

Development Ambassadors Programme Information for individuals & Affiliated Clubs

The Archery community in Scotland is all about people and the time that everyone gives to run the sport and provide opportunities for people to access the sport. Scottish Archery has created a Development Ambassadors programme that will engage around 60 volunteers from the age of 16 years plus and provide education and upskill opportunities in a number of aspects including Archery Instructors Award, Club Governance, Club Operations, Social Media, Soft Archery and partnership working.

We will align with our 3 areas, Northern, West and Eastern to educate a group in the above aspects that will then be distributed into the club and area network within the sport.

The skills that the volunteers receive will be transferable and can be utilised in other walks of life therefore developing the person as well as the sport.

The successful Development Ambassadors will be part of the programme for 1 year where they will benefit from a variety of learning opportunities as well as practical experience through engagement with our affiliated clubs. The skills that are learnt throughout the programme will be fully transferable and will boost CV and employability or strengthen our already existing club network.

Why was the Development Ambassador programme designed?

Our club network of 110 affiliated clubs have a core number of volunteers that govern and operate each club. Their voluntary hours only stretch so far. We have identified through the in-depth Club Development work that we require more qualified volunteer coaches, more committee volunteers and more people to carry out general operational tasks within the club.

As a sport there are limited amount of qualified coaches/instructors and quite often a club may only have 1 qualified coach or one person who is responsible from a safety point of view to operate their club at any given session. The result of this means that if these individuals are not available then the club struggles to operate. Scottish Archery needs to assist with increasing capability and capacity with recruiting, educating and teaching more people about our sport.

A number of clubs across Scotland currently have waiting lists which comprises of people who are looking to take up the sport of Archery. Clubs struggle to reduce this waiting list as they currently don't have the workforce to accommodate such demands.

Who can apply?

As an individual you can apply to be part of the Development Ambassadors programme if

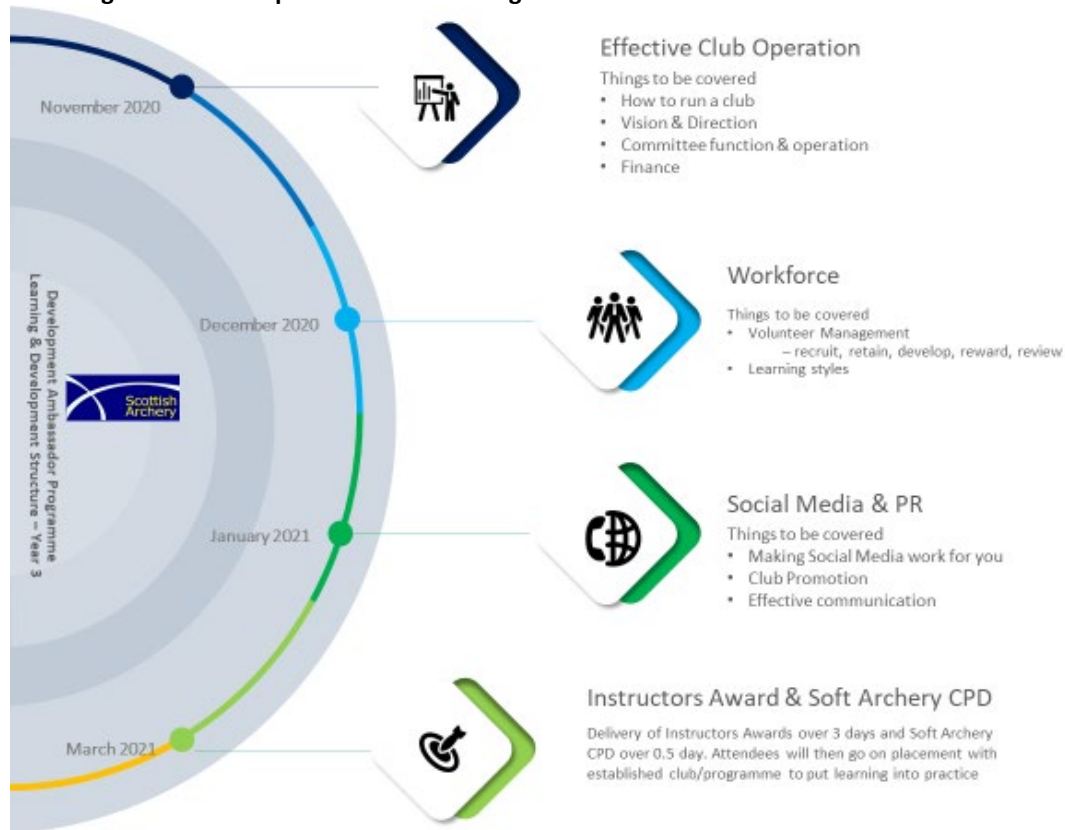
- You are currently a shooting member of Scottish Archery, Archery GB and an affiliated club.
or
- You are not engaged with any Archery activity and would like to volunteer within the sport

