



The deployment of coaches will continue to evolve according to the needs of the island's athletes – hence the structure will be known as Coach/Athlete Structure. Athletes showing the most ability, developmental potential, focus, commitment and engagement will be prioritised in this athlete-centred approach. Foundation athletes (Approx. 11-14) will be able to drive their own training experience to an extent, although Dave Walley and Matt Mason will work to develop strong coach-athlete relationships to effectively steer athletes to ensure a holistic athletics experience.

The structure will also evolve with the changing coaching personnel available on-island. Unlike a professional athletics association, Guernsey is unlikely to ever be in a position to professionally recruit coaches from Britain or further afield. However, there are from time to time opportunities for us to bring new faces into the coaching team or to bring athletes through into a coaching role. This has been happening and will continue to do so – as well as the potential development of existing coaches' skillsets meaning they can be deployed differently within the club. Coaching qualifications and CPD will be strongly supported financially by the club for all coaches displaying the desire to develop.

Coach interaction/collaboration within the structure is highlighted by the sharing of dividing lines on the structure's visual representation – though at Foundation Level in particular there will be interaction between all coaches to co-ordinate a multi-discipline training environment.

There is now scope within the club's set-up for various choices to be made between coaches/groups based on the requirements of the athletes at the relevant points of their development. However, athletes will always need guidance and therefore movement of athletes through the structure must happen in consultation with the Development Officer to ensure effective navigating of the athlete development pathway. Athletes on the Elite Athlete Support Programme will need to meet with the Development Officer to discuss moving groups.

All athletes should have an identified lead coach who may facilitate training in alternative groups as required on athlete centred basis. This could involve power athletes working under a sprint coach being advised to train with a jumps or throws group once a week for example, or an endurance athlete joining in with a sprint group to hone their speed endurance. Jumpers will often spend much of their time in a sprints group for speed and conditioning work to underpin their jumping.

This is the current set-up as of April 2018 and the structure will continue to develop along with wider club policy.

Tom Druce
Athletics Development Officer