



# Rugby Swimming Club

Update April 2019

# This Evening's Format:

- ▶ Introduction
- ▶ Overview of proposed changes
- ▶ Coaching / squad philosophies
- ▶ Physical health & wellbeing
- ▶ Mental health & wellbeing
- ▶ Next steps & actions
- ▶ Questions

# Club Overview:

- ▶ RSC is run by a volunteer committee and a large majority of coaches (plus all helpers) are volunteers. Despite this.....the club barely breaks even....

► RSC P&L Statement 2017/2018

## Income and Expenditure Statement

- year ending 31.08.18

Membership fees do not cover expenses

Club wholly reliant on Rugby Open Gala to create a surplus

Club has cash in the bank (modest) but first challenge to return club to a healthy position

	2017/18		2016/17	
	£	£	£	£
<b>Income</b>				
Membership Fees	117,596		116,137	
Galas & Open Meets	43,721		37,408	
Club Merchandise	1,890		1,605	
Fundraising & Grants	6,295		7,625	
Miscellaneous	0		942	
<b>Total Income</b>		<b>169,502</b>		<b>163,717</b>
<b>Expenditure</b>				
Pool Hire	(84,302)		(78,474)	
Gala Expenses	(26,886)		(22,194)	
Club Merchandise	(4,114)		(5,438)	
Affiliation Fees	(9,465)		(9,576)	
Personnel Costs	(27,636)		(30,345)	
Honourariums	(400)		(600)	
Training & Development	(7,267)		(2,103)	
Training Camps	0		0	
Equipment	(202)		0	
Insurance	(540)		(216)	
Transport	0		(457)	
Website	(179)		(256)	
Miscellaneous	(4,337)		(3,481)	
<b>Total Expenditure</b>		<b>(165,328)</b>		<b>(153,140)</b>
<b>Surplus for the year</b>		<b>4,174</b>		<b>10,577</b>

# Club Overview:

- ▶ RSC is run by a volunteer committee and a large majority of coaches (plus all helpers) are volunteers. Despite this.....the club barely breaks even....
- ▶ But the answer isn't simply to raise fees but to look at improving the offer and standing of the whole club
- ▶ Ongoing challenge of getting more pool time to “breathe” let alone “grow”
- ▶ Ambition is clear though:
  - ▶ To be the best “Town” swimming club in the area within 2-3 years

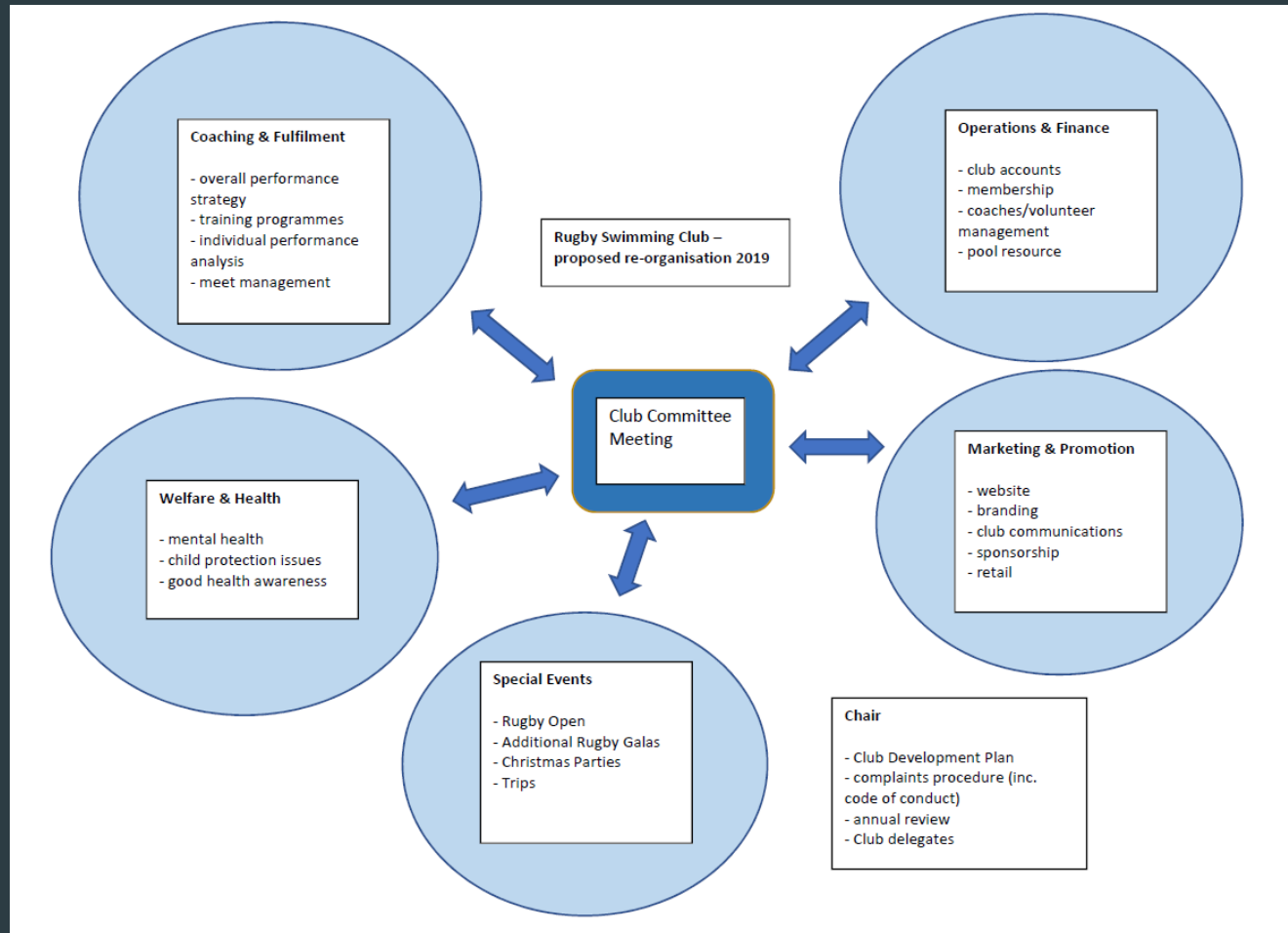
# Proposed Changes (1)

