching.

Students who are able to coach seasonally.

Irregular work patterns.

Students.

Coaches who are also still training as athletes.

Working patterns not allowing this, retired or currently ill or unable to coach due to disability.

Also some are athletes, in university or at college and currently have exams or competitions coming up.

Moving away.

Retirement from coaching.

Comments on Coaching Capacity Development

We have difficulty in the vertical jumps and throws especially. We do not have an experienced throws coach although we have a coach who is keen to take on this role. We hope to have more Flying Coach visits to enable him to do this. Any courses which would help him would help him with the technicalities of throws would be great.

The club finds it really difficult to recruit new parents to help with coaching and sometimes can be stretched when holidays and illness occur, so recruitment and training of new coaches would benefit the club greatly.

We are already working with our CCSO to look at our club structures, pathways for both athletes and coaches. We're starting to address getting new coaches and volunteers involved.

Support with funding for coaching courses.

Local coaching courses rather than regional ones. It would be good to have them split over two weekends instead of one weekend e.g. Sat & Sat, instead of Sat, Sun. A lot of potential coaches are parents and struggle with childcare for a whole weekend.

Further funding for courses making them more affordable. Refresher courses for coaches that have been coaching for some time but may need some extra help, support or showing how coaching has progressed since they did their coaching courses.

Local courses, more parents willing to get involved, parents feel is a crèche at times.

More volunteers coming forward, we need the parents to get involved, we are working with the local council to recruit more volunteers.

Some kind of open days for young athletes and parents.

We can try and attract more coaching this way.

More young coaching from younger persons say at local schools/colleges.

Need help on trying to improve these.

Larger pools of coaches and helpers (leaders) who can support sessions run by Level 2 coaches - support on how to involve parents in sessions; greater access to coaching expertise in particularly the field events - there are good coaches in these disciplines within the club, but time and job constraints limit their capacity to lead sessions. The absence of indoor facilities limits coaching in such disciplines to the summer season.

We need more volunteers to go on coaching courses. Our 365 group is full and we cannot accept new members to the club.

Promotional material to encourage new comes to the sport.

There have got to be more incentives for coaches - certainly reducing the cost of courses would help.

The increasing cost of courses is becoming a serious deterrent.

A central meeting place/club house. More specialised coaches, more facilities.

Something to replace the CIA award, as the young coaches we've currently got have come through the award and others who are keen have to wait and therefore drop out .

We need help with facility improvements as we cannot take throws due to lack of cage and experienced coaches. Also struggle with coaches being available regularly due to work and family commitments to keep continuity in coaching sessions.

More volunteers to support the club.

Support for coaches in their use of Athletics 365.

Current and new officials to progress up the officials pathway.

Volunteer recruitment.

Junior development and coaching development.

Comments on Coaching Skills Development

Flying Coach visits are great, as are the coaching workshops held during the winter season in Manchester. Our CCSO has been a great help. I would like learn more so that I can take in house training sessions for our junior coaches.

Better coaching courses closer to region, all the best courses seem to be in Manchester, people face a 5 hour round trip, which puts people off from attending. People from this area spend most of their time travelling and can be a limiting factor why people are not willing to take up coaching positions.

We've used the Flying Coach scheme and this has helped up get three parents involved in throws coaching and they have since become qualified. More of this as well as the above from our local CCSO.

Continued Flying Coach visits, local coach education courses.

Some form of identity. Getting a fleece, t-shirt with a coaching badge etc on it makes sure the athlete and parents know who is qualified and shows a sense of professionally. Weather proof equipment. Access to further coaching resources.

Local courses.

Coach Courses in our local area, travel time is to much. Money to support coach courses.

More local available training sessions.

More specific event training by local coaches.

Increased communications.

The above has improved over past couple of years which is great. I particularly liked the Lancashire coaching which took place over winter period.

Early communication is the key (I know it is not always possible though).

Access to a wider range of expertise that enables more coaching sessions in non-running events to be held and/or increases the confidence of existing coaches to deliver these. Some coaches are linked into mentors through England Athletics and expansion of this to help build confidence would be beneficial; opportunities for coaches to learn from other coaches either via visits to club or through workshops.

Without volunteer coaches then we cannot expand the club.

More incentives to take higher level coaching courses and try coaching other events.

I am sure the skills of coaches would develop more if there were more regional seminars for coaches to take their better athletes, work with and share good practice with other coaches.

Assistant coaches (old Level 2 in particular) are often reluctant to take further courses even when financial support is available. Many coaches, having reached this level at which they can operate with the athletes they coach, do not feel the need to take further courses.

Flying Coach visits targeting their coaching sessions is a way to develop their knowledge.

More opportunities to work with our athletes alongside specialised coach/mentors.

Very local courses and flexibility in how they are run .

In addition, continue to utilise the flying coach scheme.

Coach education courses.

Flying Coach scheme.

In house generic training.

I feel there should be support for coaches taking specifics to gain access in their sessions similar to Flying Coaches but on a more regular basis.

Coach support – I'm currently working with my local CCSO for 1-2-1 support.

Attract more new coaches.

flexible coaching courses that can be ran over evenings, or one day per weekend over a month for those with job and child care commitments.

Any Other Comments

The club is at this moment going through the Athletics 365 courses, we are hoping that this will give younger coaches better structure in coaching the junior section of the club and help to retain more members.

We are currently a small junior club who is looking at all areas of the club to keep building capacity.

Unqualified coaches never coach on their own – they are always supporting a lead coach.

Pole vault - they coach at another local club due to better facilities.

Many athletes do multi disciplines and are all weather-dependent so the numbers are done on an average attendance of athletes over the past year.

We mainly have three groups

Middle / long distance

Sprints / hurdles

Throws / javelin

The youngsters tend to stay in one of the above groups, we do not offer jumps.

Middle distance/long distance/cross country are the same athletes and coaches – groups train for all events during year; road running is our successful jogging group; coaching in field events tends to be ad hoc and geared around periods before competitions so that youngsters are comfortable with basic techniques before events – so there will be some coaching of all events during the summer, but it is done periodically.

The numbers above are broad brush estimates.

There is overlap in the numbers as coaches usually coach several different disciplines.

Not all of our senior endurance athletes are actively coached – advice is available if they ask for it.

We are a small club with very few coaches some who due to shift work are not available each week.

Track training is limited to one 2 hour per week. This is shared with another club and the track and field is very congested. Some events i.e. high jump can only be taught in a sports hall on an irregular basis as we do not have our own high jump bed and the coach works shifts.

Due to lack of coaches athletes often have to do whatever event the coach is doing that night and not necessarily the events they want to do. Some events are coached less frequently than others and it can depend on which athletes turn up as to what events are coached.

5.6 Clubs in the South West

5.6.1 Coaching indicators for the South West

The South West	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	26.3	77.0%	23.0%	3.4	7.8	2.4	11.4	21.0
Hurdles	6.3	76.5%	23.5%	1.9	3.4	1.5	4.8	28.4
Middle Distance	31.1	76.2%	23.8%	4.7	6.7	2.7	17.6	28.5
Long Distance (track)	22.8	77.8%	22.2%	3.0	7.6	1.6	9.1	17.1
Steeplechase	1.8	77.8%	22.2%	0.5	3.6	0.7	1.0	29.0
Road Running	74.9	67.8%	32.2%	6.6	11.4	2.9	20.7	20.4
Cross Country & other off-road	34.7	73.4%	26.6%	4.4	7.9	2.5	13.4	23.2
Race Walking	0.3	100%	0.0%	0.1	6.0	0.1	0.1	0.6
Horizontal Jumps	16.9	72.2%	27.8%	3.0	5.6	1.8	6.9	23.8
Pole Vault	4.4	93.3%	6.7%	0.8	5.3	1.0	3.3	17.9
High Jump	8.6	70.4%	29.6%	1.5	5.7	1.7	3.6	27.7
Hammer	1.9	90.0%	10.0%	0.6	3.4	0.9	1.4	27.8
Shot/Discus	5.8	81.5%	18.5%	1.5	3.9	1.2	2.7	23.3
Javelin	8.7	80.8%	19.2%	1.4	6.0	1.5	3.3	18.3
Combined Events (U20/sen)	1.9	90.0%	10.0%	0.6	3.4	0.9	1.5	21.6
Multi training Young Athlete	60.4	64.4%	35.6%	5.8	10.5	1.7	16.3	14.9
Sprints (average)	16.3	76.8%	23.2%	2.6	6.2	1.9	8.1	24.7
Endurance (average)	27.6	73.0%	27.0%	3.2	8.6	1.8	10.3	19.8
Jumps (average)	10.0	75.0%	25.0%	1.8	5.6	1.5	4.6	23.1
Throws (average)	5.5	82.5%	17.5%	1.2	4.7	1.2	2.5	23.1
Combined/ multi (average)	31.1	66.7%	33.3%	3.2	9.8	1.3	8.9	18.2
Overall (average)	19.2	73.6%	26.4%	2.5	7.7	1.6	7.3	21.5

5.6.2 Summary of data for the South West

The overall number of athletes per coach is within the recommended safe limit in the South West, across all event types. There are no significant variations from the national average for any of the event groups in terms of coaches per athlete, coaching hours per coach, coaching hours per club or coached minutes per athlete.

Athlete to coach ratios are below the recommended average level in all events.

The average number of coaching hours per week per coach was less than half the national average in race walking.

The average number of coaching hours per week per club was less than half the national average in race walking. The average for the South West was more than twice the national average for Steeplechase and Pole Vault however.

The average number of coached minutes per athlete was less than half the national average in race walking.

Figure SW1 - The average number of athletes per coach, by event

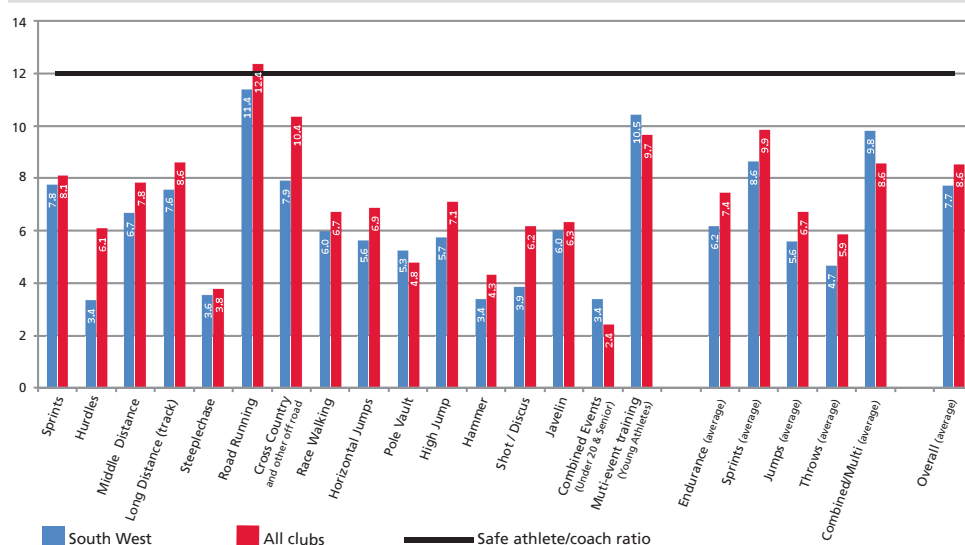


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure SW2 - The average number of hours delivered per week per coach, by event

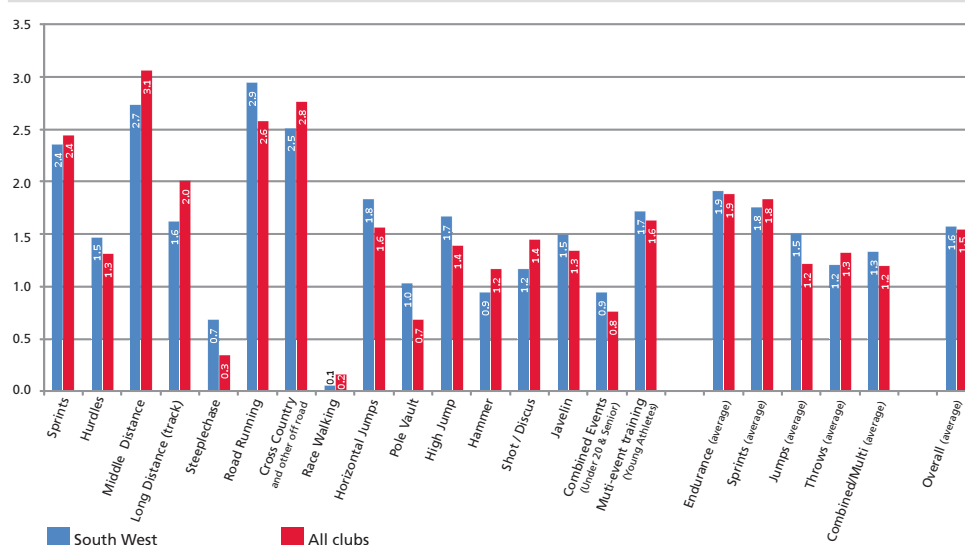


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure SW3 - The average number of hours delivered per week per club, by event

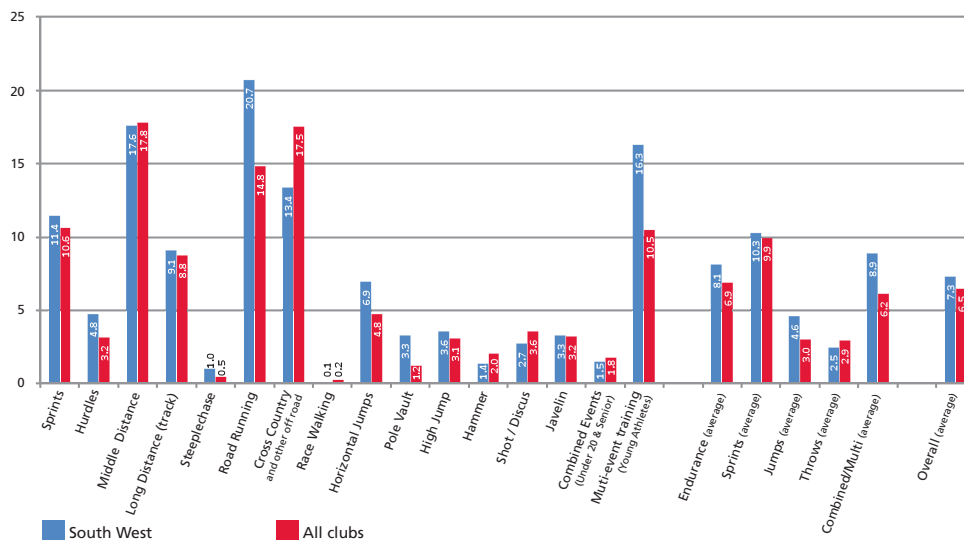


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure SW4 - Average number of coached minutes delivered per week per athlete, by event

