



Annual Report & Accounts

Company Background

Coaching Highland was incorporated as a Company Limited by Guarantee on 4th February 2005 by Companies House:

Registered in Scotland No: SC279419.

The Company was founded from the voluntary organisation 'Gael Force Ten' which began in May 1995 and after independent review and discussion, decided to rebrand / organise itself by transferring all assets to a new company which could better meet the needs of an increasing budget and support for more than the ten core sports they had always worked with.

During 2006-07, five Directors led the organisation along with three members of staff (who are employed by the Highland Council and seconded to run Coaching Highland) plus three advisers who represent the three main funding partners: the Highland Council, **sportscotland** and Highlands & Islands Enterprise (HIE).

The Directors

- **Angus Dick**
Chair
- **Hugh MacKay**
Vice Chair
- **Tom Jackson**
Finance
- **Dougie MacDonald**
Sport/Coaching Development
- **Peter Bowen**
Marketing & Communication

The Staff

- **Alan Hoseason**
Coaching Development Officer
- **Vince Walker**
Sports Leaders Co-ordinator
- **Elissa Steven**
Sports Coaching Administrator



Coaching Highland exists to support the development of coaches and coaching throughout the Highland Council area and this report has been written to identify how we do this and the results of some of our work.

More information about our programmes and support services can be found online at our website:

www.CoachingHighland.co.uk

Website Report

The www.CoachingHighland.co.uk website was launched on 21st November 2005 and provides coaches with extensive support and resources including access to funding, coach education courses, discussion forums, events calendar and many other useful downloads / tools.

It is also a membership based system which is free of charge but allows us to keep in contact with coaches as they are required to register their email address on the site with some basic coaching information about themselves. This way we are able to identify coaches from different sports, at different levels and in different parts of the Highlands.

As at 31st March 2007, the site recorded 119,450 page views and 73,000 hits (individual sessions). Perhaps more significantly, the site had recorded 632 signed up members from a wide range of sports.

Sports & Co-ordinators

We cater for ten core sports which during 2006-07 were:

- Athletics
- Badminton
- Canoeing
- Cricket
- Curling
- Golf
- Gymnastics (inc. Trampolining)
- Orienteering
- Sailing
- Shinty

We appoint a co-ordinator (who receives an honorarium) for each sport who liaises with all the clubs and the relevant National Governing Body. This allows us to strategically plan how our scholarship funds will be spent. To do this we write a **Coach Action Plan** for each sport which identifies where our funding on coach education is best utilised and at what coaching levels.

Scholarships

Our **Coach Scholarship Programme** is for volunteer coaches (from our ten core sports) living in the Highlands and we allocate each sport with a minimum spend of £2,000 per year (depending on how sports utilise all the funds we make available ie. the Co-ordinator honorarium and the Planning Group budgets). The way this is distributed is based on identifying the needs of the sport throughout the area and spending on these priorities to ensure a good spread of coaches at all levels. We write a Coach Action Plan for each sport to demonstrate the way this was worked out and where the areas of need are. The figures below highlight the number of coaches and the amount spent on Coach Scholarships for 2006-07:

SPORT	No. of Coaches	Scholarships Awarded
Athletics	21	£1,200.00
Badminton	15	£602.70
Canoeing	8	£737.10
Cricket	7	£1,150.20
Curling	29	£1,293.20
Golf	24	£3,340.00
Gymnastics (Inc. Trampoline)	38	£1,790.00
Orienteering	9	£447.50
Sailing	16	£693.60
Shinty	27	£754.06
TOTALS	194	£12,008.36

Coach Education Grants

With funding from **sportscotland** and HIE, we are able to offer funding for coach education courses for coaches outwith our 10 core sports. This new grant was to help the volunteer sports coaches gain coaching qualifications to assist them in their coaching. Applicants are asked to apply to their local sports council first before seeking the balance from **Coaching Highland**. Grants are limited to a maximum of £250 per person and include funding for travel and accommodation where required. The outcome of the 2006-07 grants are summarised below:

SPORT	No. of Coaches	Grants Awarded
American Football	8	£300.00
Basketball	1	£28.00
Biathlon/Nordic Skiing/Walking	1	£150.00
Cycling	1	£90.00
Football	16	£460.95
Hockey	2	£38.50
Ice Skating	1	£155.00
Jogging	3	£180.00
Martial Arts	5	£150.00
Mountain Biking	7	£590.60
Netball	1	£250.00
Nordic Walking	2	£150.00
Sub Aqua Diving	2	£500.00
Swimming	2	£440.00
Tennis	1	£120.00
Tenpin Bowling	1	£150.00
Trampoline	1	£80.00
TOTALS	55	£3,833.05

Finance

The 2006-07 annual accounts are included at the end of this report which details the sources and amounts of our project funds but the key figures are:

