



# Development Strategy & Action Plan for Havant Hockey Club 2006-2010

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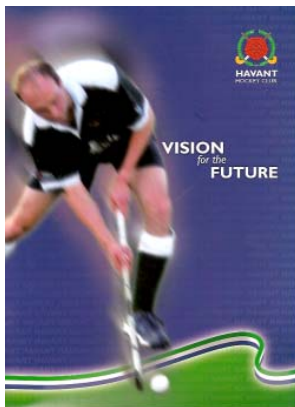
## Club Objectives

*The club objectives are expressed in the club constitution:-*

- *To provide the opportunity and secure the best facilities possible such that all playing members, irrespective of gender or age, are able to participate in regular and enjoyable hockey within appropriate discipline and behaviour codes.*
- *The recruitment and development of children and young people into the sport of hockey as players, leaders/coaches, umpires and administrators.*
- *The provision of playing, leading/coaching, umpiring and administrative opportunities at participation, development and performance levels.*
- *To provide equity of opportunity across all areas of the Club, and to encourage inclusion by minority groups.*
- *To provide a safe, effective and child-friendly environment in which to play and learn hockey.*
- *To provide a range of teams, both male and female, to cover all standards of hockey.*

## Club Vision & Goals

*In 2006 in the year following the Club's Centenary, a 4 year plan was created with a set of specific objectives. This was published in the form of a Vision for the Future document issued to all Club Members and Stakeholders.*



*The Club Vision is expressed by the Club President Chris Pickett in the opening section of this document*

### **The Vision for our second 100 years**

When I joined Havant Hockey Club it already had a proud history as one of the most sociable and sporting hockey clubs in the South of England. In the 1970s the Club also won a reputation for being one of the most successful playing clubs in the country, winning the National League and going on to win it again in the 90s. The Club developed fine young players, many of whom have gone on to represent England and Great Britain. But towards the end of the Club's first century it has become increasingly necessary to have excellent facilities and coaches in order to compete for trophies and to keep the young players we have developed. In these respects we have unfortunately fallen behind our rivals.

### **Strengths on which to build**

Looking forward the Club has some strong advantages:

- *Our flourishing youth development section for local boys and girls under the age of 16*
- *Our under 16 boys team has just won the National Indoor title*
- *20 teams turn out every weekend during the season; the Club has over 500 members*
- *We have excellent support from Havant Borough Council and our sponsors*
- *We have close, practical relationships with local schools*

### **A Vision for future excellence**

Our vision for the future builds on these strengths. Our goals in the next four years are:

- *To return the Club's Men's first XI to the first division of the National League*
- *To ensure the Ladies first XI moves up move to National League status*
- *To have over 500 youngsters learning skills and playing hockey every weekend*
- *To maintain and grow the Club's enviable reputation for commitment to the Community*

To achieve our goals we have much to do. Specifically and crucially we need to:

- *To develop our own pool of talented youngsters and retain them as Club first XI players because with Havant they will be playing top grade hockey.*
- *Develop new facilities where, on one site, we can play more than one match at a time, cope with large numbers of youngsters being coached to the highest standards, and sustain the social fabric of the Club*
- *Increase still further our Community links and active links with schools*
- *Increase the number and quality of coaching staff, some employed by the Club, for the benefit of the Club members and local youngsters in outreach programmes throughout the Solent area.*

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We are pouring our energies into this great endeavour. But we will need the support and encouragement of friends old and new to make it all happen.

In this brochure you will get a taste of what Havant Hockey Club is all about. We are inspired by our vision. When you have finished reading it I hope you will feel likewise and will want to join us in our endeavour. There are many ways to do this and you will find some of them listed towards the end of this brochure. And, of course, we would love you to join in the fun that we will undoubtedly have along the way, in the true Havant Hockey Club Spirit!

I hope I have the pleasure of meeting you soon as we move forward into our second century.