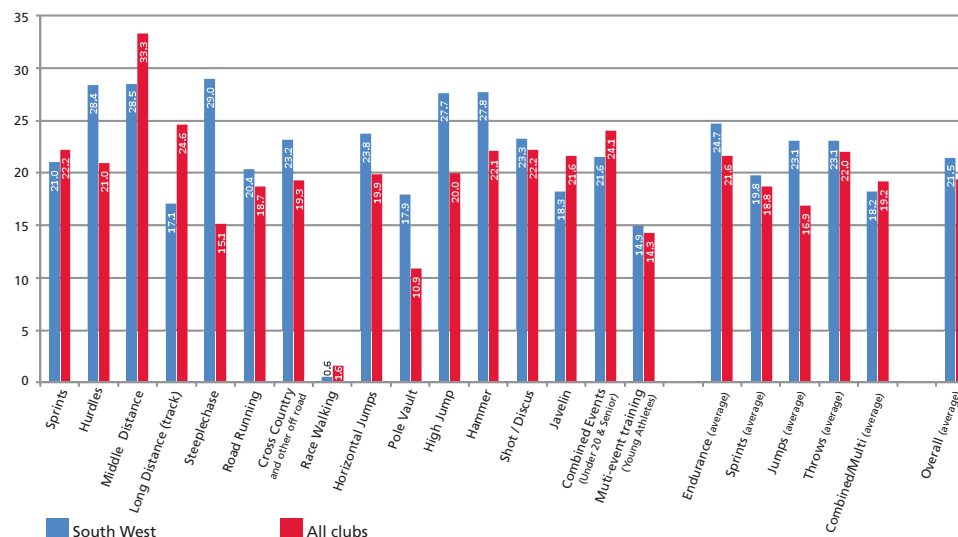


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure SW5 - Coach Gender, by Event

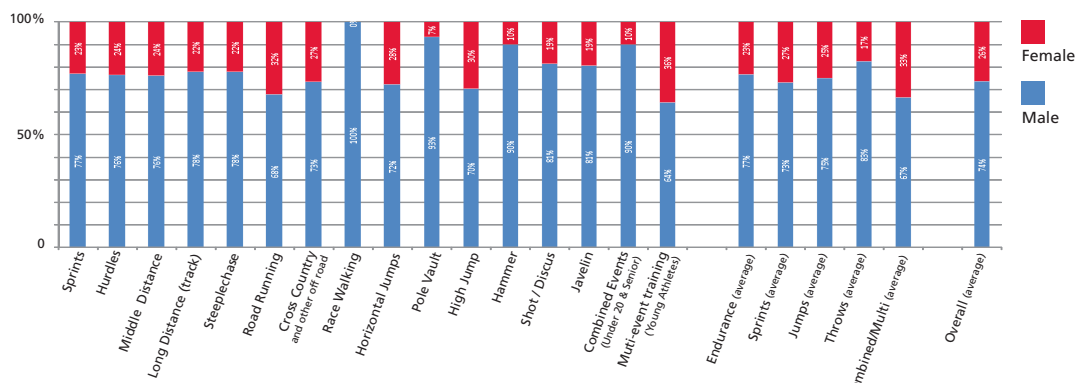


Figure 5 shows the gender ratio of coaches, by event.

5.6.3 Comments from Clubs in the South West

Comments on Barriers to Qualified Coaches Remaining Active

Active athletes, away at University, temporary away.

All coaches holding a licence are coaching actively.

Time and doing other things to with club bits.

Other commitments, injury.

Time and financial cost to them personally.

Retirement and or loss of commitment when their children are no longer involved.

Also change of personal circumstances.

Coaching is quite personal and coaches often disagree at the best method to coach in a certain situation.

Because they are injured or because they want to train themselves.

Students away at University.

Family or work commitments.

Age, retirement from coaching.

Time or their own training.

Pressures of time and change in circumstances due to work commitments or family situation, meaning that they cannot commit to actively coaching on a regular basis.

Time, work, cost.

Comments on Coaching Capacity Development

We are working well on developing this area which is ongoing.

Support from Flying Coaches, as we specialize in people with mental health problems and learning difficulties.

We are just starting on defining the coaching strategy for the club. My intention is to have a Coach or Coaching Assistant for each group that take part in the standard club evening. This requires recognition of suitable volunteers and to provide the funding and mentoring support that they need to develop.

At present we get a lot support from the network group in the area.

Any support aimed at identifying new volunteers is always welcomed. We have never had the situation of having more coaches than we need. We currently have a waiting list of athletes.

As many as possible courses in our local area.

Convenient courses at reasonable cost. We are working with our network to get the courses convenient. We are short of funds to train leaders/coaches so therefore ration funding in relation to the club's need.

England Athletics to be more visible to reduce the cost of courses and make them more accessible and concise in content. To sort out Flying Coach – it's not working at all. We do not suffer a lack of coaches in general but specialists such as throws are in short supply.

We need more qualified coaches particularly in throws, hurdles and vertical jumps.

We need also to persuade our coaches to extend the time spent coaching on other sessions e.g. Saturday mornings.

We have had a problem with our local authority not servicing our track so it has not had a competition licence for the last 3 or 4 years. This has meant that the User Group made up of three local clubs has had no money and has discontinued its multi-club training night and one of the clubs has drifted away from the track. The track is now being repaired but it will take some effort to get co-operation between the clubs to restart.

A full list of Track And Field Equipment to deliver the sessions. A greater number of coaches to be able to offer more sessions. We have a waiting list of around 70 juniors.

The club has just benefited from two new facilities and additional coaches are urgently required but finding volunteers (and courses within a reasonable travelling distance) is difficult.

Financial - more needed to support coaches attending courses.

Somehow persuade people to come into coaching.

Coaching demands a huge amount of time commitment and generally people don't have it. Need to make their lives and development opportunities as bureaucracy free and easy as possible.

This means not roping coaches into club admin as usually happens because they are committed people.

Cheaper training.

Better communication from England Athletics on any new initiatives.

More resources in the form of information/written materials/DVDs and kit/equipment for coaches to learn from and utilise.

Access to bursaries for coach education as course costs are now very high.

Provision of templates to assist with intra-club mentoring – the best point for mentoring is from within a club where such support can be provided regularly.

Easier access to the Flying Coach programme –we have found it difficult to access this.

We like the materials that are available (365; previous coaching materials).

Visiting 'mentor' coaches – who don't poach, clubhouse to act as a focal point for club including parents/volunteers. Specific hurdles lead coach. Specific horizontal jumps coach in charge. Need to develop a heavy throws specific coach. Need lead coach of large junior section. Need more female coaches.

Comments on Coaching Skills Development

Cost of course still a limitation and also we have some younger athletes (age 14, 15) who now can't take any qualification now CIA is gone.

As most of members are unemployed it is the cost of training that prohibits the present coaches taking higher levels and new ones training.

Once I have achieved the foundation stones, I will begin to develop my CiRFs to the next higher level and get the Coaching Assistants qualified as CiRFs (if that is their wish).

The biggest issue is that the qualification and duties are voluntary and yet require a lot of commitment which employed people may feel is beyond the balance of their work and personal life (outside running).

Different people say that the courses are very costly.

We have the skills in the club to develop the necessary skills, but not the time. All our senior coaches have full coaching commitments with proven, keen and able athletes.

As well as local courses assistance with the cost. It is becoming very expensive now.

Time and commitment of volunteers. We have a need for more volunteers for induction/starter groups. Demand is outstripping supply. We are working with our local Network to support volunteers and recognise their contribution.

Working with other coaches in the Network and sharing best practice.

Attendance at workshops.

Keeping abreast of developments in coaching.

Encourage commitment.

We are finding that as a new network we are getting outside Flying Coaches coming to our area to assist our coaches and athletes.

Some coach mentoring in some disciplines. Evening courses for those that can't make weekends.

Generally the level of coaching knowledge is good and initiatives such as the Local and National Coach Mentor schemes are very supportive as are events staged by our local networks.

Qualifications ongoing are recorded at club and people are taking qualifications and we also have people who qualified to the old Level 3.

Our local network has been excellent – continuation of this important for continued local coach development. Club may be able to contribute a little to network administrator but I believe continued funding of this role by England Athletics would be a massive bonus.

We pay large (very large) sums for great facilities and covering other expenditure is not easy.

More local coach development programs run by the club coaching coordinator.

Provision of 'bite sized chunks' for people completely new to athletics as the technical events in particular are daunting to parents to get involved with and the commitment to attend a one day course is tough on some parents.

More specific equipment. Guidance into enticing people into coaching and volunteering. Time and assistance in mentoring coaches.

Any Other Comments

Have only counted active coaches on question 28

Pole vault and steeplechase is only coached occasionally so not one hour per week – wanted to put .5 which is closer.

We have 18 athletes U15 -U17 who are all committed combined event athletes.

I think this survey is important, but as a road running club I feel that we are on the outer limits of this survey I'm not how much this will help you.

Our club has about 200 senior members and our junior section about 30 juniors.

We are a small club who have a committed band of coaches who keep the club going.

We have a coaching structure but it is often stretched.

We need to expand the coaching time but we need more coaches with time to coach.

Some of the disciplines, like polevault are coached by other network coaches as we do not have that expertise in our club.

Most middle/long distance coaches are covering all four of the areas questioned – most are coaching at least 4 hours per week and the amount of time spent on each discipline varies throughout the year so I have shown 1 hour against each discipline.

Athletes move between events making it hard to asses number in full time throws coaches which the club is in process of sorting out. The club is also reviewing its coaching structure to support this.

Three things are highlighted;

- number of road running athletes but few road running coaches.*
- lack of numbers in 20s.*
- lack of numbers in technical events.*

We are a club of over 220 members and over 120 of these each week make use of our coached sessions at different venues. Our coaches are a blend of athletes who have been there/done that and parents who we have encouraged to get involved to support their youngsters. In addition to the coaches we utilise the time of parents to hold stopwatches and shout times; rake the pits and measure jumps. Our junior section is a peak of 70 in spring/summer for all T&F activities; and 40 in autumn/winter when we revert to cross-country training. We train youngsters to English Schools top ten standard and seniors to Team GB standard.

5.7 Clubs in the West Midlands

5.7.1 Coaching indicators for the West Midlands

The West Midlands	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	28.7	59.6%	40.4%	4.3	6.7	4.4	18.2	34.7
Hurdles	11.5	52.2%	47.8%	2.1	5.5	2.6	4.7	34.5
Middle Distance	30.5	76.5%	23.5%	7.4	4.1	4.2	35.0	48.8
Long Distance (track)	15.6	81.5%	18.5%	2.5	6.4	3.5	9.9	28.9
Steeplechase	1.9	100%	0.0%	0.5	4.2	0.6	0.7	29.1
Road Running	34.8	84.0%	16.0%	2.3	15.3	3.4	9.1	21.2
Cross Country & other off-road	44.4	75.6%	24.4%	7.5	6.0	4.0	35.4	30.3
Race Walking	1.8	42.9%	57.1%	0.6	2.9	1.2	1.8	13.5
Horizontal Jumps	15.5	53.1%	46.9%	2.9	5.3	2.6	7.5	38.3
Pole Vault	2.0	87.5%	12.5%	0.7	2.8	1.1	1.6	22.8
High Jump	6.7	68.2%	31.8%	2.0	3.4	2.5	4.7	39.0
Hammer	4.5	84.6%	15.4%	1.2	3.8	1.7	3.4	33.8
Shot/Discus	13.4	62.1%	37.9%	2.6	5.1	2.3	5.6	31.4
Javelin	8.4	64.3%	35.7%	2.5	3.3	2.6	5.8	43.2
Combined Events (U20/sen)	4.2	52.6%	47.4%	3.5	1.2	1.0	7.3	41.5
Multi training Young Athlete	24.7	50.0%	50.0%	3.8	6.5	2.2	9.2	16.6
Sprints (average)	20.1	57.1%	42.9%	3.2	6.3	3.5	11.5	34.6
Endurance (average)	21.5	77.1%	22.9%	3.4	6.3	2.8	15.3	28.6
Jumps (average)	8.1	62.9%	37.1%	1.9	4.3	2.1	4.6	33.4
Throws (average)	8.8	67.1%	32.9%	2.1	4.1	2.2	4.9	36.2
Combined/ multi (average)	14.5	51.3%	48.8%	3.6	4.0	1.6	8.2	29.0
Overall (average)	15.5	67.2%	32.8%	2.9	5.4	2.5	10.0	31.7

5.7.2 Summary of data for the West Midlands

The overall number of athletes per coach is within the recommended safe limit in West Midlands, but above the limit for Road Running. In all event groups, the average number of hours per coach and per club, as well as the average number of coached minutes per athlete, are more than 50% above the national average.

Athlete to coach ratios are above the recommended average in Road Running. In Race Walking, High Jump and Combined Events (under 20 & senior) the number of athletes per coach is less than half the national average.

The average number of coaching hours per week per coach was more than twice the national average in hurdles and race walking.

The average number of coaching hours per week per club was more than twice the national average in Cross Country (and other off road), race walking and Combined Events (under 20 & senior).

The average number of coached minutes per athlete was more than twice the national average in race walking and pole vault.

