



Coach/Athlete Structure 2018-19 – Accompanying information.

The aim of the document is to accurately depict for coaches, athletes and parents where they and everyone else fits in and where they can aspire to progress to.

The Development Team of Tom Druce and Lee Merrien are to continue to assume more responsibility for the athletics training “product” that the club offers, particularly to its young athletes. There have been significant advances in recent years in the area of youth athlete development, and Guernsey Athletics recognises the importance of this area and thus that our professional staff must assume responsibility for guiding volunteer coaches in complying with current principles. Therefore both Tom and Lee are to be actively involved in mentoring and co-ordinating the coaches working at Foundation and Development level.

Whilst the Development Team will be formally mentoring, there are also mentorships happening within the structure where more experienced coaches within certain event groups are working with colleagues – examples being Nick Marley and Tracey Dowinton in hurdles, and Lydia Banbury and Sara Queripel in throws. This is obviously of benefit to the athletes involved.

At Performance level the approach changes in the sense that rather than coach mentoring, Tom will, in his role of Development Officer, be responsible for the effective progression of athletes from the Development stage towards working with the best coach for them personally. Athletes will be identified on an individual basis at such point that they show signs that they are ready to progress to a more “senior” or advanced approach to training. Tom would meet with an athlete and/or their parents to establish the best training solution and coach for the athlete. There is no set age for this to happen.

Athletes can exit the Foundation-Development-Performance pathway to opt for “Club Endurance” within the Senior Endurance Group. This in particular caters for adults but can also be adapted for youngsters who decide that this is more suited to their needs. The group is well established and led by Alan Rowe and Paul Ingrouille alongside their Performance athletes.

Tom has, in his capacity of Development Officer, identified to the board that coaches and coaching are key in the overall strategy of development of the club and the sport locally. This is so on a number of levels and thus there will be future work in this area in the coming months and beyond.