*Chris Pickett, President*

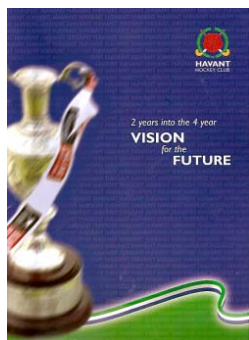


### Current Status

*The club currently has approximately 500 members*

- *Mens Section – 150 members playing in 6 mainstream and 3 Veteran sides*
- *Ladies Section – 100 members playing in 4 mainstream and 1 Veterans side*
- *Junior Section – 225 members from age 6 to 18.*
- *Plus Non Playing and Honorary Members*

*In order to keep Club Members and Stakeholders informed on our progress a mid-term report to the Vision for the Future was produced at the beginning of the current season.*



*This document includes a detailed status report on the 4 year strategy. The headline progress is as follows:-*

- *Havant Mens 1st XI has been promoted to the Premier Division of English Hockey and finished 4th in the National League this season.*
- *Havant Ladies 1st XI have been strengthened – but have not yet managed to break into the National League.*
- *The Junior Section has established a very strong coaching foundation and has grown membership.*

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- *Havant Hockey Club is a key funding stakeholder in the Portsmouth Area Community Coaching programme which has strengthened coaching opportunities within local schools.*
- *A strategic partnership has been established with Warblington School under the PESSCL programme – This is the foundation to establish future improved playing facilities for the Club and the Community.*

**I.0 Developing the Playing Programme**

Currently

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Junior Competition	<p>Ensure that there is adequate competitive playing opportunity for all standards.</p> <p>Provide a progress path from Junior to Adult Hockey</p>	<p>Ability to provide opportunity to compete at all levels for all players.</p>	<p><b>Current Status</b></p> <p>Currently the Club enters all the local leagues and cup competitions – but this cannot satisfy demand because of the limited number of local clubs. Additional competitive games are provided by entering the national cup and also with specially arranged games against regional and occasionally international teams.</p> <p>Two seasons ago the “Hares” team was re-constituted, in order to provide emerging talented players to compete in the mens leagues mentored and coached by senior club players.</p> <p><b>2008/9 Focus</b></p> <p>For the 2008/9 season, a special strategic focus will be given to the potential to expand indoor play.</p>
	Adult Competition	<p>Ensure that there is adequate competitive playing opportunity for all standards and ages.</p>	<p>Ability to provide opportunity to compete at all levels for all players.</p>	<p><b>Current Status</b></p> <p>A key element of Havant’s strategy has been to gain promotion to the premier division for the Men’s 1<sup>st</sup> XI and to National League for the Ladies. This has been achieved for the Men who finished a very creditable 4<sup>th</sup> in the Premier this season. The Ladies have seen improved league standing in the Regional League but have not yet gained promotion.</p> <p>Over the last few seasons both the Mens and Ladies elite teams have entered Indoor competitions in order to improve stick skills.</p> <p>A Ladies 4<sup>th</sup> side was created a few seasons ago, and more recently the Ladies Veterans team re-entered the Hampshire League in</p>

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				<p>order to provide better playing competition.</p> <p><b>2008/9 Focus</b></p> <p>To consolidate the Men’s team in the premier league and to continue to strive for promotion into the National League for the Ladies.</p> <p>The balance and playing opportunities for the Mens Veteran sides will be kept under review – with an objective to ensure enjoyable competition at the right level is maintained.</p>
	Training	Ensure that there are adequate coaching facilities for a growing Junior Section	Sufficient ATP capacity and coach availability.	<p><b>Current Status</b></p> <p>Two seasons ago Havant rented additional mid week evening pitch time at Burnaby Road Portsmouth in order to provide sufficient ATP space for the Junior coaching programme.</p> <p><b>2008/9 Focus</b></p> <p>It is hoped that 2008/9 will represent a breakthrough in the Club facilities development planning through the sale of land at Warblington school. Additional pitch time for Junior training at the home location remains a key strategic driver, especially since it creates a centre for parents to participate in the club.</p> <p>In 2008/9 Havant will be working closely with the newly established EH cluster setup at Portsmouth/Southampton Universities. This will be a key element in growing additional coach capacity</p> <p>The Junior section will also be focusing on increased coaching for Girls.</p>

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**2.0 Developing People/Volunteers**