Figure SW1 - The average number of athletes per coach, by event

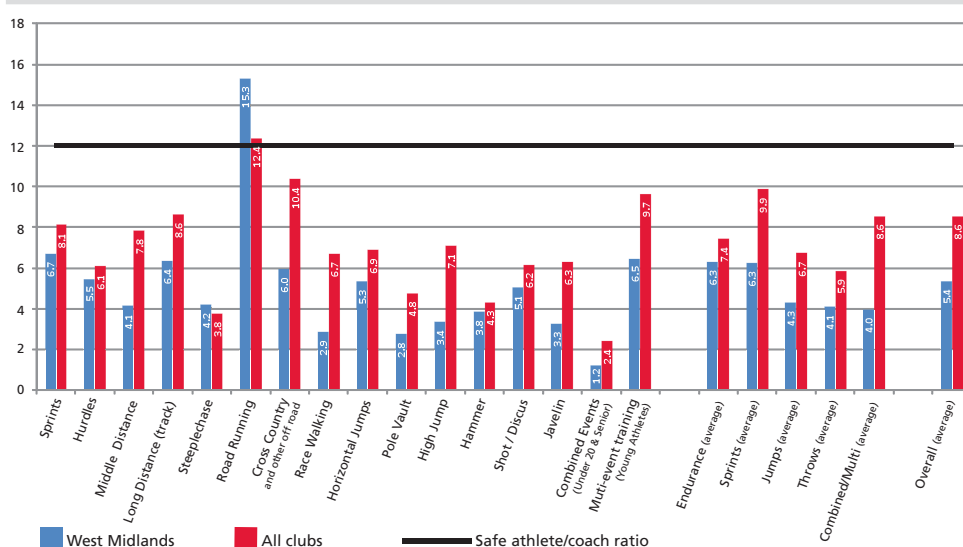


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure SW2 - The average number of hours delivered per week per coach, by event

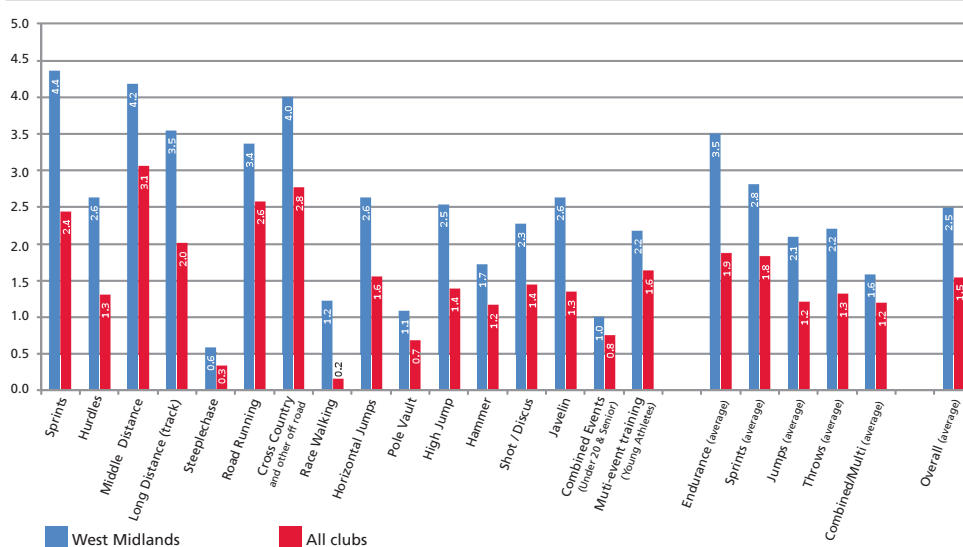


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure SW3 - The average number of hours delivered per week per club, by event

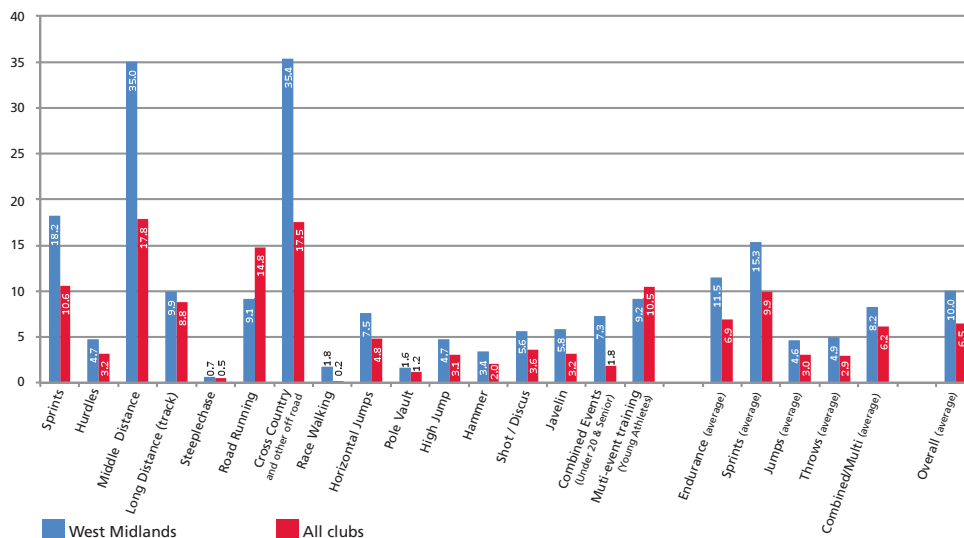


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure SW4 - Average number of coached minutes delivered per week per athlete, by event

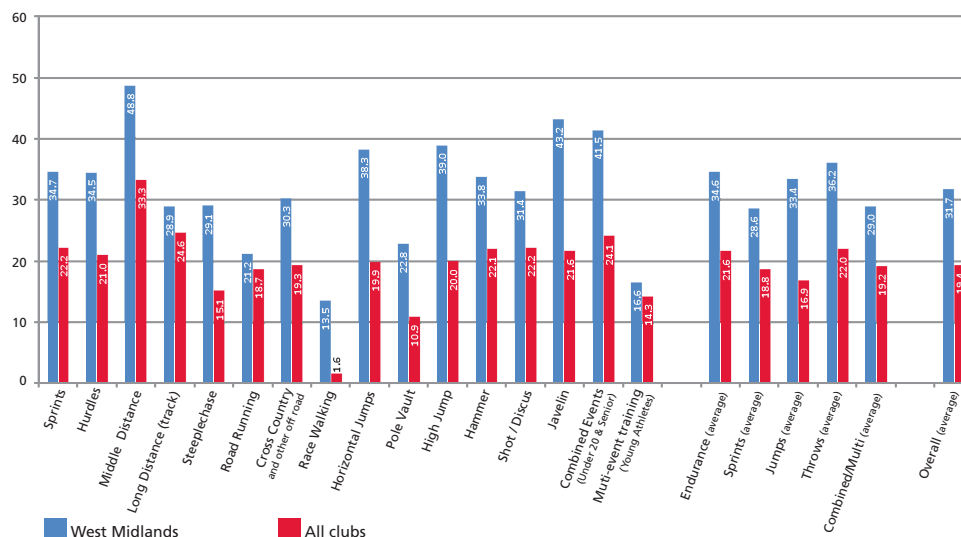


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure SW5 - Coach Gender, by Event

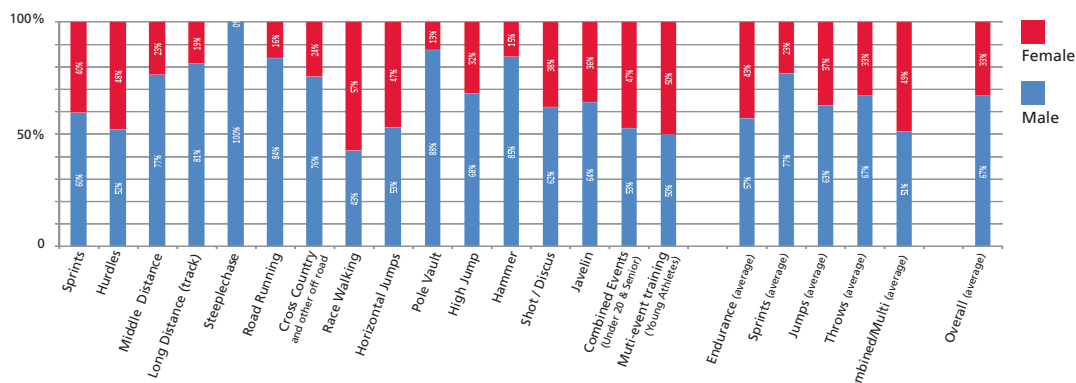


Figure 5 shows the gender ratio of coaches, by event.

5.7.3 Comments from Clubs in the West Midlands

Comments on Barriers to Qualified Coaches Remaining Active

Work & family commitments, active athletes.

We only have one coach not coaching – this is due to work commitments. He's a policeman.

In this survey I've just included those at the club who coach or help with coaching.

On our England Athletics records we may have some who did the awards a while ago and have moved to new areas. (When I did my Level 1 award when I was 18, about 10 others who were a similar age did it too. They've all moved away, got married, had children and have drifted away from athletics.) They've never really coached to be honest but someone at the club at the time wanted us all to do it, thinking it would benefit our CVs. I think there was some funding for it at the time.

Time pressure.

Performing other official duties for the club.

The main reasons for qualified coaches not actively coaching in the club is distance and travel time. Two qualified coaches still act as officials but live too far away from the club to coach regularly. Another two qualified coaches in the club act as team managers, but do not coach. This is possibly due to level of commitment required to coach or previous involvement in the club and a desire to take a less active role.

University or Colleges.

Mainly they are athletes still competing themselves.

Retired.

Work Commitments.

Family commitments.

Active athletes.

Comments on Coaching Capacity Development

More courses in our own county seems to be the biggest incentive to getting people to attend courses. Help with the cost would also add interest.

We need more younger coaches – this is part of the clubs on going plans included in the volunteer plans.

We believe we are not alone in this and will use the partnership to develop these skills.

A female coach has just taken on high jump coaching, to meet the summer competition demands! But admits that she's using her knowledge from when she jumped 20 years ago. Some knowledge on how to help someone progress at high jump would be useful. Possibly a masterclass like that which was arranged for throwing?

Local cost, effective courses. Most of the Coach Level courses are in Birmingham or Manchester – a 40/50 mile drive.

Development of more structure for the junior section is needed, so tools such as Athletics 365 can be used more effectively.

Intermediate squads for a little more specialist skills for 14 - 16 age group is needed for the junior squad.

The biggest challenge the club seems to face is attracting coaches to coach at the club. This is often because of the commitment in time that is involved with coaching athletics and the distance to travel to the club (we are a fair distance from any other towns).

Another challenge includes attracting coaches to attend courses, with the associated cost, time and distance associated with attending coaching courses. (Often in the Birmingham area which is a long drive our local area).

More coaching courses in the local area, and costs.

How to encourage more younger people into coaching.

Hold coaching courses locally.

Financial assistance with course fees.

We struggle with throws as the sole female throws coach is more shot/discus but our best thrower is javelin - her coach died.

We could use some more jumps input as this would funnel some of our sprinters into jumping

Grants for coaching courses and qualifications.

Access to specialist coaches.

Support. Advice and cooperation from England Athletics and UK Athletics officers.

More 365 mentoring please.

Specialised events – Flying Coach visits welcomed.

Sparse on Level 2s in disciplines at present - we definitely are working to recruit volunteers ... but it is proving difficult!

Comments on Coaching Skills Development

We have benefitted by having 'flying squad' visits which we hope will continue.

We will continue to use all the courses provided – these are passed on to all coaches as they are happen allowing the coaches to attend those courses they want to – they may not be applicable to there current coaching program but one they want to go to or have athletes wanting to participate in.

One coach who's not qualified (although CRB checked) can't get on courses because she has to work weekends. We've got a few younger athletes in a similar predicament, which work weekends and thus can't attend courses.

We need to produce a coach development plan for our coaches, which we are doing with the help of our Club and Coach Support Officer.

Development of coaches to progress to the next level and skills for areas such as Jumps would be a great benefit.

Support from our coaching development officer is always welcome.

The opportunity to be involved in more Flying Coach visits and coach development days. It would be very useful if these events could happen in our local area. The club acknowledges that the opportunity to attend such events has been possible through the Network and agrees that the challenge for them is to encourage coaches to attend these events more frequently.

More event-specific courses, possibly free of cost.

Flying Coaches for field disciplines and specialist track events e.g. hurdling, steeplechase
Supply coaching information/ flyers/ posters in hard copy (in addition to current method of email and website).

Short – one day – specialist courses, based on region or area, for access, involving minimum travel and cost.

Courses that include event skills- practical coaching skills and programmes, using experienced, informed coaches at club and higher levels.

Help with course funding and more volunteers.

Ongoing mentoring is always useful to us – we have young coaches who now want to progress themselves. Particularly in Induction/365.

Any Other Comments

Included in our numbers of sprinters, hurdlers and shot/discus figures I have included the young athletes (48) and their four coaches.

As a club we need to encourage more young people into coaching. Our coaches are weighted to the older age group – they may have the knowledge and skills however we do need to work on passing on these skills and this knowledge to a younger age group

Just to say that there are a lot of coaches who double up on events – e.g. sprints, hurdles and high jump, sprints and horizontal jumps, middle distance and javelin. Attracting a high jump coach has always been a problem. A lady who currently coaches sprints and hurdles has said she'd do it, and is currently doing 2 hours high jump coaching a week.

As a relatively small club the cost of the new Coach courses (£365) prevents us from putting people on these courses. We as a club reimburse the cost to the coach after 12 months of coaching; therefore the individual coach has to stand the cost for 12 months. There is some funding available to help with the costs but this normally limited to 50% and the remaining £180 is still a bar to some potential coaches as they are unpaid volunteers. I appreciate that the cost reflects the market costs and there is a need to guard against CV enhancers going on cheap courses.

It is important to point out that the club is a junior club and therefore has a very limited number of members above the age of 17. This is why many areas of the questionnaire have resulted in a participation figure of 0. Also in relation to road running, club members may compete in local road events by choice but this is not officially through the competition structure of our club

Also the club had a very strong pole vault group up until approximately 18 months ago. This group included up to 10 athletes. However unfortunately the coach has left and this has led to many of those individuals no longer jumping. This has become an issue for the club.

Finally the club's participation numbers unfortunately do not represent the membership figures and

the motivation of athletes to compete is another considerable problem facing the club.

We have few specialist coaches. Those we have tend to coach multi discipline within their own group rather than club wide. Pole vault is the exception where the two coaches we have only coach pole vault.

Also, I tried to put some average coaching times as 0.25 hrs etc but the form didn't allow this so I've had to round up to 1 hr in these instances.

Information provided gives general overview of coaching situation, but may not give realistic guide to club coaching – the practical organisation of coaching. Averages, scores, grouping of data, deviations may not reflect the actual situation within a club.

5.8 Clubs in Yorkshire & Humberside

5.8.1 Coaching indicators for Yorkshire & Humberside

Yorkshire & Humberside	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	14.3	61.7%	38.3%	1.7	8.3	1.3	7.5	14.2
Hurdles	9.1	58.3%	41.7%	1.0	8.9	0.5	2.1	9.5
Middle Distance	38.8	64.4%	35.6%	2.9	13.4	1.6	10.7	17.9
Long Distance (track)	29.3	71.7%	28.3%	1.7	17.1	1.2	4.1	11.2
Steeplechase	0.1	-	-	0.0	0.0	0.0	0.0	0.0
Road Running	70.9	62.0%	38.0%	4.7	14.9	2.1	12.4	17.7
Cross Country & other off-road	60.2	63.6%	36.4%	3.8	16.0	1.9	12.7	10.7
Race Walking	0.6	100%	0.0%	0.0	21.0	0.1	0.1	0.2
Horizontal Jumps	11.7	54.5%	45.5%	1.3	9.3	0.8	2.7	11.5
Pole Vault	0.2	0.0%	100%	0.1	3.5	0.1	0.1	4.0
High Jump	9.7	54.8%	45.2%	0.9	11.0	0.6	1.3	8.5
Hammer	2.9	80.0%	20.0%	0.4	6.9	0.6	1.1	12.2
Shot/Discus	10.1	71.1%	28.9%	1.1	9.3	0.8	2.2	13.2
Javelin	9.5	73.7%	26.3%	1.1	8.8	0.8	2.2	17.7
Combined Events (U20/sen)	0.9	66.7%	33.3%	0.6	1.5	0.4	1.2	14.1
Multi training Young Athlete	37.8	50.0%	50.0%	3.3	11.4	1.1	9.1	14.6
Sprints (average)	11.7	60.4%	39.6%	1.4	8.5	0.9	4.8	11.9
Endurance (average)	33.3	64.3%	35.7%	2.2	15.2	1.1	6.7	9.6
Jumps (average)	7.2	53.2%	46.8%	0.7	9.8	0.5	1.4	8.0
Throws (average)	7.5	73.6%	26.4%	0.9	8.7	0.7	1.8	14.3
Combined/ multi (average)	19.4	52.6%	47.4%	2.0	9.9	0.8	5.1	14.3
Overall (average)	19.1	62.0%	38.0%	1.5	12.4	0.9	4.3	11.1

5.8.2 Summary of data for Yorkshire & Humberside

The overall number of athletes per coach is above the recommended safe level in Yorkshire and Humberside, and is higher still for endurance events. In sprints, the average number of hours delivered per coach is less than 50% of the national average. In jumps events, the average number of hours per coach and per club, as well as the average number of coached minutes per athlete, are less than 50% of the national average.