As a club you can apply to be part of the mentoring and deployment part of programme

- Your club must be affiliated to Scottish Archery and Archery GB
- Your club must have a Club Development Plan in place – Our Club Development Officer can get this in place with you

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What training do the Development Ambassadors get?



All Development Ambassadors who are part of the programme will be offered the opportunity to complete a Gold Achievement Award. These awards are aligned to the SCQF framework and carry UCAS points for those wishing to access further education or would like to have another qualification added to their CV.

The format that will be adopted will be a Community of Practice Format whereby the Development Ambassadors will be empowered to lead, take charge and drive their development. This will create a peer to peer support network that will allow each of the Ambassadors to lean on each other.

What does it cost for an individual to be part of this programme?

There is no cost to be part of this programme. Scottish Archery received funding from Impact Funding Partners for this project. This funding comes direct from the Scottish Government and Scottish Archery are fully committed to the outcomes of the fund and the programme.

Each person will need to complete an agreement after successfully gaining a place on the programme. This agreement will outline commitment expectations.

If an individual is successful in gaining a place on the programme and then fails to complete some of the training there may be a charge to allow Scottish Archery to recoup the investment.

What support can individuals expect if they are successful in gaining a place?

Scottish Archery will look to provide support from the following avenues

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- Scottish Archery Staff as an immediate report
- Scottish Archery Board members for specific areas of expertise
- Key volunteers within our sub-committees such as competitions and performance
- Active Schools Co-ordinators for those that are still of school age
- Community Archery Clubs will provide support in a sense of opening their doors to allow volunteers to come in to see how things operate
- Local Sports Trusts to unlock additional training opportunities

We will set up a closed Facebook group for all Development Ambassadors to network and communicate with each other across the country. Sharing practice and peer support is extremely valuable.

Within each of the areas the Development Ambassadors will create a Community of Practice environment that will provide peer to peer coaching and support. This will initially be led by Scottish Archery.

The Community of Practice will provide

- Reflection and Mentorship - Members are exposed to perspectives of others and can develop trusting relationships.
- Adaptable Knowledge - Sharing of old and new ideas allow a flexibility to work in various environments.
- Competitive Nature of Coaches - Group controls the transfer of knowledge and over time cooperation between members should occur.

I have a disability, can I apply?

Yes absolutely, Scottish Archery has a live Equity policy that underpins everything that we do. Our Vision is to "make sport limitless" we are one of very few sports that is suitable to a wide range of ages and abilities. Our vision is fully integrated into the Development Ambassadors programme.

We currently have a Lead & Accessible Club accreditation scheme that allows us to assess our club networks accessibility. We have worked in partnership with Scottish Disability Sport to devise this so that our sport environments are fully accessible for all. We would look to utilise this framework for all clubs looking to accept new volunteers into their club. This is a way for us to assure the experience and quality of the environment.

How do we apply?

You can apply by completing the Development Ambassador Application Form.

Completed forms are to be returned to Bill Hogg, Club Development Officer by 11th November 2020 – bill.hogg@scottisharchery.org.uk

If you are an affiliated club and want to be part of the mentoring and deployment part of the programme please contact Bill Hogg on the above details.