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Players	<p>Ensure equity and fairness in Selection.</p> <p>Provide Developing and Elite Players with feedback.</p> <p>Ensure County, Regional and National progress channels are open to developing and elite players.</p> <p>Recruit more “mid Age” players to strengthen backbone of club.</p>	<p>Feedback from consultation forums</p>	<p><b>Current Status</b></p> <p>Under the leadership of a new Mens Club captain there has been a conscious campaign in the last two years to ensure that selection is well managed. The Ladies and Junior sections already had more mature processes.</p> <p><b>2008/9 Focus</b></p> <p>It is proposed to poll the effectiveness and fairness of selection at one of the planned consultation forums in 2008/9 and to take any feedback into an improvement cycle.</p> <p>Havant plans to be closely associated with the Portsmouth/Southampton University cluster being established by EH.</p> <p>The club remains short of Mid Age players / administrators. One of the side benefits of the “contact” programme will be to encourage lapsed players to re-engage them with the club.</p>
	Coaches	<p>Continue to create opportunities for coach development and qualification.</p> <p>Support County, Regional and National coaching programmes.</p>	<p>Team Results, Coach Ratios and Feedback from consultation.</p>	<p><b>Current Status</b></p> <p>The club already provides several coach/managers for the Hampshire County and the South Regional sides over many years. This extends to the National side where until recently David</p>

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				<p>Whittle was the GB manager. Chris Pickett is the current GB Ladies Manager and David Faulkner is the EH performance director. Calum Giles is the Portsmouth Community Coach.</p> <p><b>2008/9 Focus</b></p> <p>Havant plans to be closely associated with the Portsmouth/Southampton University National Performance Centre being established by EH.</p> <p>One of the most important focus areas in 2008/9 will be to put more structure behind the targeting and planning of coach development vs the required capacity. The club has done a lot of good work in recent years but recognises that an improved framework is required.</p>
	Umpires	<p>Continue to create opportunities for umpire development and qualification.</p> <p>Support County, Regional and National coaching programmes.</p>	Ratio of Umpires to teams	<p><b>Current Status</b></p> <p>The club provides a number of umpires to the Hampshire Umpires Association – including the rules officer and two qualified technical delegates to the National League.</p> <p>There remains a shortage of qualified umpires overall – this means that anyone who volunteers to qualify and work with the County is likely to face a considerable workload – often discouraging potential candidates.</p> <p>The club runs a yearly “Foundation” course for 8-10 candidate umpires in order to help encourage participation.</p> <p><b>2008/9 Focus</b></p> <p>The coach development “Framework” noted in the answer to the previous question should be extended to include umpires.</p>

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	Admin	<p>Encourage more club members to play an active role in the administration of the club.</p> <p>Active management of succession.</p> <p>Encourage Junior Parents to play an active part in the club.</p>	<p>Number of administration roles that remain unfilled.</p>	<p><b>Current Status</b></p> <p>The club has been fortunate over many years to engage the services of many professionals and volunteers in many fields.</p> <p>However, the onus of running the club still rests on too few people – creating a strategic vulnerability.</p> <p><b>2008/9 Focus</b></p> <p>This also remains one of the key focus areas for 2008/9 and aligns closely with two proposed initiatives.</p> <ul style="list-style-type: none"> <li>▪ Firstly the creation of a consultation forum is proposed to invite a greater degree of participation in the direction setting for the club.</li> <li>▪ Secondly, the “contact” programme of wider communications will be extended to make more people feel part of the club. This will include capturing “I am willing to help” information.</li> </ul> <p>It is important to capitalize on the recent success of the Men’s 1<sup>st</sup> XI to enhance the “feel good” factor.</p> <p>Consider techniques to improve succession planning</p> <p>Extend Junior Parent Communication</p>
	Volunteer Coordination	<p>Encourage Junior Parents to play an active part in the club – and provide them with the necessary channels for support and training.</p>	<p>Number of Volunteers</p>	<p><b>2008/9 Focus</b></p> <p>The initiatives described in the previous section are also aimed to strengthen communication to potential volunteers.</p> <p>We should consider creating a more comprehensive job description portfolio. (without scaring people away).</p> <p>The initiative to establish Foundation courses is also aimed at</p>