Athlete to coach ratios are above the recommended average in Middle Distance, Long Distance (track), Road Running, Cross Country & other off-road and Race Walking. None of the clubs in the region identified any coaches in the steeplechase event.

The average number of coaching hours per week per coach was less than half the national average in hurdles, race walking, pole vault, high jump, hammer, and combined events (under 20 and senior).

The average number of coaching hours per week per club was less than half the national average in long distance (track), race walking, pole vault and high jump.

The average number of coached minutes per athlete was less than half the national average in hurdles, long distance (track), race walking, pole vault and high jump.

Figure YH1 - The average number of athletes per coach, by event

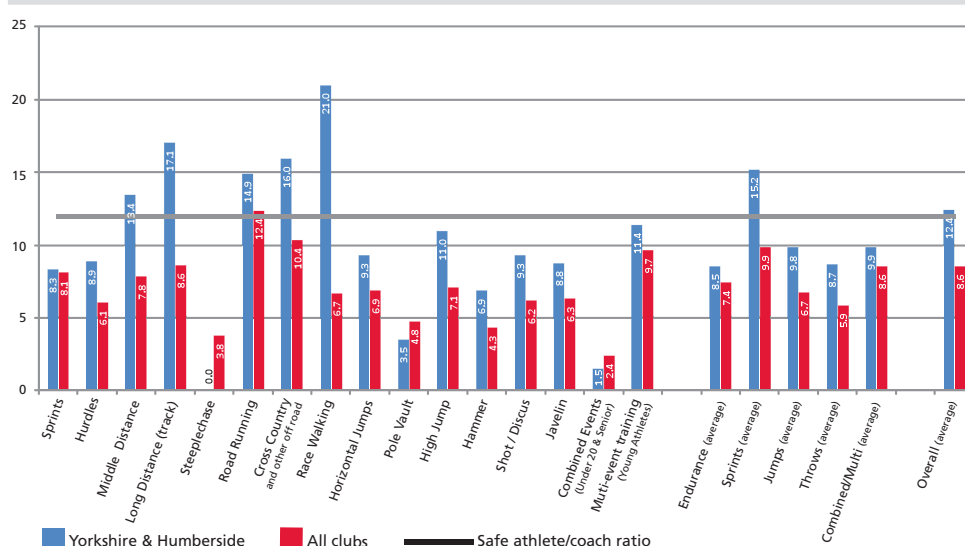


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure YH2 - The average number of hours delivered per week per coach, by event

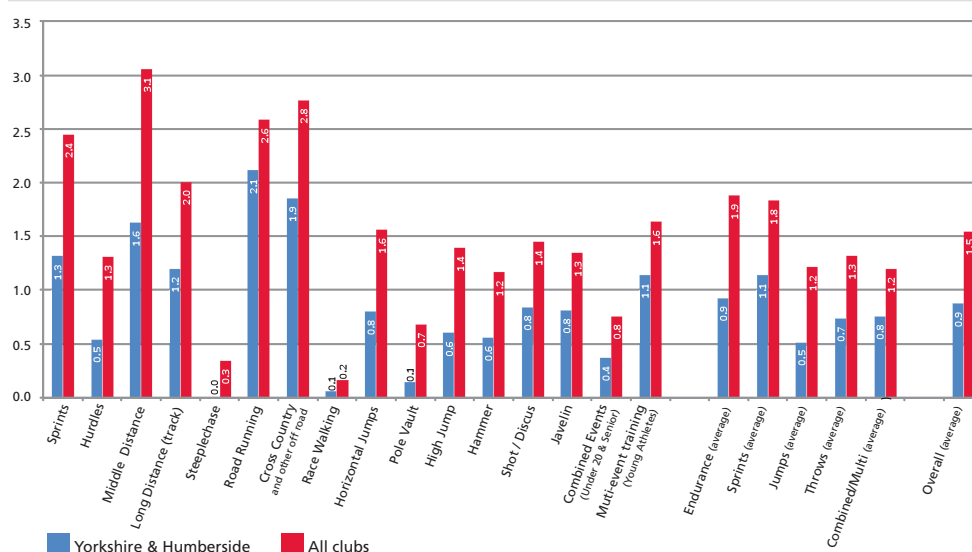


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours

per week. This is an indication of the commitment of individual coaches in terms of hours coached.

Figure YH3 - The average number of hours delivered per week per club, by event

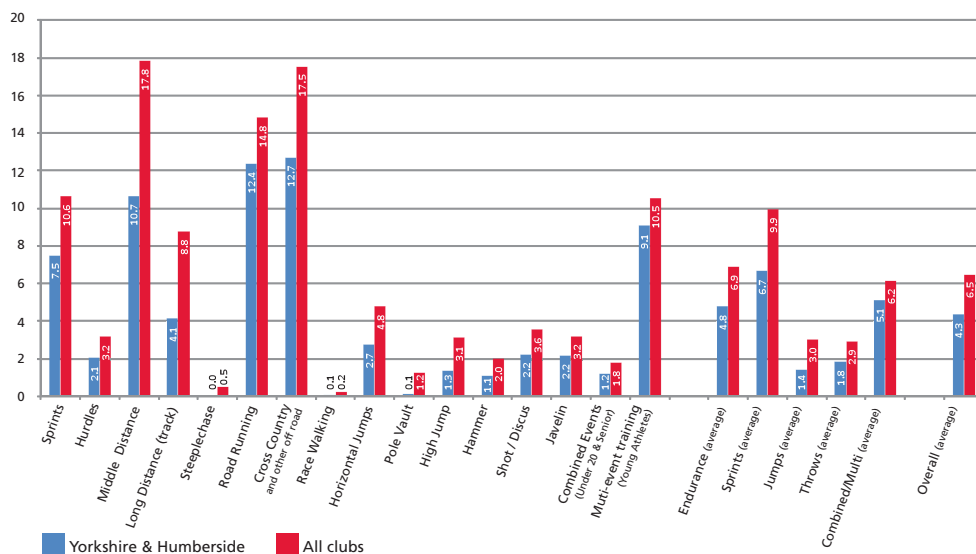


Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

Figure YH4 - Average number of coached minutes delivered per week per athlete, by event

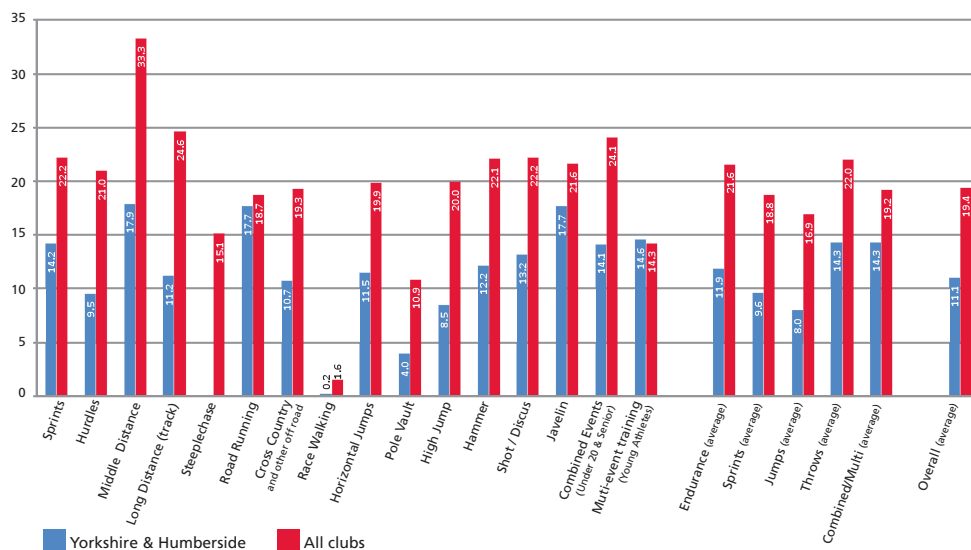


Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

Figure YH5 - Coach Gender, by Event

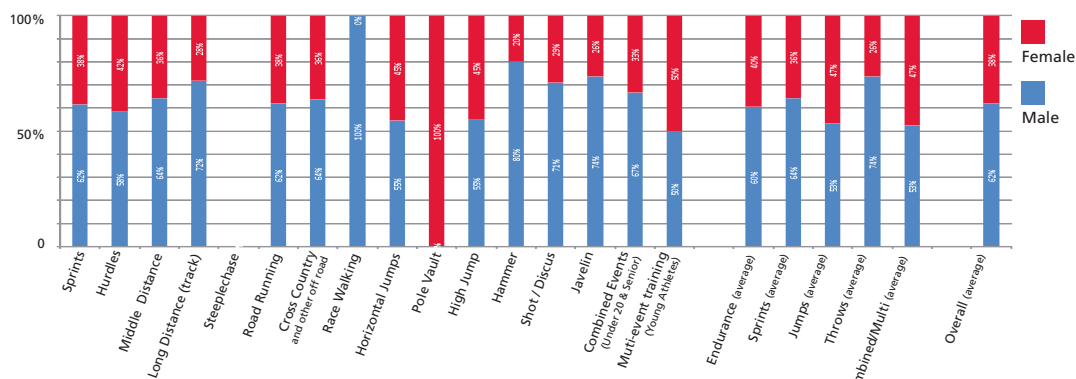


Figure 5 shows the gender ratio of coaches, by event.

5.8.3 Comments from Clubs in Yorkshire & Humberside

Comments on Barriers to Qualified Coaches Remaining Active

Running clubs not being aware that they are required to have a qualified coach.

Facilities – lack of development.

Other life commitments and the time commitments.

Time commitments and other commitments within their work and personal life.

Lost interest.

The majority of our qualified coaches are in the junior section and parents coach when their children are doing athletics and then move on.

Many coaches are athletes themselves, and therefore struggle to coach and train, and their own personal training sessions take over.

Unsure - any coaches with a licence are active.

All still competing - no time to coach vets.

Being at University. Two recently had babies.

Clashes with jobs / juggling time.

Cost, time, other commitments.

Work commitments, some of our coaches work shifts and cannot commit to the coaching groups. One of our coaches is at University.

Time commitments and family life.

Family bereavement, due back in September.

Doing other things. Kids stopped coming.

Other commitments.

Awaiting suitable courses and finance.

Due to work commitments.

Are working behind the scenes i.e. club committee etc.

Maternity; actively officiating; teaching PE at the school where club is based.

Currently all of our qualified coaches are active. Previous coaches have stopped because their children have left the sport.

Comments on Coaching Capacity Development

To understand what each course entails, and how it can fit in with the athletes the club caters for.

Understanding the requirements of clubs to deliver sessions, and understand the coach education structure, and which course is most suitable for a running club.

Better facilities will attract more coaches. Don't really actively recruit, we have enough people volunteering and coming forward for what we require.

Localised coach development provision.

Localised courses and getting more older runners within the club involved and qualified.

Local courses.

Links to LCDP.

Better facilities at a local school.

We need more Level 2 coaches.

Support is sourcing new coaches.

Just getting organised – another three coaches are undertaking the Coaching Assistants course, but haven't received the coaching licence yet so have not been included in the audit assistant coaches qualified.

Looking at some of the U17 athletes moving forward into the Leaders course - this will be a big help within the club.

Need to get more local coach education courses. Cost high.

People approaching the club to be coaches. Coaches working with existing coaches for six weeks before attending courses – then if still interested the club will pay for the course.

Clubs subsidise the course – ask for £25 deposit from volunteers – then get 10 hours coaching back and give deposit back – system works well.

Parents train up but then leave when their children leave – big issue with retention of coaches.

Support from experts in the field. Flying Coach sessions for high jump. Mentoring support within the club.

Location of courses. Time commitment needed to attend courses – especially over three or four weekends. General club development. General coach development. We want at least two coaches to develop to the next level.

Support with coach education costs, to train more potential coaches, which would enable our club to support more athletes.

Support with coach education costs to get older athletes involved in coaching.

To have a localised Leadership in Running Fitness Course.

Recruitment of coaches. Concerned over the impact that the Olympics will have in bringing more members to the club and there not being enough coaches. Asked parents to help out, but nobody has come forward. Our local CCSO is going to support with volunteer tool kit.

How to get athletes interested in coaching.

We are in need of a full time throws coach and more volunteers to support young athletes sessions.

Funding to qualify more LiRFs.

More bodies.

Coach in Running Fitness course is too expensive for people in the current climate.

Need more courses and finances.

LiRF course for group leaders.

Assistance with the cost of coach training and qualification.

Funding to ease costs and generate interest.

Good communication about coaching courses and access.

A club event with 6-8 people would be very effective.

Facilities for hurdles, pole vault, cage for hammer and discus, high jump bed, improved long /triple jump runways and pits.

We need to be able to attract interested persons, be it former athletes or parents, into coaching. Most people in these categories are aware of us and our needs so they don't need to be especially made aware, they just need to have the motivation to want to coach. We have always had sufficient funding to have them trained.

Need relevant endurance courses held locally. There are also cost implications when courses for volunteers cost £300. Time commitments e.g. whole weekends on coaching courses are problematic for many volunteers.

Comments on Coaching Skills Development

The North Yorkshire Athletics Network are providing coaching workshops to upskill our coaches, and to entice potential new coaches. The main issue for coaches not taking coaching qualifications is the cost, but also the lack of knowledge in running clubs about the requirement to have a fully qualified coach.

Localised coach education courses, although the North Yorkshire Athletics Network are currently looking to deliver coach development workshops, specifically aimed at running clubs.

Promotion of coach development courses within the athletics network. Need the knowledge to pass on to athletes. We need facilities to do all the events.

Through a local development group the club is fortunate enough to receive money towards the cost of coach education. Locally run courses would benefit our coaches.

The club coaches are being supported through the coach development programme by our local Athletics Network. Coaches have been asked what three key areas they would like to develop themselves in, and from the data collated from all running clubs, all the ones mentioned are going to run over the next 12 months.

Wider range of mentors and current coaches becoming more experienced.

Time and more senior coaches.

Change of course confusing. One coach qualified as Level 2 and wanted to do other modules. Can't fit and do the three days 'Coach' qualification. Cost elements.

The present courses are too long in duration and too costly. At Ilkley the majority of our new coaches are parents of the children taking part and they are there to support their child and not of a desire to become can athletics coach. Some however are ex-athletes and come to us with a good knowledge of particular activities and we utilise these skills.

Coaching bursaries, localised courses.

Masterclasses. Observation of better coaches. Workshops on coach development via the network and LCDP. Younger coaches may be interested in being mentored.

Need more local courses – recent course held at our club attracted people from within the club. Networks should work together to identify the gaps in coach education. We have a disability group within the club that isn't mentioned in the survey – three coaches work with disabled athletes. Gifted and talented club night on Wednesday that feeds into the club.

Not really – we do quite well in recruiting coaches. Need to support new coaches when they have done the qualification to increase confidence.

Sharing good practise amongst experienced coaches.

