



# **Kinross RFC**

**Victim to Victory**

# Victim to Victory

## 5-Year Club and Physical Development Strategy

### A threefold plan

*“We wanted to ensure the plans we were developing were ambitious but achievable”.*

1. Improve the quality of on-field play.
  - Investing in coaches (rugby specific + strength & conditioning)
  - Building continuity by creating space for young players to develop and gain experience – growth from within.
  - Deliberate plan to improve in stages progressing from the bottom of League to Bowl winners.
  - Aware of the need to consolidate progression but implementing plans to ensure improved on-field performance is sustained and sustainable.
2. Transition and retention – “Minis to midis”
  - Planned continuation of quality, qualified coaching, and medical support at every level, enhanced through strong parental buy-in.
  - Patient, bottom-up approach to increasing player numbers.
  - Succession / transition plan in place for P5 to P7 in place to ensure growth is sustainable.
3. Best in class facilities.
  - A clear plan to enhance / optimise geographic location by investing in a multisport development.
  - Futureproofing our facility provision to meet the demands of societal change (safeguarding, EDI, gender recognition etc...)
    - ✓ This included plans to extend the current footprint to accommodate a separation of youth and adult changing facilities.
    - ✓ Planning to support increased diversity in designing accessible and flexible changing areas, cubicle shower facilities.
  - Development plan underpinned by a robust, long-term business plan which promotes sustainability diversity in oncome generation and highlights to stakeholders, partners and sponsors the potential of an enduring legacy.
  - A robust funding plan that engaged local and national sponsors built on the premise and aligned internal funding that Club members and players were visibly taking ownership of the Club’s future.

### Key considerations in the development of our facilities plan

*“The facility development plan has been built to create opportunities for the community we serve to engage in physical activity through its use”.*

1. Consultation with the Local Authority to ensure what we were proposing aligned to their plans for sport and physical activity.
2. When engaging multiple funding streams, we needed to be aware that:
  - Application cycles do not align.
  - Each funder allocates funds aligned to their own financial year-end.
  - This means the real possibility of multiple draw-down dates and time frames for funding.
  - Have a clear plan to manage and mitigate against cash-flow issues linked to misalignment of funding availability.
3. Before finalising any build timeframes, get all stakeholders, partners, and funders in one room to create space for cohesive planning, transparency, and visibility.
4. Make room for the build and implementation of a sustainability plan (and cost thereof) ... our plans include for Rainwater recapture / recycling and Bio-hedges.
5. The building and implementation of a Club Development and linked facilities development plan requires a Team of Club volunteers. It can’t be achieved by a single person.

Club webpage: <https://www.pitchero.com/clubs/kinross>