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				volunteers.
	Communication and Club Engagement	<p>Improve communications within the club, by maintaining an up to date list of all players, and volunteers. A specific objective of this is to make everyone feel “part of the club”.</p> <p>Collect together specific skills register where people can provide professional skills available to the club.</p>	Feedback from consultation forum	<p><b>Current Status</b></p> <p>As part of the launch of the current 4 year strategy a pamphlet was created to communicate the club’s vision to all stakeholders. This was followed up with a mid-term report describing the progress and re-inforcing areas of continued focus.</p> <p>The Club WebSite has also been enhanced over recent years with an emphasis on distributing the workload necessary to keep it up to date.</p> <p>Last year a very successful newsletter was created that is actively authored and distributed over email.</p> <p><b>2008/9 Focus</b></p> <p>“Contact” programme - Before the start of the 2008/9 season we will be consolidating the existing contact lists and classifying them into a more comprehensive membership/contact/distribution list that has a broader reach and can be maintained through the website.</p> <p>This will include</p> <ul style="list-style-type: none"> <li>▪ Playing Members (excluding Juniors which will be held in a separate confidential database)</li> <li>▪ Associate Members, including ex-players, supporters, sponsors, advertisers and Junior Parents.</li> </ul>
	Diversity	Ensure that the club is welcoming and supportive of a diverse spectrum of members from different backgrounds.		<p><b>Current Status</b></p> <p>Havant Hockey Club was one of the major drivers of a Social Regeneration sports initiative in Leigh Park several years ago.</p> <p>More recently the outreach into schools in disadvantaged areas has been continued through the Portsmouth Community Coach</p>

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				<p>programme supported by Commercial Sponsorship and a Sportsmatch grant.</p> <p>All participants in these outreach programmes are encouraged to become members of the club and are supported with equipment if necessary.</p> <p><b>2008/9 Focus</b></p> <p>The club will continue direct a proportion of any Commercial Sponsorship it receives into the Community. However governmental funding for this type of works is becoming limited, and we recently received notified of a major reduction in future Sportsmatch funding. We are examining other funding sources (eg EH Foundation) to help compensate for this.</p>
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**3.0 Policy Development**

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Legal	Ensure the Club Constitution is maintained in line with recent legal obligations.	Updated Club Constitution	<p><b>Current Status</b></p> <p>A draft constitution has been prepared by David Bartlett awaiting formal approval by the executive committee (and AGM in June - if required).</p>
	Admin	Ensure that there is a process for Policy Development	Feedback from consultation forum	<p><b>Current Status</b></p> <p>The Junior section has expended a significant amount of effort in recent years to refine and consolidate policy – This is documented in a manual available through the website to members and parents.</p> <p>The Clubs 1<sup>st</sup> accreditation process will also be used to revisit and update policies.</p>

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				<p><b>2008/9 Focus</b></p> <p>It is recommended that the executive committee should conduct a yearly policy review in order to ensure maintenance of the policies.</p> <p>The consultation forum will also be used to gauge member satisfaction with the club policies.</p>
	Equity	<p>Sending committee members on equity training. Ensure equity is clearly declared as part of the club ethos and that a specific EH code is adopted.</p>	<p>Feedback from consultation forum</p>	<p><b>Current Status</b></p> <p>The Junior guide and the updated club constitution both contain statements on club equity policy and are in line with the EH code.</p> <p>As noted in earlier sections the Club has been a major participant in recent social regeneration initiatives in the area. One of the specific targets of this has been to provide opportunity for disadvantaged children to participate in sport and a means of building self esteem.</p> <p><b>2008/9 Focus</b></p> <p>A specific programme of equity training for identified officers should be planned.</p> <p>Achievement of equity will be one of the key topics tested in the planned consultation forums.</p>
	Welfare	<p>Adopt all the appropriate policies from EH regarding Safeguarding and Protecting, CRB checking.</p>	<p>CRB register</p>	<p><b>Current Status</b></p> <p>The Junior guide was prepared with an objective to set and communicate welfare procedures. Procedures for CRB checking have already been established – but we are conscious that the volunteer population is constantly changing and we need to work hard to maintain coverage.</p>

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				<p><b>2008/9 Focus</b></p> <p>A welfare officer is being appointed to ensure that continuous improvement and sustainability of the clubs welfare practices is achieved. This role also acts as a focal point for issue resolution or incidents.</p>
	Ethics	Ensure ethics is clearly declared as part of the club ethos and that a specific EH code is adopted.	Feedback from consultation forum	<p><b>Current Status</b></p> <p>A draft constitution has been prepared by David Bartlett awaiting formal approval by the executive committee (and AGM in June - if required).</p>
	Accreditation	Achieve Clubs First accreditation.	Clubs 1 <sup>st</sup> Accreditation	<p><b>Current Status</b></p> <p>The plan is to achieve Clubs first accreditation status by 31st Aug 2008</p>
	Strategy	Maintain a current strategy and yearly action plan		<p><b>Current Status</b></p> <p>A strategy was formulated in 2006 to cover the period 2006-2010 – and yearly action plans and reviews have been conducted against that base..</p> <p>A mid-term strategy review was published to all members.</p> <p><b>2008/9 Focus</b></p> <p>During the 2008/9 season work will commence on setting the strategy for the years 2010-2014.</p>