Relating to the young people in the club – keeping language simple.

Need knowledge of what people would respond to.

Localised courses at a suitable time and venue. The club are getting support with specific courses through the local Athletics Network.

Support is being given through the local Athletics Network for specific courses, and the network and CCSO is supporting us with Flying Coach visits too.

The club are very happy to receive opportunities for our coaches through the local Athletics Network

Most of the coaches within the club have accessed LCDP which is really positive. Just need more people volunteering.

The coaches are receiving help and support through the network with localised workshops, which have been helpful.

Flying Coaches to provide 'Tuesday-club night' coaches with new ideas for general endurance sessions keeping sessions fresh for regular participants.

Specific areas requested: speed and endurance.

Support in sharing good practice with other clubs on the delivery of 'Run ...' type open sessions. A resource detailing session ideas/activities used by clubs delivering 'Run ...' sessions would be useful and/or a regular forum for discussion on this specific topic. The 'Run ...' session on a Thursday has been a great success and is now a major part of the club and therefore we are keen to develop this further.

Interest has been shown to deliver workshops/clinics in the following areas:

Preparation – injury prevention, strength & conditioning, biomechanics

Psycho-behavioural – goal-setting

Courses are too expensive.

Flying Coaches.

Flying Coach we had was very good; more of this would benefit the coaches

Courses need to be local and affordable.

Flying coaches. Assistance / advice converting Level 2 training (without final qualification) into endurance coach qualification.

A dedicated coaching qualification for junior runners (ages 6 - 15) would be ideal to help train coaches and adult assistances with our vibrant junior runners section.

Specific workshops.

Difficult to get members to go into coaching. Most just want to concentrate on their own running and be trained by some one else.

Coaching courses are too expensive and lengthy. They need to be practically based and take into consideration that potential coaches have other commitments e.g., parents, officials, shift workers.

Within skill, coaches need to want to remain in the sport in the long term. Several factors appear to cause coaches to leave the sport after a few years, namely their own children leaving the sport, and conflict between coaches regarding athletes and club policy. All of the coaches at our club have the necessary technical skills, it is the other skills which are not taught, i.e. remaining motivated and avoiding conflict which are needed.

Club has accessed brilliant workshops over the winter period.

Any Other Comments

We really need the facilities for throws and jumps because these events are under developed in this area. We need throws cage and jumps pit!

The throws coaching is done by one coach, and due to not being able to put in 0.5 hours, the time has increased to 1 hour per week, instead of the 30 minutes.

Need general all round coaches – most coaches within the club are combined event coaches, but then need specialists such as throws coaches to take the athletes to the next level.

Need to keep courses at a low level. Need to invest time in mentoring young coaches.

There is a willingness to develop, which we will do with our local CCSO's support.

Geography is difficult in this area.

We also have a disability group of all ages which we have included in these figures – this comprises a running group and also three wheelchair racers.

Other commitments and courses are too expensive. Difficult to distinguish between road, off-road etc. We mix it all up and some run events in both or not all. Number of runners varies each session between 10 and 35 though we have 70 members.

Coaching within the club is very important and my impression is from talking to other clubs is that they are all keen to learn and progress more with their coaching.

We are a small club meeting at the local secondary school, grass fields, in a rural area. Thus we can never become a large club and some coaches have to take all disciplines yet we have, in the past, produced and coached English Schools champions and athletes to senior international level.

To be effective, at some stage the issues of attracting suitable people into coaching need to be fully addressed. As they are going to be working in a voluntary capacity, i.e. not paid, they need to feel their work is of value. The club fully recognises this and acts upon it, but we lose coaches for these two reasons:.

1.If their children leave the sport

2.Conflicts between coaches and club policy (based on UK Athletics policy)

Coaching has to be seen as valuable and attractive to the two categories where coaches are normally recruited from, namely parents and former athletes. I do not know how we can retain parents who are coaches who lose interest when their child leaves the sport.

5.9 Non-Networked Clubs

5.9.1 Coaching indicators for Non-Networked Clubs

Non-Networked Clubs	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	20.4	61.9%	38.1%	2.1	9.7	2.0	6.9	16.5
Hurdles	8.5	57.1%	42.9%	1.4	6.1	1.2	3.5	18.3
Middle Distance	20.8	76.7%	23.3%	3.0	6.9	2.6	10.8	38.9
Long Distance (track)	9.9	76.5%	23.5%	1.7	5.8	1.1	6.2	13.4
Steeplechase	1.0	-	-	0.3	-	0.1	0.1	0.8
Road Running	38.8	76.3%	23.7%	3.0	13.2	2.1	9.5	11.4
Cross Country & other off-road	41.6	76.1%	23.9%	3.6	11.7	2.4	12.6	15.5
Race Walking	1.2	100%	0.0%	0.1	12.0	0.1	0.1	0.2
Horizontal Jumps	10.1	56.3%	43.8%	1.6	6.3	1.0	3.2	9.6
Pole Vault	1.5	60.0%	40.0%	0.3	5.8	0.2	0.2	2.3
High Jump	6.0	61.1%	38.9%	0.9	6.7	0.7	1.4	6.5
Hammer	1.0	85.7%	14.3%	0.4	2.9	0.5	0.7	10.8
Shot/Discus	7.7	73.9%	26.1%	1.2	6.7	0.7	2.6	10.0
Javelin	7.4	72.4%	27.6%	1.5	5.1	1.1	4.1	17.0
Combined Events (U20/sen)	2.8	66.7%	33.3%	0.5	6.1	0.6	1.6	15.9
Multi training Young Athlete	29.0	55.3%	44.7%	3.8	7.6	1.4	8.9	11.6
Sprints (average)	14.5	60.0%	40.0%	1.8	8.3	1.6	5.2	17.4
Endurance (average)	18.9	76.6%	23.4%	1.9	9.8	1.4	6.5	13.3
Jumps (average)	5.8	58.2%	41.8%	0.9	6.4	0.6	1.6	6.1
Throws (average)	5.4	74.6%	25.4%	1.0	5.4	0.8	2.4	12.6
Combined/ multi (average)	15.9	56.5%	43.5%	2.1	7.5	1.0	5.2	13.7
Overall (average)	13.0	68.6%	31.4%	1.6	8.3	1.1	4.5	12.4

5.9.2 Summary of data for Non-Networked Clubs

The overall number of athletes per coach is within the recommended safe level at Non-Network clubs, and this is true for all event groups. In jumps events, the average number of hours per coach and per club, are less than 50% of the national average.

Athlete to coach ratios are above the recommended average in Road Running and Race Walking. None of the clubs in this group identified any coaches in the steeplechase event.

The average number of coaching hours per week per coach was less than half the national average in steeplechase, race walking, pole vault, high jump, hammer, and shot/discus.

The average number of coaching hours per week per club was less than half the national average in steeplechase, race walking, pole vault, high jump and hammer.

The average number of coached minutes per athlete was less than half the national average in steeplechase, race walking, horizontal jumps, pole vault, high jump, hammer and shot/discus.

Figure NN1 - The average number of athletes per coach, by event

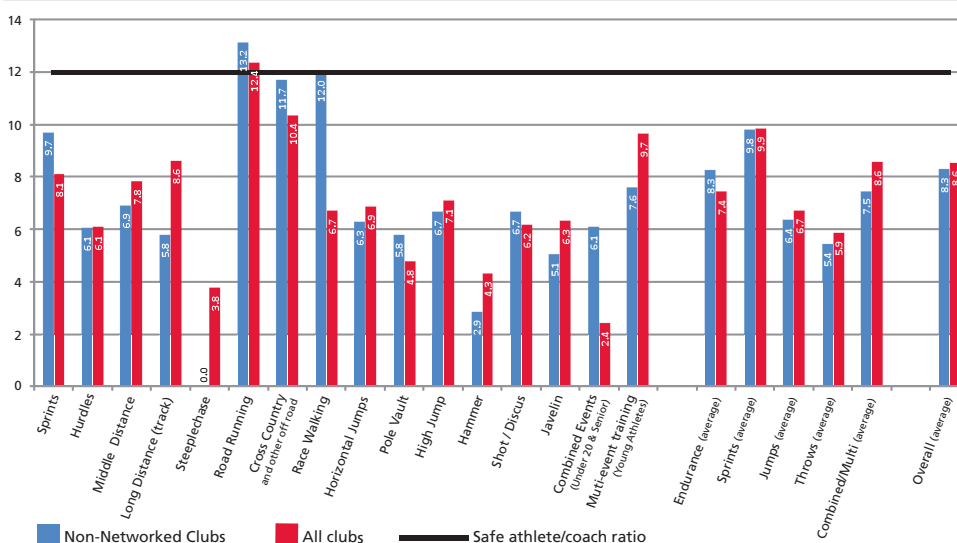


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure NN2 - The average number of hours delivered per week per coach, by event

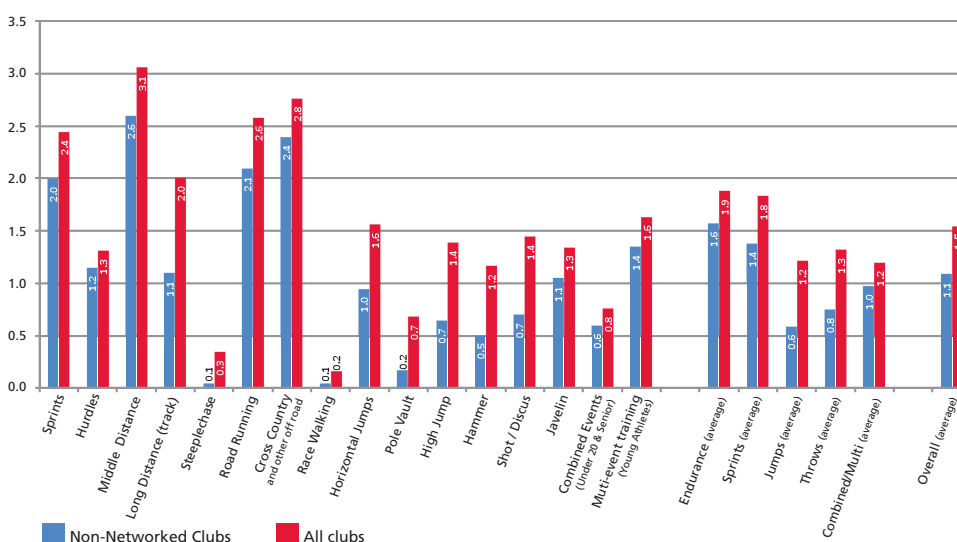


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

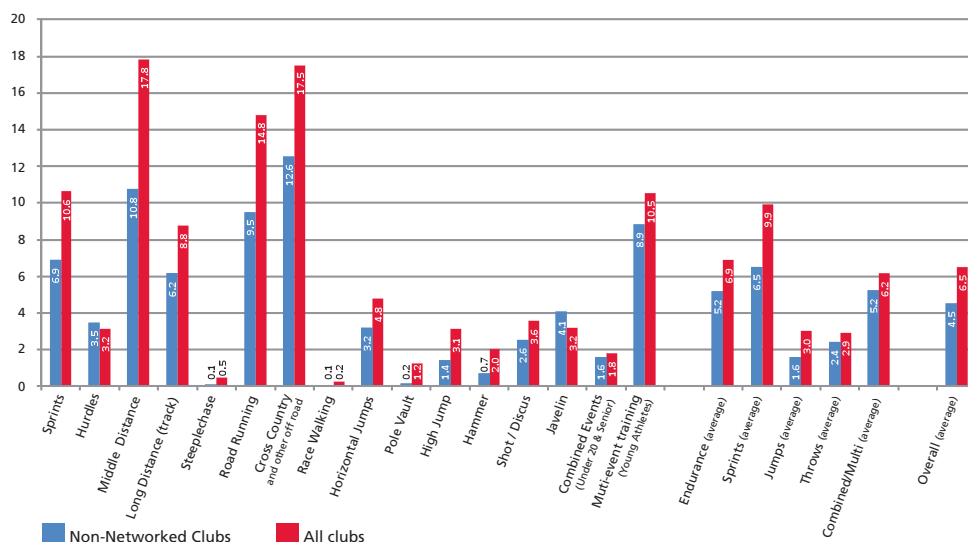
Figure NN3 - The average number of hours delivered per week per club, by event

Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

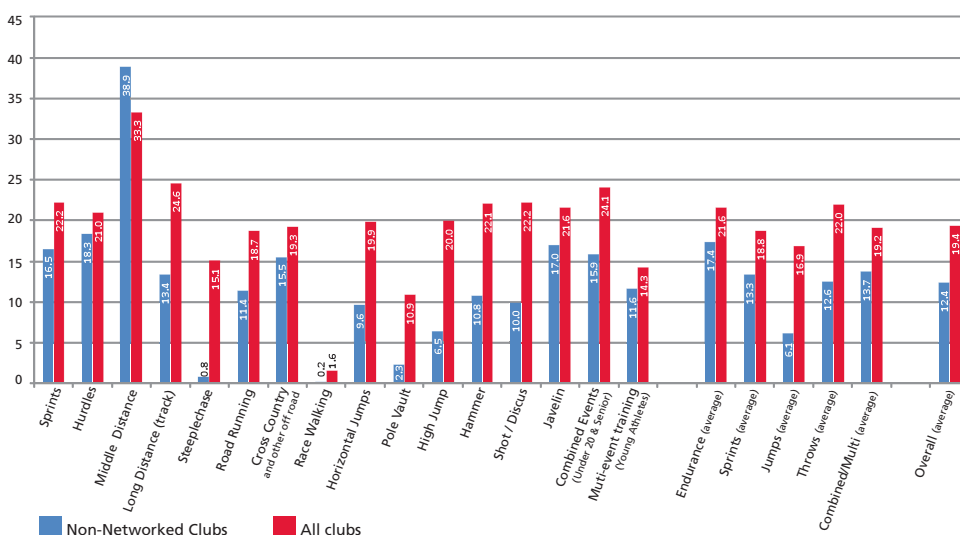
Figure NN4 - Average number of coached minutes delivered per week per athlete, by event

Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

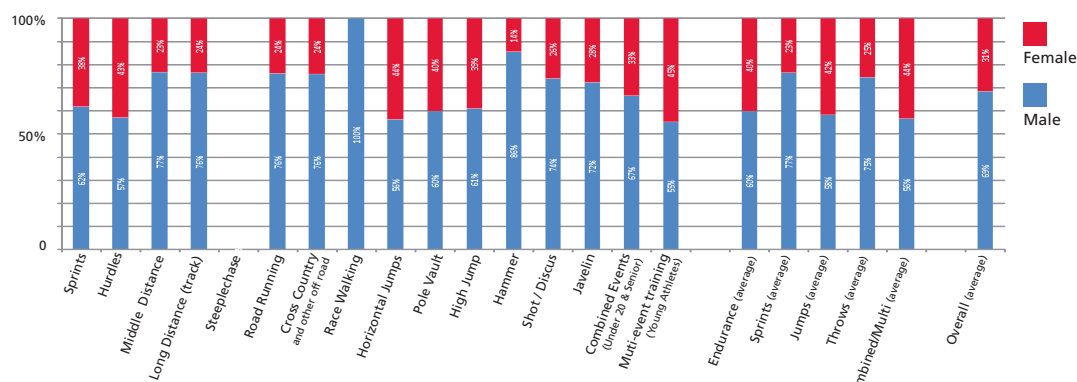
Figure NN5 - Coach Gender, by Event

Figure 5 shows the gender ratio of coaches, by event.

