



**Holyhead & Anglesey
Weighlifting and Fitness Centre
Development Plan 2015-2018**

Introduction

Holyhead and Anglesey Weightlifting and Fitness Centre (HAWFC) became synonymous when Mr. Bob Wrench was appointed as a PE master at Ysgol Uwchradd Caergybi in 1970. A seed was sown which led to a surge of interest in Weightlifting and the development of local elite athletes who became high achievers on the international stage, this interest continues unabated to this day.

After combining a successful career in the Army, attaining the rank of Captain, alongside being an accomplished elite athlete representing Wales at multiple Commonwealth Games and winning a Gold Medal in 1986 the Centre's current custodian is Ray Williams. Ray was 11 years old at the time of Bob Wrench's appointment and today he carries the tradition forward and is busily nurturing future local custodians of sport for which Holyhead and Ynys Môn should be justifiably proud.

Though constrained by a number of limiting factors, Holyhead & Anglesey Weightlifting and Fitness Centre is a very successful and nationally regarded sports facility, having substantially contributed to the development of over 100 multisport national champions, Commonwealth Games Gold and Silver and Bronze medalists and one World Champion. Its head coach was appointed National Weightlifting Coach for the 2006 Melbourne, 2010 Delhi and 2014 Glasgow Commonwealth Games and the Welsh team for the 2007 Copenhagen Cup competition was made up exclusively of Holyhead club members.

HAWFC was also used as a Training Centre of Excellence for the 2012 London Olympics, one of only two in Wales. The elite success is a source of great pride but this is very much a secondary consideration in terms of building for the future and the Centre's underlying objectives of addressing the health, wellbeing, fitness and personal development needs of our local people, and young people in particular.

For those engaged in day to day life at the Centre, be it providing new opportunities for the community, developing talent and excellence, sustaining our language and culture through sport or merely rejoicing in the knowledge that HAWFC has some of the finest young talent in Wales and Great Britain, it is our duty to ensure the Centre moves forward with a solid foundation, a clear focus and a vision for the future.

What Needs To Be Done?

Standing still is not an option. Standing still in today's rapidly changing environment means going backwards. It is our duty to provide for our members, the wider community and particularly local youngsters. We must secure their future, and that of this established community facility into the fifth and sixth decade and beyond.

We have a "duty of care" to the membership, a commitment to parents to develop each individual to his / her maximum potential, and to provide a safe, motivational and inviting environment in which they can pursue their sporting and personal goals in a region which unfortunately continues to be one of the poorer communities of our nation.

This can only be achieved through long term business and sports development planning. In order to succeed, we need to adopt a holistic yet realistic view of the Centre. We need to consider a range of initiatives and developments, identify and agree priorities, whilst planning short, medium and long term goals. In order to deliver we will need to maximise financial, human and all other resources throughout the Centre and beyond. This cannot be achieved by a small number it will require the energy, commitment and support of all Directors, members, parents, volunteers etc. to realise our ambitions: we will add more acumen to our board during the next few months to help achieve this.

Development Plan

Listed below are a series of “developmental tasks” and proposals. Set against each are targets, short / medium / long term goals, and potential completion dates. It is designed as an aide memoir, a reference point or guide. Items listed have come from several sources: during discussions with Centre officials, partner organisations within the community, parents, coaches, elite athletes, Weightlifting Wales officers and officials, visiting clubs, and competitors. Importantly they also reflect the views of our members. It is important that we consult with the membership throughout the development process thereby ensuring we meet the demands of the community. Other ideas / changes will be welcomed. Regardless, the principles remain the same:

Where are we now ? Where do we want to get to ? How are we going to get there ?

Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal P1, P2, P3	COST	OUTCOME
Improved Communication	¼ newsletter Hard copy / e flyer	Parents, members Competitors community organizations visitors	January April August	Communications sub group	P1	£200	All members, competitors & community aware / involved in club matters Leading to 5% increase in club membership each edition
	Welcome Host Meet and Greet front of house officer	Members, prospective members, parents partner organisations	January 2016	Recruit young volunteer with outgoing personality to meet / greet. Attend Visit Wales Welcome Host Course	P2	Nil	Valuable PR promotes club gives members confidence in club and point of contact
	Update Club Website	All members / officials / Weight lifting community	June 2015	New volunteer webmaster recruited / trained	P2	£200 annually	Improved club communication New volunteer recruited – trained improved employment

							prospects
	Centre notice boards	Juniors / members / visitors / competitors	Sep 2015	Club officials To install	P1	£300	Improved communication/profile – sense of belonging
	Affiliate to S. Development Club contacts	Prospective new members	Autumn	Secretary	P1	Nil	Increase Centre profile info for new members

Development Plan 2015 - 2018

Centre improvements / Centre Management

Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal	COST	OUTCOME
Centre improvements	Extend Facilities to include Fitness Suite segregated toilets/showers and Physiotherapy room	All users	2015- 2016	Centre officials / part of grant aid programme	P1	125,000	Safe, user improved facility Increased Membership
Centre improvements	Furnish New Refurbishment	All Users	2015	Centre officials / part of grant aid programme	P1	60,000	Safe, user improved facility Increased