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**4.0 Facility & Equipment Development**

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Facilities Development	To establish Havant Hockey Club in a secure strategic site that contains two ATPs and a Clubhouse – providing a focus for the Club Members and Junior Parents. Seek funding and partnership arrangements that enable equitable funding and usage arrangements of these facilities by Club and Community.		<p><b>Current Status</b></p> <p>Havant Hockey Club is working with Warblington School, The Hampshire County Council and the Havant Borough Council – under a Club/School sports partnership to plan a sports complex that meets the club/school and community needs.</p> <p>The first stage of this scheme has been initiated with the sale of a parcel of land at the school associated with a public consultation.</p> <p><b>2008/9 Focus</b></p> <p>Assuming progress is maintained we would expect to move from a planning to an execution phase on this project in 2008/9.</p>
	Pitch	Ensure the sinking fund for the replacement of the current pitch is maintained at the planned level as a source of funding to the above programme.		<p><b>Current Status</b></p> <p>This fund is tracked through an account specially set up for the ATP and is targeted to reach £200K by the end of the useful life of the current ATP.</p>
	Club House	Ensure strategic clubhouse has improved changing facilities over todays arrangements		<p><b>Current Status</b></p> <p>A clubhouse has been specified within the strategic plan for the new facilities to achieve this goal.</p>
	Floodlighting	Ensure strategic floodlighting can achieve the necessary standard for elite hockey, whilst satisfying recent environmental requirements for spillage.		<p><b>Current Status</b></p> <p>The current ATP was constructed to meet the FIH Class I specification – suitable for international use. There are two lighting</p>

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				<p>levels available – thus providing a capability for standard lighting levels for routine training as well as the superior lighting level for matches.</p> <p>The outline specification for the new facilities also includes a similar lighting scheme, but updated to reflect improved environmental factors that are now available. We are very conscious to ensure that minimum light spillage occurs</p>
	Coaching and Playing Kit	Seek ongoing sponsorship for continued replacement and upgrade of playing kit – especially for goalkeepers	Enough kit for all junior club members and assisted senior club members.	<p><b>Current Status</b></p> <p>We are always in need of goalkeeping kit as some of the older kit does not protect well enough. We have had some support from outside in the past and have “budgeted” future sponsorship funds for this purpose.</p>

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**5.0 Finance Development**

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Day to Day	<p>Seek more efficient mechanisms for collecting and controlling membership fees. Find ways to avoid Junior Administrators having to deal with large amounts of cash.</p> <p>Keep financial efficiency of Payments / Interest and VAT under review.</p>	<p>Ability to collect all fees in a timely manner.</p>	<p><b>Current Status</b></p> <p>The Junior section significantly simplified the collection of training and match fees last season, by agreeing a payment in advance. This is being kept under review, especially for poorer participants, but appears to be working very well and has reduced the workload on volunteers.</p>
	Fundraising & Sponsorship	<p>Launch a significant step increase in the programme to Fundraise and seek Sponsorship</p> <p>Enhance programme to look after and communicate to Sponsors.</p>		<p><b>Current Status</b></p> <p>Havant Hockey Club has raised approximately £30K per year over the last few years through a range of sponsorship, fundraising and patronage initiatives – supplemented by a Sportsmatch grant.</p> <p><b>2008/9 Focus</b></p>

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				<p>It is recognised that sustaining this momentum is becoming increasingly difficult and a forum has been planned to review sponsorship targetting for future years.</p> <p>A major Sports Dinner is planned for 2009 with a target of raising £20,000.</p>
	Marketing	Continue to develop and enhance the Club Marketing, including common branding – with an objective to attract increased commercial sponsorship.		<p><b>Current Status</b></p> <p>Havant Hockey Club has created a commercial committee with the express purpose of marketing the club to sponsors.</p> <p>The club has established a branding approach across all communications including the website.</p> <p><b>2008/9 Focus</b></p> <p>As noted above we are planning to revisit the sponsorship targetting through a facilitated workshop in September 2008.</p>