5.9.3 Comments from Non-Networked Clubs

Comments on Barriers to Qualified Coaches Remaining Active

Active athletes, away at University, temporary away.

Support the club.

Too old.

We don't have any. We currently have one club member being trained to be a coach under supervision.

We have one ex-coach who wanted paying for his services.

Work & family commitments, active athletes.

Work commitments.

Relocation. Working away.

Time.

Time to coach, moved away from sport as children grow up

1 is studying at college/university.

1 has just passed qualification and will train young athletes at winter time indoors.

Time/job constraints.

Lack of time / regular routine to be able to dedicate to coaching.

They are either a) active athletes or b) have other educational commitments.

Time or their own training.

Comments on Coaching Capacity Development

We are working well on developing this area which is ongoing.

Better facilities at a local school

Not really. Members appreciate that training has to be done properly and that it takes a long time to go through the levels. We currently have one female training to be a coach. The one factor that prevents more members undertaking training for a coaching licence is the cost. . Several of our members would coach and have the skills to do so but they don't do so because our sessions are on the road and we don't feel that unlicensed coaches without insurance cover are the way forward.

We would like to see more national coaches touring clubs at grass roots level.

More courses in our own county seems to be the biggest incentive to getting people to attend courses. Help with the cost would also add interest.

We need to bring level ones up to the new Level 2 equivalent standard.

We are already working with our CCSO to look at our club structures, pathways for both athletes and coaches. We're starting to address getting new coaches and volunteers involved.

Support with funding for coaching courses

Local coaching courses rather than regional ones. It would be good to have them split over two weekends instead of one weekend – e.g. Sat & Sat, instead of Sat, Sun. A lot of potential coaches are parents and struggle with childcare for a whole weekend.

Further funding for courses making them more affordable. Refresher courses for coaches that have been coaching for some time but may need some extra help, support or showing how coaching has progressed since they did their coaching courses.

Local courses, more parents willing to get involved, parents feel is a crèche at times.

More volunteers coming forward, we need the parents to get involved, we are working with the local council to recruit more volunteers.

Some kind of open days for young athletes and parents.

We can try and attract more coaching this way.

More young coaching from younger persons, say at local schools/colleges.

Need help on trying to improve these.

Larger pools of coaches and helpers (leaders) who can support sessions run by Level 2 coaches – support on how to involve parents in sessions; greater access to coaching expertise in particularly the field events – there are good coaches in these disciplines within the club, but time and job constraints limit their capacity to lead sessions. The absence of indoor facilities limits coaching in such disciplines to the summer season.

Club has worked with our local CCSO to start getting people on the coaching ladder. Six people attending a LiRF course in the area.
From this it will then be the support for these individuals to know where and how to progress. CiRF course, how to best take a session etc .

We have recently reviewed our coaching capacity and coaching needs (for the Clubmark application) and to cope with rising demand.

We need to ensure that those who are at Level 1 are supported to become Level 2 if they want. There are currently eight Level 1 coaches who all need to be supervised particularly in terms of those doing track and field work.

We have NO club vertical jumps coaches and have to borrow time from other non-attached coaches. We only have one Level 2 coach who is qualified in sprints, jumps, hurdles and throws - putting undue pressure on one person.

Our other Level 2 coach is only qualified for sprints so far.

The development of both Sportshall and QuadKids leagues has meant an increased interest from youngsters so we need more people able to coach at this level too.

Cheaper training

Assistance with the cost of coach training and qualification.

Comments on Coaching Skills Development

Cost of course still a limitation and also we have some younger athletes (age 14, 15) who now can't take any qualification now CIA is gone.

Change of course confusing. One coach qualified as Level 2 and wanted to do other modules. Can't fit and do the three days 'Coach' qualification. Cost elements.

We have benefitted by having 'flying squad' visits which we hope will continue.

Having more local course would be good, our nearest is usually Loughborough. Also small refresher courses would be good on individual disciplines.

We've used the Flying Coach scheme and this has helped up get three parents involved in throws coaching and they have since become qualified. More of this as well as the above from our local CCSO.

Continued Flying Coach visits, local coach education courses.

Some form of identity. Getting a fleece, t-shirt with a coaching badge etc on it makes sure the athlete and parents know who is qualified and shows a sense of professionalism. Weather-proof equipment. Access to further coaching resources.

Local courses.

Coach courses in our local area, travel time is to much. Money to support coach courses.

More local available training sessions.

More specific event training by local coaches.

Increased communications.

The above has improved over past couple of years which is great. I particularly liked the Lancashire coaching which took place over winter period.

Early communication is the key (I know it is not always possible though).

Access to a wider range of expertise that enables more coaching sessions in non-running events to be held and/or increases the confidence of existing coaches to deliver these. Some coaches are linked into mentors through England Athletics and expansion of this to help build confidence would be beneficial; opportunities for coaches to learn from other coaches either via visits to club or through workshops.

Time to go on the course is probably single biggest issue. Locality is also another issue. However now we have more people on the ladder hopefully we will be able to break these barriers down. Also having the guidance and confidence to do the coaching is another factor and hopefully by using the support networks (Flying Coaches etc) that exist, we and our coaches can make progress. Club has agreed to fund all coaching course enrolment costs so cost should not be an issue.

I think these points have already been made to our local CCSO.

However I would add to this the need to be aware of the growing interest from Masters Track and Field athletes as well as from Disabled athletes – we have no specialist coach but have volunteers who are interested in developing a specialism in this area.

More local coach development programs run by the club coaching coordinator.

A dedicated coaching qualification for junior runners (ages 6 - 15) would be ideal to help train coaches and adult assistances with our vibrant junior runners section.

Any Other Comments

Have only counted active coaches on no 28 above. Pole vault and steeplechase is only coached occasionally so not one hour per week wanted to put .5 which is closer.

Hope you all find this helpful!

Included in our numbers of sprinters, hurdlers and shot/discus figures I have included the young athletes (48) and their four coaches

The price is a big factor now, as you cannot guarantee a person will stay on and coach after the club has paid out, but you cannot expect them to pay the huge fees on their own, so this has become a dilemma for us as a club, the fees before were much more manageable with the person paying up front and us paying them back after 6 months commitment.

We are currently a small junior club who is looking at all areas of the club to keep building capacity.

Unqualified coaches never coach on their own – they are always supporting a lead coach.

Pole vault – they coach at another local club due to better facilities.

Many athletes do multi-disciplines and are all weather-dependent so the numbers are done on an average attendance of athletes over the past year.

We mainly have three groups: middle/ long distance; sprints/ hurdles; throws/javelin. The youngsters tend to stay in one of the above groups, we do not offer jumps.

Middle distance/long distance/cross country are the same athletes and coaches – groups train for all events during year; road running is our successful jogging group; coaching in field events tends to be ad hoc and geared around periods before competitions so that youngsters are comfortable with basic techniques before events – so there will be some coaching of all events during the summer, but it is done periodically.

We are a club new to the coaching game who want to develop people of all abilities from those who want to run a sub 60 minute 10k to those who want to run a sub 2:45 marathon – all support and advice gratefully received.

We are increasing our membership now and wish to have the coaching staff to meet the demand. For too long club members have relied on too few people.

5.10 Network Clubs

5.10.1 Coaching indicators for Network Clubs

Network Clubs	Athletes per club	Male coaches	Female coaches	Total Coaches per club	Athletes per Coach	Average hours coached per week per coach	Average hours coached per week per club	Coached minutes per athlete
Sprints	22.8	66.4%	33.6%	2.9	7.9	2.5	11.3	23.2
Hurdles	8.4	62.3%	37.7%	1.4	6.1	1.3	3.1	21.4
Middle Distance	34.1	72.5%	27.5%	4.3	8.0	3.1	19.1	32.4
Long Distance (track)	20.7	72.5%	27.5%	2.3	9.0	2.2	9.2	26.5
Steeplechase	1.1	85.7%	14.3%	0.3	3.7	0.4	0.5	17.6
Road Running	59.5	66.6%	33.4%	4.8	12.3	2.7	15.7	20.0
Cross Country & other off-road	49.6	70.5%	29.5%	4.9	10.2	2.8	18.4	19.9
Race Walking	0.6	58.3%	41.7%	0.1	5.8	0.2	0.3	1.8
Horizontal Jumps	13.9	64.4%	35.6%	2.0	7.0	1.7	5.1	21.6
Pole Vault	2.1	76.9%	23.1%	0.4	4.7	0.8	1.4	12.3
High Jump	10.3	63.1%	36.9%	1.4	7.2	1.5	3.4	22.3
Hammer	3.6	73.4%	26.6%	0.8	4.4	1.3	2.3	24.0
Shot/Discus	9.9	67.7%	32.3%	1.6	6.1	1.6	3.7	24.3
Javelin	9.4	69.2%	30.8%	1.4	6.5	1.4	3.1	22.4
Combined Events (U20/sen)	1.6	65.6%	34.4%	0.8	2.1	0.8	1.8	25.5
Multi training Young Athlete	40.9	56.2%	43.8%	4.1	10.0	1.7	10.8	14.7
Sprints (average)	15.6	65.1%	34.9%	2.1	7.3	1.9	7.2	22.3
Endurance (average)	27.7	70.4%	29.6%	2.8	9.9	1.9	10.5	19.7
Jumps (average)	8.7	65.3%	34.7%	1.3	6.8	1.3	3.3	18.7
Throws (average)	7.6	69.5%	30.5%	1.3	5.9	1.4	3.0	23.6
Combined/ multi (average)	21.2	57.6%	42.4%	2.4	8.7	1.2	6.3	20.1
Overall (average)	18.0	67.2%	32.8%	2.1	8.6	1.6	6.8	20.6

5.10.2 Summary of data for Network Clubs

The overall number of athletes per coach is within the recommended safe limit at Network Clubs, but above the limit for Road Running. Network clubs are close to the national average level across all event types for athletes per coach, coached hours per week (for clubs and individual coaches) and coached minutes per week per athlete. This is also true for individual events across the range.

Figure N1 - The average number of athletes per coach, by event

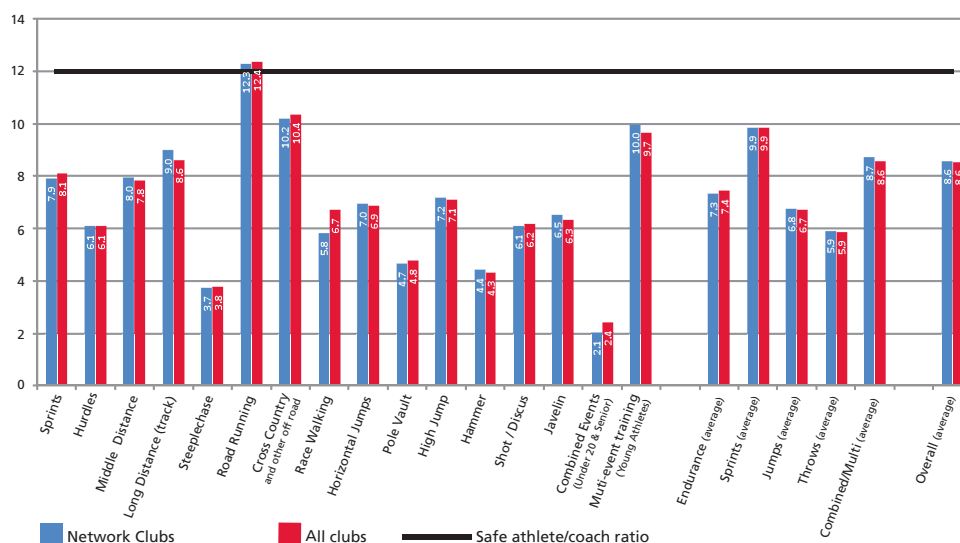


Figure 1 shows the average number of athletes per coach by event. A higher ratio indicates that coaches deliver to a larger number of athletes. This is an indication of the general level of supply of coaching resources.

Figure N2 - The average number of hours delivered per week per coach, by event

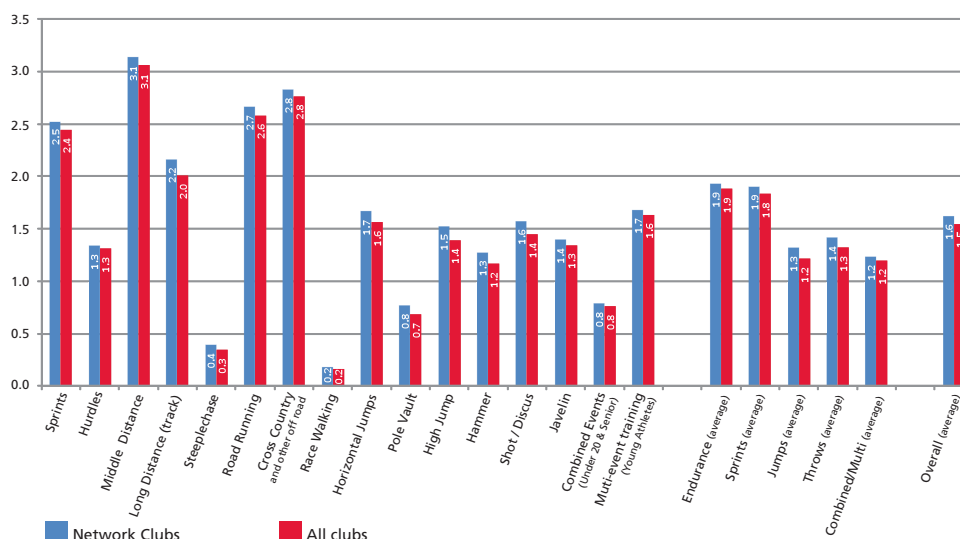


Figure 2 shows the average number of hours coached per week per coach, by event. A higher figure indicates that individual coaches deliver a larger number of coaching hours per week. This is an indication of the commitment of individual coaches in terms of hours coached.