Income	£193,951
Expenditure	£178,688
Surplus for the Year	£15,263



Active School Co-ordinator Courses

We successfully bid for a £40,000 Big Lottery Fund project to run free coach education courses for the 26 full time Primary Active School Co-ordinators (ASCs); the 29 part time Secondary ASCs; and PE staff to support community and afterschool sport for pupils. These posts, many of which are in rural Highlands, have found little voluntary coach support so, this grant is being used to train parents, helpers, senior pupils, volunteers and club members to gain coaching qualifications to help provide coaching activity for local communities. During 2006-07, the following courses and newly qualified coaches resulted:

SPORT	Course Title	No. of New Coaches
Cheerleading	Training	12
First Aid (2)	Emergency	8
Hockey (2)	Leaders Award	29
Golf	Level 1 - Basic	14
Golf (3)	Level 1 - Stage 2	36
Mountain Biking	Trail Cycle Leaders Award	8
Child Protection (2)	Good Practice & Child Protection	45
Dance	Introductory	10
Athletics	Level 1	13
Badminton (2)	Leaders Award	17
Badminton (2)	Level 1	27
Boxercise	Instructor	16
Cricket	Introductory	23
Netball	Introductory	18
Highland Games	Training	27
Football	Early Touches	18
Football	Coaching Young	2
Handball	Introductory	7
Dodgeball	Introductory	15
Referee / Umpiring	Introductory	7
Rugby	Level 1	11
Sports Leaders	SLUK Level 1	135
TOTALS	29 Courses	498

The remaining budget of £21,000 is planned to be spent from April to August 2007 taking the total beneficiaries up to 890 as per the application.



SCALP

Sports Leaders Awards

The School and Community Activity Leaders Programme (SCALP) was established in August 2003 to deliver the Sports Leader UK Awards in sports leadership to 1,000 people in the Highlands aged 14 years and upwards over a 4 year period. In 2006-07 sixteen courses were completed qualifying 226 people in total.

These awards provide essential life skills as well as the fundamental core skills to coach including; communication skills, first aid, health & safety, planning and organising competitions etc. As well as obtaining a nationally recognised qualification, the candidates also take part in lots of physical activity, having a course remit to provide activity sessions to local primary and secondary schools as part of their training. As well as this, taking part in community based sports and recreational activities thus adding real value to the awards.

In order to make this all happen we have trained 26 tutors during 2006-07 (116 now in total) to deliver the awards from all parts of the Highlands. For the future sustainability of the awards we have actively supported the creation of 20 Approved Assessment Centres.

SCALP : Level 1 Award Sports Leadership

Glen Urquhart High School	36
Mallaig High School	12
Kinlochbervie High School	8
Charleston Academy	6
Thurso/Wick High School	12
Tain Royal Academy	57
Invergordon Academy	45
Total	176

SCALP : Level 2 Award Community Sports Leadership

Kinlochbervie High School	9
Mallaig High School	2
Sutherland Area	3
Fortrose Area	4
Millburn Academy	14
Ross County Football Club	18
Total	50

GRAND TOTAL

226



Other Coach Support

During the year, Coaching Highland has provided a number of additional support mechanisms for coaches in the Highlands which include:

Coaching Resource Centres

Four Coaching Resources Centres have been in operation by Coaching Highland for a number of years at: Wick Library, Alness Library, Inverness College Learning Resource Centre and Glenmore Lodge. The centres consist of coaching books, manuals, journals, videos and other similar resources to aid coaches' ongoing learning and act as reference material as and when required. During 2006-07 we spent over £900 on topping the centres up with new resources and updating the signage of each.

Equipment

We have a laptop with video analysis software, a data projector and video camera for use by any coach (free of charge) to assist in their coaching as well as for use by us in delivering coach education courses. The booking diary confirms that this equipment is highly valued as it is frequently out on loan. During the year we added a digital camera to the list.

Good Practice & Child Protection Courses

The Good Practice & Child Protection courses (now rebranded as Safeguarding and Protecting Children) are governed by Sports Coach UK and run as 3 hour long certificated modules. They are designed to protect not only children by ensuring the child's welfare is maintained at all times, but also the coach from allegation by conducting themselves using good practice during coaching. It shows coaches how to cope with all aspects of child protection and what to do if they suspect mistreatment of a child. In many cases, National Governing Bodies of sport stipulate that all qualified coaches must attend this workshop and Coaching Highland ran 8 courses during the year with 120 people attending them. We run them at a reduced cost and all throughout the Highlands to make access as easy as possible.