### 6.0 Developing the Club PR & Communication

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Members and Players	<p>Maintain and improve communication of information relevant to playing members.</p> <p>Enlarge database of contacts and communications distribution to include ex members and other associates.</p>	Consultation feedback	<p><b>Current Status</b></p> <p>Over the last few years the club has managed to exploit electronic communication to improve the timeliness and ease of distribution of information. This has been achieved through the following initiatives</p> <ul style="list-style-type: none"> <li>▪ Regular newsletters emailed to members.</li> <li>▪ The “Vision for the Future” publication that outlines the club</li> </ul>

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				<p>strategy</p> <ul style="list-style-type: none"> <li>▪ The website has also been developed to include a number of key communication facilities. <ul style="list-style-type: none"> <li>○ Fixtures and Results information</li> <li>○ Membership &amp; Contact Information</li> <li>○ Organisation Information</li> <li>○ Club Library</li> <li>○ Sponsorship and Advertiser promotion</li> </ul> </li> </ul> <p><b>2008/9 Focus</b></p> <p>The club has developed a draft communications strategy that will be further detailed and turned into an implementation action plan during a review cycle in 2008/9. The following initiatives are planned</p> <ul style="list-style-type: none"> <li>▪ Consolidation of a master database of email addresses that brings together all the distribution lists currently in use.</li> <li>▪ Creation of a club forum to encourage active membership.</li> <li>▪ Potential to electronically communicate selection information</li> <li>▪ Linkage from the Clubs 1st Accreditation checklist to the evidence and policy documents in the Club Library</li> <li>▪ Potential to establish a booking system for clubrooms</li> <li>▪ Creation of a web based “blog” mechanism – under suitable controls.</li> </ul>
	Parents	Maintain and improve communication of information relevant to junior parents	Consultation feedback	<p><b>Current Status</b></p> <p>As above plus specific newsletters and start of season communications tailored for Junior parents</p> <p><b>2008/9 Focus</b></p> <p>As above – the scope of the 2008/9 review will also include Junior parents</p>
	Public	Maintain and improve communication of	Number of Press article and hits	<b>Current Status</b>

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		information relevant to press and to non club members.	on website from non club members. Consultation feedback from these communities.	<p>The club has appointed a press officer who maintains a regular dialogue with the local press. The club is consistently featured with pictures and articles each week.</p> <p>The club also has strong links with regional TV and Radio and has featured from time to time through these media channels.</p> <p>The club website is also a key channel.</p> <p><b>2008/9 Focus</b></p> <p>As above – the scope of the 2008/9 review will also include the reach and effectiveness of public and community communication</p>

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**7.0 Developing the Social Aspect**

No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	Building a Family Environment	The club is committed to providing and improving a family environment. The development Programme for the club has the creation of a better family setting on one site with a clubhouse as one of its key aims.	Consultation Feedback from Parents	<p><b>Current Status</b></p> <p>At Xmas and at end of season we have family days and awards nights / days. As the pitch is away from the clubhouse we do not have a crèche. A closer location would always help bring in parents. We encourage teams and parent to use the clubhouse after games esp. cup games.</p> <p><b>2008/9 Focus</b></p> <p>One of the design objectives of the facilities development programme is to provide a more convenient environment for parents with a Clubhouse adjacent to the ATPs.</p>

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	<p>Improve Relations Between Teams and Sections</p>	<p>To maintain and develop the Social aspect of the club in order to ensure the club is fully integrated</p>	<p>Consultation Feedback from Parents</p>	<p><b>Current Status</b></p> <p>The club has established a social committee that organizes monthly events throughout the season.</p> <p>As with any club this relies heavily on a few volunteers and we are always seeking to involve as many people as possible to help organize.</p> <p>Over the last two years the annual Dinner Dance has been re-established – with this years event being a sell out. The Junior section also runs a well attended awards evening.</p> <p><b>2008/9 Focus</b></p> <p>The focus will continue to encourage as much new blood as possible to get involved in the social events and to make sure these remain targeted at the full cross section of the club.</p> <p>There will also be a major Sports Dinner organized for spring 2009.</p>