- ▶ Increased pool time from May 1<sup>st</sup> - Bilton Grange and QDJC
- ▶ Introduce new specialist Physical Training / Land Training
- ▶ Introduce new professional Mental Health & Wellbeing initiative
- ▶ Genuine partnership approach with Rugby Borough Council and GLL (operator of QDJC)
- ▶ Instilling a better, clearer Respect Agenda across the whole club
- ▶ Enhance and refine club website to improve overall look as well as facilitate online payments for entries to galas. Likely to be launched in May 2019 - further details to follow

# Proposed Changes (2)

- ▶ Working on bringing in increased swim coaching resource
- ▶ Working on securing additional pool time at QDJC and possibly Rugby School
- ▶ Working on persuading more volunteers to step forward

# New Committee Structure:





# Development Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue
Development 1	<b>Development 1</b>	1	Tuesday	18:00 - 19:00	Rugby School
Development 2	<b>Development 2</b>	2	Tuesday	18:00 - 19:00	Rugby School
			Sunday	17:00 - 18:00	QDJC
Development 3	<b>Development 3</b>	3	Tuesday	18:00 - 19:00	Rugby School
			Wednesday	18:00 - 19:00	Rugby School
			Sunday	17:00 - 18:00	QDJC

- ▶ No change to Development squad hours but space created in squads above to allow movement and progression
- ▶ Opportunity now to review Development pool time properly and ensure future intake properly managed
- ▶ Opportunity to look at additional pool time for additional swimmers and/or skills sessions

# Junior Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue
Juniors	<b>Juniors</b>	5.5	Wednesday	18:00 - 19:30	Rugby School
			Thursday	18:00 - 20:00	Rugby School
			Sunday	17:00 - 19:00	QDJC

- ▶ No change to squad hours but space created in squads above to allow movement and progression
- ▶ Squad does benefit from more space on key Thursday and Sunday slots
- ▶ Opportunity to look at possible additional pool time and one-off sessions

# Age Group Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue
Age Group	Age Group	9 + 1	Monday	19:00 - 21:00	QDJC
			Wednesday	18:00 - 19:30	Rugby School
			Thursday	18:00 - 20:00	Rugby School
			Saturday	06:00 - 07:30	QDJC
			Saturday	07:45 - 08:45	QDJC Land Training
			Sunday	17:00 - 19:00	QDJC

- ▶ Gain extra half hour on a Saturday
- ▶ As with Juniors squad does benefit from more space on key Thursday and Sunday slots
- ▶ Opportunity to look at possible additional pool time and one-off sessions plus access to extra Land Training

# Performance 1 Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue
Performance	Performance 1	11 + 2	Monday	19:00 - 21:00	QDJC
			Wednesday	06:30 - 07:30	QDJC
			Wednesday	18:15 - 19:15	Rugby School Land Training
			Wednesday	19:30 - 21:00	Rugby School
			Thursday	19:30 - 21:00	Bilton Grange
			Friday	19:30 - 21:00	Bilton Grange
			Saturday	06:00 - 07:30	QDJC
			Saturday	07:45 - 08:45	QDJC Land Training
			Sunday	18:00 - 20:00	QDJC

- ▶ Gain extra half hour on a Saturday plus dedicated Land Training on a Wednesday
- ▶ Better quality space on Thursday, Saturday and Sunday
- ▶ Opportunity to look at possible additional pool time and one-off sessions

# Performance 2 Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue	
Competitive	Performance 2	8.5 + 1	Monday	19:00 - 21:00	QDJC	
			Tuesday	19:30 - 21:00	Bilton Grange	
			Wednesday	06:30 - 07:30	QDJC	
			Wednesday	19:30 - 21:00	Rugby School	
			Saturday	06:00 - 07:30	QDJC	
			Saturday	07:45 - 08:45	QDJC	Land Training
			Sunday	19:00 - 20:00	QDJC	