Tutor Training

In order to create more National Governing Body tutors based in the Highlands which will allow coach education courses to be run in the area, we have allocated funding to this programme. During the year we funded candidates to become tutors as follows:

- 1 tutor to run UKCC Badminton coach education courses £147.35
- 1 tutor to run First Aid training courses £408.15
- 1 tutor to run climbing instructor courses
(Summer Mountain Leader Award) £400.00

Coach Mentoring

While many coaches benefit from attending coaching awards, some coaches further their development by taking part in a mentoring programme. Two such coaches were funded during the year as follows:

- One coach for a Curling Camp in Fussen (Germany)
to learn from world class players / coaches who have
been involved in developing the sport and forge links
with international coaches £500.00
- One coach for Ice Skating working with a senior coach
to learn the correct technical skills and be able to teach
children effectively as part of her Coach Level 1 course £250.00

First Aid Courses

To further assist coaches in their learning, we upon request, organise First Aid Courses which are led by Health & Safety Executive certificated trainers. In the year 2006-07 we ran one course with 12 coaches gaining a First Aid Qualification.

Fuelling Performers

This is another Sports Coach UK course aimed at enhancing Coaches' knowledge to advise performers on diet, promote health and ensure adequate intake for optimum performance. We ran three courses throughout the year with 51 people attending them.

Public Liability Insurance

In response to a need by sports clubs who faced increasing insurance premiums, **Coaching Highland** approached the Highland Council Insurance Service to set up a scheme through Zurich Insurance to reduce the cost for these clubs under a group policy during 2004-05. It has been popular and some clubs have saved in excess of £600 per year which is a lot of money for small and fragile community organisations. During the year, we provided 65 policies totaling £17,570. From 1st April 2007, the Highland Council Insurance Service decided to take the administration of this scheme back in house and so this is the last year of this project for Coaching Highland. We would like to thank those clubs who wrote to thank us for setting up this initiative.





Summary & Conclusions

The second year of **Coaching Highland** has been a wonderful success with literally hundreds of people benefiting from the funding, courses, training and general resources we have provided. Much of this is as a direct result of the work undertaken by Gael Force Ten since May 1995 who handed over a successful and thriving organisation in February 2006.

The new website, coaching grants for non-core sports and the range of programmes we run, stand us in good stead to go from strength to strength and ensure that we provide the services required by the coaches of the Highlands. To this end, the Board of **Coaching Highland** have secured funding to independently review the work of the two organisations since 1995 and to plan how **Coaching Highland** adopts and reacts to the new national sports strategy - Reaching Higher: Building on the Success of Sport 21; the new coaching strategy for Scotland (Coaching Scotland) expected to be published in 2007 and the UK Coaching Certificate which will mark the biggest change to the structure of coaching qualifications in the UK which is anticipated to be fully operational during 2007.

This review will take place in the first quarter of 2007-08 and Coaching Highland have appointed 'Compass: The Management Resource Partnership' to carry out the work.

In addition, the Board have also appointed 'Winning Leishman' (fundraising consultancy) to secure funding to run, develop and expand the Sports Leaders Award project for a further three years after it concludes on 31st August 2007.

A special thanks is extended to the staff, board and funders of Coaching Highland and to all the voluntary coaches whom we work to support.

Coaching Highland attracts funding support from some 22 funding partners who we list below and wish to take this opportunity to thank:

Core/Project Funders

- The Highland Council
- **sportscotland**
- Highlands & Islands Enterprise
- Big Lottery Fund

National Governing Bodies

- Scottish Athletics
- Badminton Scotland
- Scottish Canoe Association
- Cricket Scotland
- Royal Caledonian Curling Club
- Clubgolf Highland
- Scottish Gymnastics
- Scottish Orienteering
- RYA Scotland
- Camanachd Association

Local Sports Councils

- Badenoch & Strathspey
- Caithness
- Inverness
- Lochaber
- Nairn
- Ross & Cromarty
- Skye & Lochalsh
- Sutherland

Profit & Loss Accounts

FOR THE YEAR ENDED 31 MARCH 2007

TURNOVER	£	£
sportscotland		32,000
New Opportunities Fund		8,122
National Governing Bodies		8,000
Inverness Area Sports Council		400
Course Income		5,360
Miscellaneous Income		5,677
Sports Club Insurance		18,298
Highland Council		64,955
Big Lottery Fund		51,139
		£193,951
OVERHEADS	£	£
Wages and Salaries	81,242	
Heat and Light	1,420	
Public Liability Insurance	115	
Sports Club Insurance	17,570	
Repairs and Maintenance	207	
Travel and Subsistence	2,546	
Telephone	661	
Equipment Leasing Charges	1,488	
Printing, Stationery and Postage	8,772	
Sundry Expenses	75	
Office Cleaning	14,816	
General Expenses	2,302	
Venue Hire	2,957	
Coach Education and Training	29,247	
Training	311	
Co-ordinators' Honoraria	7,114	
Legal and Professional Fees	1,998	
Administration Fee	1,058	
Planning Group Accounts	3,035	
Accountancy Fees	1,175	
Depreciation	1,089	
Amortisation of Government Grants	(510)	
		£178,688
		£15,263
Bank interest receivable		-