							Membership
	Upgrade surrounding areas to improve visual impact	All users	2015- 2016	Centre officials / part of grant aid programme	P2	Nil Free labour /materials	Safe, user friendly visually improved facility
	Remove / soften security measures on site	All users	2015- 2018	Club officials / part of grant aid programme	P2	Nil Free labour /materials	Safe, user friendly visually improved facility
	Introduce cleaning / tidy housekeeping programme	Members / officials	2015 – 2018 ongoing	Recruit / employ squad of rota'd cleaners. Site manager to oversee	P1	To be agreed	Clean facility – better user experience. Prolongs life of facility
	Establish Centre shop	Members / parents Visitors	2015 ongoing	Volunteer members	P2	Initial outlay for stock or sale and return	Generate £1000 p.a.for Centre

Development Plan 2015 – 2018

Community

Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal	COST	OUTCOME
Develop community aspect	Undertake mapping exercise Develop measured jogging trail within grounds	Open access. Use by members for CV/ fitness training	2015 / 2016	Centre to discuss with school YMCC	P3	£500 for mapping leaflets markers for course	Fun Fitness for members / families school pupils/ community
	Develop step counted walk within grounds	Open access. Use by members for health fitness training programmes	2015 / 2016	Centre to discuss with school YMCC Public health organisations	P3	Included in above	Fun Fitness for members / families , school pupils/ health programmes community
	Establish annual programme of social events to encourage community engagement	Holyhead/Anglesey community	2015 - ongoing	Centre manager / members and committee	P1	£500 outlay Potential income £1000	Community involvement with the Centre

Development Plan 2015 – 2018

Coaching / Membership // Performance

Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal	COST	OUTCOME
Coach Education	Establish annual coach education programme. Recruit, train mentor new coaches	Parents, club members Young leaders within school / education system Disadvantaged young people / those at risk	2015 ongoing	Welsh Weighlifting / club coach	P1	£1,000 per annum via grants	5 new coaches per annum 2 improved per annum
Young Leaders	Training young leaders	Year 11 & 6 th form age	2015 ongoing	Club H Head High School Community / youth groups	P1	£120 per person	Reward young people. Recruit / train and deploy 3 club ambassadors each year
Mentoring	Undertake annual coach mentoring programme	New coaches / coaches seeking to improve their ability Those potentially looking for	2015 ongoing	Welsh Weighlifting / club coach	P1	£1,000 per annum via grants	5 coaches mentored per annum per annum

		employment					
Coach development	Seasonal coaching clinics	All coaches	2015 ongoing	W Weightlifting / Club coach	P1	Nil	All coaches engaged
Referees / officials	Appoint officials coordinator Establish annual officials course	Coaches, interested members / parents	2016 ongoing	Welsh Weightlifting / club coach	P1	£1,000 per annum via grants	3 new officials trained each year
Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal	COST	OUTCOME
Child Welfare	Appoint and train 2 x child welfare officers	Centre officials	2015 - 2018	W Weightlifting / YM CC	P1	Nil	Qualified Welfare officers to work with members / coaches Welfare policy for club in place All members to be aware of club Welfare officer
New members	Recruitment campaign as part of extension	Young people. Women and Girls	2015 - ongoing	Centre members / manager / club	P1	Pop Up Desk at Major Events.	Increase membership by 60 year on year.

	programme	Disadvantaged groups Adults Holyhead/ across Ynys Mon		coach to engage in school link programmes Fun festivals. Work with community agencies		Demonstrations at Primary Schools	Current membership 500. Increase to 1200 by end of 2018
Centre programme	Expand / introduce new programmes / sessions to meet community needs	All sections of the community	2015 ongoing	Centre committee / manger / club coach	P1	To be determined	Increase 3 different programme types over 1 st year of scheme thereafter respond to trends / demand
Disability	Develop disability specific and integrated activity programmes	All sections of the community	2016 ongoing	Centre committee / manger / club coach	P2	To be determined	20 disability members within 12 months Grow disability membership by 5% year on year 2 dedicated disability sessions per week

Project	Initiative	Target Group	When	How / Who Will Deliver	Priority 1,2,3 Short. Med. Long term goal	COST	OUTCOME
Women and Girls (W&G)	Develop W&G specific activity programmes	All sections of the community	2015 ongoing	Centre committee / manger / club coach	P1	To be determined	30 disability members within 12 months Grow W&G membership by 10% year on year 3 dedicated W&G sessions per week
Equipment	Rolling Upgrades As and when required	All users	2015-2018	Coaching staff	P1	Various dependant on grant schemes	More variety and maximum activity with increasing membership
Recognizing achievement	¼ ly acknowledgement Awards ceremony	All Centre members	2016 ongoing	Centre committee	P2	£500 per annum	Club celebrate achievement in all categories Junior adult W&G disability Coaching performance