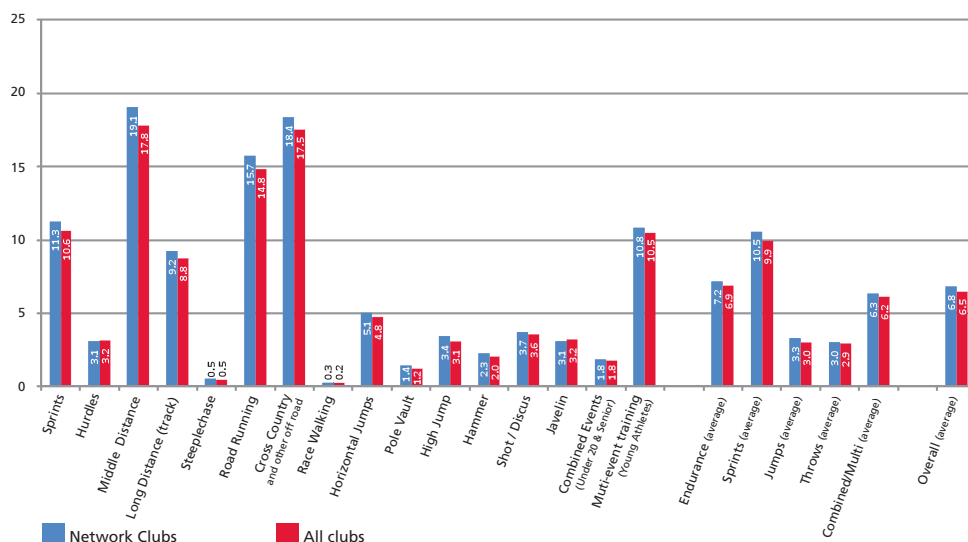
Figure N3 - The average number of hours delivered per week per club, by event

Figure 3 shows the average number of hours coached per week per club, by event. A higher figure indicates that individual clubs deliver a larger number of coaching hours per week. This is an indication of the overall coaching resource available to clubs.

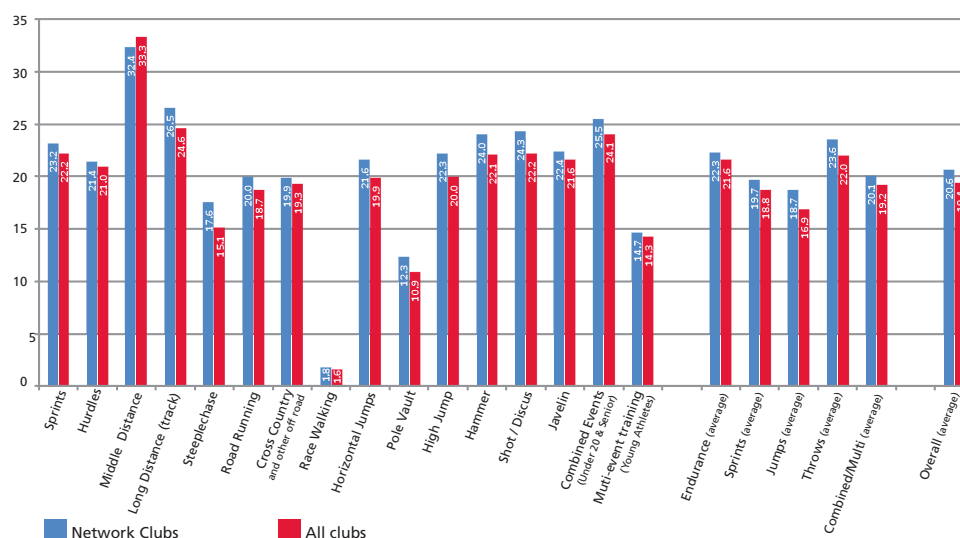
Figure N4 - Average number of coached minutes delivered per week per athlete, by event

Figure 4 shows the average number of coached minutes per week per athlete, by event. A higher figure indicates that athletes receive more individual coaching input per week. This is an indication of the overall coaching resource available to athletes.

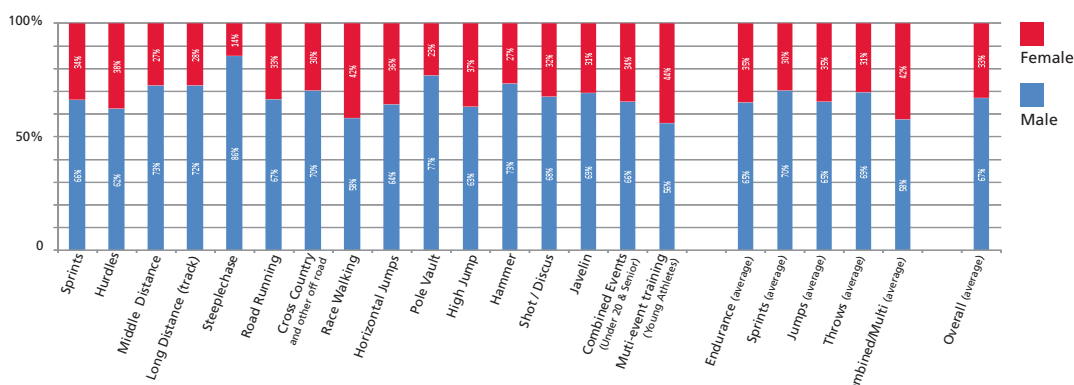
Figure N5 - Coach Gender, by Event

Figure 5 shows the gender ratio of coaches, by event.

Appendix

List of clubs included in data sample:

Alchester Running Club	Guildford and Godalming Athletic Club	& AC
Aldershot Farnham & District AC	Halesowen A & CC	Pickering Running Club
Allen Valley Striders	Halifax Harriers	Plymouth Harriers
Alnwick Harriers	Handforth, Wilmslow and Alderley AC	Plymouth Musketeers RC
Amber Valley & Erewash AC	Hardley Runners	Plymstock Road Runners
Barnet & District Athletic Club	Harrogate Harriers & AC	Pocklington Runners
Barrow & Furness SAC	Havant Athletic Club	Pontefract AC
Barton and District AC	Hayle Runners	Poole Athletic Club
Bedford and County AC	Heanor Running Club	Pudsey & Bramley
Beverley AC	Heaton Harriers	Pudsey Pacers
Billingham Marsh House Harriers	Hereford & County Athletics Club	Reading Athletic Club
Bingley Harriers	Highgate Harriers	Redcar Race Walking Club
Birtley Athletics Club	Holmfirth Harriers	Richmond & Zetland Harriers
Blackley & North Manchester Harriers	Horsham Joggers	Rotherham Harriers & AC
Blaydon Harrier & AC	Horwich Rmi Harriers & AC	RSCAC
Blyth Running Club	Hull Achilles AC	Rugby & Northampton AC
Bourne Town Harriers	Hyndburn AC	Rushcliffe AC
Bristol & West Athletic Club	Ilkley Harriers	Salford Harriers
Burton Athletic Club	Instintive Sports	Salford Metropolitan AC
Bury Athletic Club	Kendal Athletics Club	Saltwell Harriers
Calder Valley Fell Runners	Kidderminster & Stourport AC	Scarborough AC
Cambridge and Coleridge	Kimberworth Striders	Sedgefield Harriers
Carlisle Aspatria	Kippax & District Harriers	Sheffield Running Club
Chapel Allerton Runners	Lancaster and Morecambe AC	Skipton AC
Chelmsford AC	Leicester Coritanian AC	Southport Waterloo AC
Chesterfield and District AC	Lincoln Wellington AC	Spennorth AC
City of Portsmouth AC	Liverpool Pembroke & Sefton H & AC	St Helens Sutton AC
City of Salisbury Athletics and Running Club	Loftus & Whitby AC	St. Teresas
Claremont Runners	Longwood Harriers	Stainland Lions
Cleethorpes Athletics Club	Low Fell Running Club	Swaledale Road Runners
Copeland	Maidenhead Athletic Club	Taunton AC
Corby Athletic Club	Manchester Front Runners	Tadcaster Harriers
Coventry Godiva Harriers	Manchester Harriers & Athletic Club	Tavistock Athletic Club
Crewe and Nantwich AC	Manx Fell Runners	Team Bath AC
Crook & District Athletics Club	Mendip AC	Telford Athletic Club
Darlington Harriers and Athletics Club	Moorhaven Running club	Thirsk & Sowerby Harriers
Derby AC	Morpeth Harriers & AC	Tipton Harriers
Derwentside AC	Newark Athletics Club	Tynedale Harriers
Dudley & Stourbridge Harriers & AC	Newcastle (Staffs) AC	University of Sheffield
Durham City Harriers & AC	Newham and Essex Beagles	Wallsend Harriers
Eden Runners - Junior	Newquay and Par AC	Wellingborough & District AC
Erme Valley Harriers	North Shields Poly	Wells City Harriers
Exeter Harriers	North Somerset Athletics Club	Wirral AC
Fleet and Crookham AC	Paddock Wood Athletic Club	Wolverhampton & Bilston AC
Gateshead Harriers	Penistone Footpath Runners	Wreake Runners
		Wycombe Phoenix Harriers AC
		York Acorn
		York Knavesmire Harriers

Part B

Southern Area Club Coaching Audit

Prepared by England Athletics Southern Area Team

Executive Summary

This audit, conducted in August 2010 was the first of its kind conducted by England Athletics prior to the National Club Coaching Audit covering all nine English regions (completed in August 2011 – see Part A). This first study involved only specific clubs in the three southern regions – the East, London and the South East – and followed a slightly different methodology and approach. It was led by England Athletics staff in the three regions, working directly with clubs.

Both studies reveal useful information to inform the ongoing decision making process and there are some broad similarities in the key findings of both. It is however important to note the caveats and limitations contained in both reports.

Some 77 out of 206 track and field clubs in the South have contributed to the data used in this audit, and when data supplied by clubs is averaged across each region, the three regions' results are extremely similar.

This study reveals that:

- ◆ There is a general lack of coaches across the area – a need for more bodies in the system.
- ◆ Speed and endurance are better catered for than jumps and throws.
- ◆ There is a need to attract a minimum of 523 new coaches who will work with junior athletes - 209 (40%) of these should be at 'Coach' level.
- ◆ To provide for senior athletes, a three phase strategy is suggested:
 1. **Essential** – plugging the biggest gaps;
 2. **Legacy** – the right numbers in the right proportions;
 3. **Aspirational** – working towards best practice;
- ◆ To achieve phase 1 100 new coaches are required to fill specific roles, in specific clubs.
- ◆ To achieve phase 2 973 new coaches are required to fill specific roles, in specific clubs.
- ◆ In addition to these very specific needs, provision needs to be made for at least 200 more coaches to become qualified over two years.
- ◆ In total, this equates to a need for 1,796 new coaches in the next two years – of which 1,482 should be 'Coach' or equivalent.
- ◆ Any progress made against these targets will benefit the sport.
- ◆ Some specific actions will need to be considered if we are to meet these targets, as this will not happen under the current system. Recommendations are provided.
- ◆ Assumptions made in this paper are conservative – any inaccuracies are likely to underestimate the issues identified.

1 Introduction

1.1 Purpose

This paper aims to identify the priorities for coach recruitment and development across the South area over the next two years. It therefore focuses on three England Athletics Regions – East, London and South East. It is written with the sole purpose of identifying trends that will help inform future strategies.

1.2 Background

The provision of courses is very much needs-led at the moment with networks (previously Regions) requesting courses when they feel there is sufficient demand in any particular area. Whilst this approach is understandable in terms of ensuring courses are viable, it is somewhat detached from the greater needs of clubs who deliver the sport on a day-to-day basis. This paper aims to identify strategic need in the South that will ensure that the sport has enough coaches to service its athletes – both now and in the future when there is likely to be increased demand as a result of London 2012.

Coach Education is provided centrally through a partnership between England Athletics and UKA. Broadly speaking, England Athletics identifies the need for courses in England and then seeks to provide courses by arranging tutors, venues and promotional activity. UKA control the technical content, are responsible for the training and management of tutors and therefore ultimately control which candidates pass or fail.

1.3 Scope

Only track and field has been considered in this audit. Information has been collected on 77 of the 206 clubs who offer track and field in the South area, through a combination of club visits and email requests. The vast majority of this information has been provided by club volunteers to the best of their knowledge, rather than relying on any databases held by England Athletics.

The clubs included in this audit are listed at the end as an appendix – but are broken down as follows – 23 clubs from the East Region (35% of the 65 clubs in the region); 23 clubs from the London Region (52% of the 44 clubs in the region); and 31 clubs from the South East Region (31% of the 99 clubs in the region).

The clubs included are those who were most proactive at responding to requests – which could suggest they will also be more proactive in other aspects of their development.

The recommendations in this audit relate to the next two years – there is a need to put as much of this in place ahead of the 2012 Olympic Games.

1.4 Limitations

There are a number of limitations with this audit. Attempts to identify the exact number of coaches required in the South would be extremely time consuming and any conclusions would be out-dated as soon as they were published. To avoid this, a number of fair and sensible assumptions must be agreed that will enable some accurate estimations to be made.

However, it is important to recognise these limitations as part of any synopsis:

- ◆ Data is based upon averages taken from a sample of clubs – those in most need of extra support are probably also those least likely to respond;
- ◆ There are a whole range of variables on this issue. Every club has a different number of athletes, who have their own collective and individual demands. Geography and access to facilities will influence club's priorities also. In order to draw any conclusions it is necessary to use averages across a range of clubs and also to make certain assumptions based upon a 'typical' track and field club;
- ◆ There will inevitably be some inaccuracies in the way that some data has been collected due to the huge number of people involved in its collection – for example, how one club volunteer translates our definition of 'active' coach will vary to another.

However, this is still deemed more beneficial than relying on central databases which we know to be inaccurate;

- ◆ In order to reach some conclusions quickly, this paper has used the information available at the time;
- ◆ Whilst the new coach education 'Coach' award aims to give coaches the skills to coach all event groups, this does not mean that they actually will – coaches are likely to coach the events where they have an existing interest. Additional work will be needed to ensure that coaches address the gaps in current provision;
- ◆ This audit relates to main club activities and does not include satellite activities;
- ◆ No specific audit has taken place of disability provision in this paper. It is assumed that a combination of the new coach education programme and the development programme recently put in place by England Athletics will improve inclusivity in clubs and so reduces the need for separate provision.

2 The Current Situation

2.1 Coach Provision

In each of the three regions, statistics have been collected on the numbers of coaches currently active (as opposed to qualified or licensed) in clubs. This approach has been taken to ensure we get as true a picture as possible of the current coaching workforce. Our definition of active is that the club considers them to regularly contribute at the club in a coaching capacity. The alternative method would be to simply run a report from the Trinity database but experience tells us that this would include a lot of anomalies that would inflate the figures.

The results of this survey – co-ordinated via the CCSOs and their respective club contacts - can be seen below in Table 1.

Table 1 - Active coaches per club, by level and event group

	East	London	South East
Number of clubs in sample	23	23	31
Average number of Level 1 coaches	7.13	6.96	6.87
Average number of Level 2 Sprints coaches	2.17	2.7	2.65
Average number of Level 2 Throws coaches	1.57	1.17	1.71
Average number of Level 2 Jumps coaches	1.83	1.7	1.35
Average number of Level 2 Endurance coaches	2.57	3	3.26
Average number of Level 2 coaches - total	8.43	8.57	8.97
Average number of Level 3 coaches	3	3.91	3.03
Average number of Level 4 coaches	0.83	1.78	0.87
Club event groups with Level 2 coach*	15/92 (16%)	18/92 (20%)	21/124 (17%)
Clubs with no Level 2+ coach in any event group**	7/23 (30%)	7/23 (30%)	9/31 (29%)

* Occasions when a club has recorded no coaches for an event group at Level 2 (expressed as a proportion of the number of clubs in each region x 4 event groups)

** Number of clubs who do not have a Level 2 coach (or higher) in at least one of the four event groups (expressed as a proportion of the number of clubs in each region).