- ▶ Re-launch of squad given key importance of it within new club structure
- ▶ Gain new session on a Tuesday and extra half hour on a Saturday plus access to Wednesday morning session
- ▶ Opportunity to look at possible additional pool time and additional Land Training

# Club Squad

Old Squad Name	New Squad Name	Hours	Day	Hours	Venue
Seniors	Club Swim	2.5	Tuesday	19:30 - 21:00	Bilton Grange
			Sunday	19:00 - 20:00	QDJC

- ▶ Re-launch of squad to reflect wider age range with a view to creating a flexible option for swimmers
- ▶ Swap session on a Tuesday instead of previous session on a Wednesday
- ▶ Saturday morning arrangements still being finalised
- ▶ Opportunity to look at possible additional pool time and additional Land Training depending on demand

# Coaching/Squad Philosophies:

- ▶ Sit-down with squad coach (plus one other) with individual swimmers moving squads on May 1<sup>st</sup>
- ▶ Full re-statement of club philosophy and individual squad plans for new season ahead in advance of next movements in September

# Physical Health & Wellbeing:

- ▶ Ms Laura Edge - Level 3 Personal Trainer
- ▶ Ex Rugby Swimming Club swimmer and all-round health and fitness enthusiast
- ▶ Current Head of Fitness at SWEAT! (Maternity Leave) and ex Regional Manager at Virgin Active
  
- ▶ Working in tandem with swim coaches:
- ▶ Land Training will be targeted for swimmers for Strength and Conditioning to help increase performance and help to reduce injuries
- ▶ Sessions to start with introduction to fundamental movements and progress following a Long Term Athletic Development framework
- ▶ Sessions will be adaptable to the individual levels of the swimmers



# Mental Health & Wellbeing:

- ▶ RSC Welfare Officer - Dr Nick Gower - [welfare@rugbyswimmingclub.co.uk](mailto:welfare@rugbyswimmingclub.co.uk)
- ▶ Deputy Welfare Officer - Becca Wall - Senior Teacher at Lawrence Sheriff School and Pupil Premium Champion
- ▶ *“We aim to ensure that child safety is a key part of how RSC operates and that we create a culture that provides a safe and happy environment in which children can develop their swimming”*
- ▶ Have been busy updating Safeguarding policies and Health & Safety procedures - e.g. pick-up/collection of swimmers

# Mental Health & Wellbeing:

- ▶ Educational Updates for swimmers and parents:
- ▶ Some provisional titles - aim to start June 2019:
  - ❖ Mindfulness workshop run by external professionals and RSC
  - ❖ Sports Psychology - Mindset; Goal Setting; Managing Disappointment
  - ❖ Healthy eating and nutrition
  - ❖ Mental health awareness

# Next Steps & Actions:

- ▶ Squad changes from May 1<sup>st</sup> (future cycle Sept 1<sup>st</sup> and March 1<sup>st</sup>)
- ▶ All swimmers to be notified by letter next week
- ▶ Squad fees NOT increased but will instead be reviewed over next 4 months
- ▶ Code of Conduct brought to forefront to improve discipline across club
- ▶ Complaints Procedure - email Chairman & Welfare Officer
- ▶ Encourage more swimmer entries to galas
- ▶ Call to arms for Parents to help & volunteer where possible:

# Job Vacancies:

- ▶ Team Managers/Squad Admin x 4
- ▶ Website Volunteer (with IT skills)
- ▶ Fundraising/Bid Writing Volunteer x 2
- ▶ Events Support Team x 2
- ▶ Officials (time keeping/future referees)

And especially:

- ▶ Aspiring Level 1 Swim Coaches - not mutually exclusive to any of the above!

For all voluntary positions above please contact the Chair or any member of the club committee for further information. Time commitment is probably 1-2 hours a week max and you could make a huge contribution to the club

# Contacts:

- ▶ Chairman - Michael Moran - [chairman@rugbyswimmingclub.co.uk](mailto:chairman@rugbyswimmingclub.co.uk)
- ▶ Club Secretary - Louise Eaton - [secretary@rugbyswimmingclub.co.uk](mailto:secretary@rugbyswimmingclub.co.uk)
- ▶ Treasurer - Rachel Cutler - [treasurer@rugbyswimmingclub.co.uk](mailto:treasurer@rugbyswimmingclub.co.uk)
- ▶ Membership - Hayley Troup - [membership@rugbyswimmingclub.co.uk](mailto:membership@rugbyswimmingclub.co.uk)
- ▶ Welfare Officer - Dr Nick Gower - [welfare@rugbyswimmingclub.co.uk](mailto:welfare@rugbyswimmingclub.co.uk)
- ▶ Lead Coach - Lucas Gregory - [leadcoach@rugbyswimmingclub.co.uk](mailto:leadcoach@rugbyswimmingclub.co.uk)