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**8.0 Developing Links**

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No	SUB HEADING	STRATEGIC OBJECTIVES	ACHIEVEMENT INDICATORS	STATUS AND 2008/9 PLANS
	CSP & LAs	<p>Havant Hockey Club should continue to extend its linkages in the community, especially with the Local Authority plan for sport and the Hampshire and Isle of Wight Country Sport Partnership.</p>		<p><b>Current Status</b></p> <p>The club has recently played a major role in a Social Regeneration project based on sport. This was facilitated through the Local Borough Council. Havant Hockey Club is also a continuing member of the Havant Borough Sports Council.</p> <p>As noted earlier Havant Hockey Club is a stakeholder in the Portsmouth Community Coach programme.</p> <p>Havant Hockey Club is also an active participant in the initiatives of Hampshire and Isle of Wight County Sports Partnership.</p> <p><b>2008/9 Focus</b></p> <p>The redevelopment of the Clubs facilities will form part of an extended “Sports Campus” being co-ordinated with the Borough Council for community use.</p>
	County and Regional Player pathways	<p>Havant’s strategy remains to provide open pathways for emerging players to progress to County, Regional and International level, supported by the right coaching and facilities.</p>	<p>Number of players representing county, region or country.</p>	<p><b>Current Status</b></p> <p>The club already provides several coach/managers for the Hampshire County and the South Regional sides over many years. This extends to the National side where until recently David Whittle was the GB manager. Chris Pickett is the current GB Ladies Manager and David Faulkner is the EH performance director. Calum Giles is the Portsmouth Community Coach.</p> <p>All of this provides an “open” channel for talented players to progress.</p> <p><b>2008/9 Focus</b></p>

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				Havant will be closely linked to the National Performance Centre in Portsmouth/Southampton in order to provide extended visibility of emerging players.
	PESSCL	The Havant Hockey Club plan for strategic facilities and full engagement in the community is closely coupled with the further development of Club/School links	Creation of a PESSCL.	<p><b>Current Status</b></p> <p>The club already organizes fortnightly hockey tournaments for the local schools and provides coaches to schools through the Portsmouth Community Coach arrangement.</p> <p>A Schools Sport Partnership is already being established with Warblington School</p> <p><b>2008/9 Focus</b></p> <p>For the coming season it is planned to extend the charter with Warblington School around the development and management of facilities</p>
	FE and HE Links	The pathway from primary and secondary school to further education will be enabled with a continued programme of linkage at Sixth Form College and University level – aligning also with the English Hockey National Performance Centre at Portsmouth/Southampton University.	Creation of FE / HE links	<p><b>Current Status</b></p> <p>The existing ATP is sited at Havant College and is a shared facility serving both the needs of Havant College, Havant Hockey Club and other schools and clubs in the area.</p> <p>A partnership is already established with Portsmouth University to provide Community Coach services.</p> <p><b>2008/9 Focus</b></p> <p>The University linkage will be extended by the creation of the EH National Performance Centre at Portsmouth/Southampton Universities</p>
	England Hockey, Regional	To maintain and develop a facility that could be used for coaching and umpiring courses. Regional, national and		<p><b>Current Status</b></p> <p>In 1998 the club invested in a state of the art water based ATP that</p>

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	Associations and Counties	international competitions		<p>has been used for club training, EH specialist training and occasional international games.</p> <p>The club has provided several key individuals nationally, notably, David Whittle as the ex-GB manager. Chris Pickett the current GB Ladies Manager and David Faulkner as the EH performance director.</p> <p><b>2008/9 Focus</b></p> <p>One of the primary aims of the new facility development will be to create a facility (2 ATPs and a Clubhouse) that is more suited to major competitions</p>

**GLOSSARY**

<b>ATP</b>	<b>Artificial Turf Pitch</b>
<b>BEM</b>	<b>Black &amp; Ethnic Minority</b>
<b>CSP</b>	<b>County Sports Partnership</b>
<b>CSN</b>	<b>Community Sports Partnership</b>
<b>EH</b>	<b>English Hockey</b>
<b>FE</b>	<b>Further Education</b>
<b>HE</b>	<b>Higher Education</b>
<b>LA</b>	<b>Local Authority</b>
<b>PESSCL</b>	<b>PE, School Sport and Clubs Link</b>