Some clear trends can be identified:

- ◆ The results are extremely similar across all three regions – the biggest variation is that London has 0.91 more Level 3 coaches per club on average than the East region.
- ◆ The total number of active coaches in clubs is low – supporting the anecdotal feedback received regularly from partners that there are not enough people ‘on the ground’;
- ◆ Sprints and endurance are better catered for than jumps and throws;
- ◆ On average, clubs have less than two active coaches in jumps and throws;
- ◆ A high percentage of clubs are unable to offer all four event groups with qualified and insured (Level 2+) coaches – 1/3 of clubs surveyed;
- ◆ Clubs do not have Level 2 coaches in all event groups – when asked about each event group clubs report ‘no Level 2 coach’ almost 1/5 of the time.
- ◆ There are low numbers of coaches at Level 1- on average clubs in all three regions have more Level 2 coaches than Level 1s. In a sequential / pyramid model of coach education you would expect to see higher numbers of coaches at the base. This suggests that not only are we attracting small numbers into coaching but that we are also placing a huge strain on the conversion rate from Level 1 to Level 2.

2.2 Demand

In each region, 16 clubs have provided figures on their current membership, split into both senior and junior (under 16). The averages are shown in Table 2 below.

Table 2 - Average membership per club

	East	London	South East	Average
Clubs surveyed	16	16	16	16
Average total seniors per club	183	218	129	177
Average total juniors per club	121	145	130	132

Some clear trends can be seen:

- ◆ London Region has larger clubs in terms of membership – especially at a senior level. This can be explained by both the high standard of competition available in London as well as the lack of clubs compared with the local population – about 1/5 of London's 33 Boroughs (with a total population of approximately 3 million people) have no athletics provision.
- ◆ The average number of seniors in the South East seems low compared with the other two regions. This could be an anomaly of the survey due to sample size, or could reflect a different characteristic of South East clubs. If the former, we can assume that the demand would be greater in reality. It may be explained by the sheer number of clubs (99) offering track and field in the region.

We currently have 206 clubs registered in the South offering track and field as at least on of their disciplines. By using this sample of clubs we can therefore calculate that there is approximately:

- ◆ 36,462 senior athletes in track and field clubs in the South (average 177 x 206 clubs)
- ◆ 27,192 junior athletes in track and field clubs in the South (average 132 x 206 clubs)

Based on anecdotal feedback from experienced club volunteers we can assume that on average only 50% of any club membership is likely to be present on an average club training night.

3 Future Provision

3.1 The Effects of London 2012

We can expect London 2012 to increase the demand for athletics across the country – especially if we are successful. Following England's Rugby World Cup success in 2003 demand for rugby increased massively – to the extent that the RFU now build their four year strategies around World Cup years, focussing on recruitment and retention in the two year's immediately following the tournament.

Others argue that this 'demonstration effect' is exaggerated and is unlikely to attract new participants to the sport, but rather encourage those who already participate in sport to participate more often, or switch from one sport to another.

Either way, there is likely to be a massive surge in demand. If the sport is unable to cope with this demand, it will be short-lived.

3.2 Future Provision of Coaching to Junior Athletes

With a focus on coaching young people with a multi-discipline approach (as backed up through initiatives such as Athletics 365 and the new coach education programme) the key priority for future coaching strategies relating to young people is in terms of numbers – getting enough people into clubs to meet the recommended ratios.

The recommended England Athletics coach to athlete ratios when working with junior athletes are as follows:

Under 8s: 1 coach to a maximum of 8 athletes

Under 12s: 1 coach to a maximum of 10 athletes

Under 16s: 1 coach to a maximum of 12 athletes

It is estimated that there are approximately 27,192 under 16 athletes in the South.

Multiplied by 50% to account for the fact that not all members will attend training at the same time, this gives us an estimated regular demand to coach 13,596 young athletes.

If we apply the mid-point ratio above (1 coach to 10 athletes) to this figure it demonstrates a regular need for at least 1,359 active coaches working with young people.

The survey results above suggest that there are approximately 1,439 active Level 1 coaches in the South (this is calculated by multiplying the average per club across three regions of 6.98 by a total of 206 clubs). Multiplied by 85% to account for the fact that not all coaches will be available to attend all club sessions at the same time (whilst recognising they will be more reliable than the athletes) this gives a total number of 1,223 Level 1 coaches.

If one Level 2 coach is deployed alongside every three Level 1 coaches, this figure would rise by 408 coaches to 1,631, suggesting that supply just about meets demand (1,631 coaches against a need for 1,359).

However, the following needs to be taken into account regarding this calculation:

- A. It assumes that all of the athletes and coaches across the South will organise themselves neatly into groups of ten – which of course will never happen. As soon as you start accounting for varied numbers within clubs the need for more coaches rises dramatically (ie. Club A have a group of 56 athletes and Club B have a group of 44 athletes = a total need for eleven coaches whereas this calculation would suggest a need for ten)
- B. It assumes that all age groups can be coached together (ie. If Club A has 23 x under 16s, 14 x under 12s and 19 x under 8s then their need is for seven coaches rather than the 5.6 this calculation would suggest);
- C. It also assumes that the coaches are evenly spread across the clubs, which they are not. In London, 123 of the 160 Level 1 coaches are in just ten of the 23 surveyed clubs. This means that in the remaining 13 clubs there are just 33 Level 1 coaches – at an average of 2.5 per club.
- D. It is based upon low attendance by athletes and high attendance of coaches;
- E. It doesn't take account of coaches 'dropping out' of the system - leaving the sport, moving to another area, retiring etc.

- F. It assumes that Level 1 coaches will be the main workforce with young people in most clubs, with assistance from Level 2 coaches. This is not always the case – but equally in some clubs there will be more support from Level 2 coaches meaning that this figure is likely to even itself out.
- G. It does not account for increased demand generated through Athletics Networks, England Athletics /UKA initiatives or London 2012.
- H. It assumes that there is at least one Level 2 or above coach at each club who can supervise the other coaches – given that Level 1s are not insured to coach on their own.
- I. It assumes that the existing coaching workforce will be able to coach a multi-disciplined approach to athletics. Any issues in this respect should be overcome in time by getting more coaches through the new education system.

Taking each of these factors in turn, we can estimate an additional need for coaches as shown in Table 3 below

Table 3 - An estimate of the additional need for coaches

Issue	Suggested Action	Extra Coaches Needed
(A)+(B)+(C)	Add 20% buffer to meet ratios in all clubs	326
(D)	Add 2% buffer	33
(E)	Add 5% to recover 'drop off'	82
(F)	Balances itself	-
(G)	Add 5% long term increase	82
(H)	Aim for 40% of new coaches to reach 'coach'.	-
(I)	New coaches should overcome this issue in time	-
Total		523

Given that we are now promoting a multi-event approach for junior athletes (which is backed up through the aims of the new coach education courses), there is no need to break this down any further in terms of event groups.

Our target for coaching young people therefore should be a minimum of 523 new coaches in the next two years – of which 209 qualify at 'Coach' standard. Essentially, these new coaches must be encouraged from clubs where the need is greatest – 523 new coaches into clubs that are already well-served will have little impact on the sport.

This would represent approximately a 27% increase in the numbers actively coaching young people across the South.

3.3 Future Provision of Coaching to Senior Athletes

At a senior level, it is less of a priority to address overall coach-to-athlete ratios - the greater need is to ensure that clubs can cater for the various events that form track and field competition.

The survey identifies that a number of clubs – about a third - are unable to offer coaching (on a qualified, licensed and insured basis) in all event groups. In some cases there may be justification for this (for example, if a club has no throwing facility it may be more beneficial to concentrate in other event groups) as long as some provision is available locally. However, it must be a priority to address these gaps in each region.

Based on the survey, it would appear that clubs have on average 177 senior members across the South area. As with juniors, it is unlikely that all of these members would be at the club on any one night – the more realistic figure would be closer to 100 members. Based on this figure, a number of experienced club volunteers have suggested that - putting all of the variables to one side - it is likely that you would need up to 15 coaches to cater fully for their needs. Based on their feedback, it is suggested that the following 3 broad objectives are set. Initial emphasis should be placed on objectives 1 and 2, titled 'Essential' and 'Legacy'. Objective 3 should be a longer term goal (although some clubs are already operating on this basis).

1. Essential: Ensure that each club (where appropriate) has at least one coach (Level 2 or upwards) in each event group;

- Legacy: Ensure that every club with more than 100 senior members has the recommended numbers of coaches detailed by event group below;
- Aspirational: Support clubs with more than 100 members to meet the requirements of 'Legacy' objective plus aim to cover specific technical events with bespoke coaches as detailed below.

Table 4 - Coaching provision requirements for clubs with over 100 senior members

	Essential	Legacy	Aspirational
Sprints	Min.1 Level 2 Coach	Min. 4 Level 2 Coaches	Inc. specific hurdles coach and 400m coach
Throws	Min.1 Level 2 Coach	Min. 3 Level 2 Coaches	Inc. specific javelin coach
Jumps	Min.1 Level 2 Coach	Min. 3 Level 2 Coaches	Inc. specific horizontal jumps, pole vault and vertical
Endurance	Min.1 Level 2 Coach	Min. 3 Level 2 Coaches	-

Based on the results of the survey, we can estimate the following:

To Achieve the 'Essential' Objective – 100 Targeted Coaches Needed

30% of the clubs in the South need at least one more coach before they can offer all event groups and meet the requirements of 'Essential' – this represents a need for at least 62 more coaches. However, given that some of these clubs are unable to provide coaching in more than one event group, and given the likely 'drop off' rate of some existing coaches it is likely that this need is closer to 100 new coaches – all of whom must be at 'Coach' standard. Essentially, these 100 coaches need to fill the specific gaps identified in specific clubs – any more endurance coaches at a club that already has them will not have any impact on this objective.

To Achieve the 'Legacy' Objective – 973 Targeted Coaches Needed

Table 5 below estimates the needs of clubs in the South in order to meet the Legacy objective, by region. It has been calculated on the basis that there are 65 affiliated clubs offering track and field in the East Region; 44 in London; and 99 in South East Region.

Table 5 - Estimated requirements to meet Legacy objective

Region	Event Group	Current Ave*	Est.Total**	Target†	Shortfall
East	Sprints	2.17	141	260	119
	Throws	1.57	65	195	130
	Jumps	1.83	119	195	76
	Endurance	2.57	167	195	28
London	Sprints	2.7	119	176	57
	Throws	1.17	51	132	81
	Jumps	1.7	75	132	57
	Endurance	3	132	132	Met
South East	Sprints	2.65	262	396	134
	Throws	1.71	169	297	128
	Jumps	1.35	134	297	163
	Endurance	3.26	323	297	Met

*Current Average per club **Estimated Current Total (Regional Average x no of clubs)

† Target (No. of clubs x Legacy Objective)

These estimations identify a need for at least 973 new coaches in the South. This breaks down as:

By Region

353 in East Region

195 in London Region

425 in South East Region

By Event Group

310 in Sprints

339 in Throws

296 in Jumps

28 in Endurance

However, the following needs to be taken into account when considering this calculation:

- A. It assumes that all 973 new coaches will fall into the specific 'vacancies' that have been identified in clubs – simply getting this many people through coach education in a random fashion (as has been the case in the past) is unlikely to have any impact on this issue at all – any small improvement will be coincidental;
- B. It assumes that averages will even themselves out – so that where we have smaller track and field clubs their smaller needs will counter those very large clubs that will require more than the suggested coaches above;
- C. It assumes that whilst the new coach education system aims to create coaches who can coach in all event groups, clubs will continue to set themselves up in event-specific groups for senior athletes;
- D. It does not take into account a rise in demand – if clubs are bombarded with increased demand (either from new participants or existing participants wanting more activity) – be that from England Athletics / UKA initiatives or London 2012 – the numbers of coaches identified under 'Legacy' above will need to be inflated.
- E. The target of 973 relates to specific shortfalls in current provision. It does not account for additional coaches who will want to take courses in event groups / from clubs that are not priorities under this strategy. These people still need to be accounted for to ensure that we are not faced with shortfalls in current areas of strength in future years. This is likely to add an additional need for approximately 200 additional coaches across the area over two years.

4 Recommendations

This paper needs wider circulation before some clear actions can be agreed, as there are both strategic and resource implications to consider. However, a number of broad recommendations can be drawn from the findings:

1. There is a need to get more people into the system – especially on the 'bottom rung' of the ladder. The current coaching workforce is stretched to capacity and to avoid this situation continuing – or deteriorating further – we need to find a way of getting more people into coaching to begin with. Some further consideration needs to be given as to how we can make coaching more attractive at this level and whether or not this is something we can afford to leave to Athletics Networks.
2. However, we do need to be far more strategic in our approach to coach education and not just see it as a demand-led exercise from those who can fill spaces the quickest. If we do not address these issues now we will start to see a dwindling number of clubs able to coach all event groups which will have a detrimental effect on performance, participation and competition. Consideration should be given to diverting some coach development funding into coach education subsidies. That said, it is important that any subsidies are focussed into event groups and clubs where a new coach can fill a gap in existing provision. This could replicate the system in place for recruiting teachers into subjects with shortages – with greatest subsidy given where the need is greatest.
3. Consideration needs to be given to the current processes in place to provide coach education – as well as the structure of the courses. It is unlikely that any of these targets will be met under the current system.

Appendix

List of clubs included in data sample:

East Region	London Region	South East Region
Basildon AC	Belgrave Harriers	Andover AC
Bedford and County AC	Bexley AC	Ashford AC
Benfleet RC	Blackheath and Bromley Harriers AC	Banbury Harriers AC
Biggleswade AC	Cambridge Harriers AC London	Bracknell AC
Braintree and District AC	Croydon Harriers	Brighton and Hove AC
Cambridge & Coleridge AC	Ealing Southall and Middlesex	Chichester Runners AC
Chelmsford AC	Enfield and Haringey AC	City of Portsmouth AC
City of Norwich AC	Harrow AC	Crawley AC
Colchester & Tendring AC	Haverling Mayesbrooke AC	Crowborough Runners AC
Colchester Harriers	Herne Hill Harriers	East Grinstead & District AC
Dacorum and Tring	Highgate Harriers	Eastbourne Rovers AC
Great Yarmouth & District AC	Hillingdon AC	Guildford & Godalming AC
Harlow AC	Ilford AC	Hastings AC
Herts Phoenix AC	Kent AC	Haywards Heath AC
Ipswich Harriers AC	Kingston and Poly AC	Horsham Blue Star Harriers
Leighton Buzzard AC	London Heathside	Invicta East Kent AC
Luton AC	Newham and Essex Beagles AC	Lewes AC
St Albans AC	Orion Harriers	Medway & Maidstone AC
Stevenage and North Herts AC	Shaftesbury Barnet Harriers	Milton Keynes AC
Thetford AC	South London Harriers	New Forest Juniors
Watford Harriers	St Mary's Richmond	Newbury AC
West Norfolk AC	Sutton and District AC	Phoenix AC
West Suffolk AC	Thames Valley Harriers	Radley AC
		Reading AC
		Slough Juniors AC
		Swanley AC
		Team Kennet AC
		Team Southampton
		Thanet Road Runners
		Worthing and District Harriers AC
		Wycombe Phoenix



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