

27 Feb 2026

SCOA JUNIOR SQUAD PLAN 2026

BACKGROUND

The aims of the SCOA Junior Squad are to:

- Help SCOA junior athletes to maximise their potential through squad orienteering coaching.
- Motivate junior athletes and coaches by creating an atmosphere that stimulates enjoyment from training, coaching, competition and meeting other juniors with similar orienteering interests.
- Provide British Orienteering and UK Home Countries with talented and motivated junior athletes.

The Junior Squad is open to any enthusiastic junior in the region who is at least competent on Orange courses and attempting to improve at Light Green courses. It is supported by a team of licenced coaches and volunteer parent helpers.

CURRENT SQUAD ACTIVITIES

Generally, monthly sessions will occur between September and June. These take place at either weekends or during half term breaks. Sometimes we travel outside of the region to train. Occasionally, these sessions may occur as a joint session with other regional Junior Squads. The squad also conducts Zoom sessions to enable technique training and team building. It is hoped that the annual overnight training weekend will be re-introduced this year.

SQUAD HEALTH

The following table depicts the current health of the squad, 20 active athletes. Overall, this is one more than last year, although regular attendance is low. Junior athletes continue to join the squad to replace the older members that leave. We continue to take on additional M/W12 athletes who are competent on Orange courses.

BADO	BKO	SARUM	SN	SOC	TVOC	RAFO	BAOC	TOTAL	Junior Squad		TOTAL	BADO	BKO	SARUM	SN	SOC	TVOC	RAFO	BAOC
									0	W20	M20								
		1		1					2	W18	M18			1			2		
		2				1			3	W16	M16					2		1	
			2			1			3	W14	M14				1				
									0	W12	M12			1	1	2			
0	1	0	5		0	2	0	0	8			12	0	2	2	5	2	1	0
JUNIOR SQUAD		BADO	BKO	SARUM	SN	SOC	TVOC	RAFO	BAOC	TOTAL									
		0	3		2	10	2	3	0	0	20								

SCOA is one of the smallest regions based on number of juniors. We should continue to encourage club level recruitment and coaching of Orange standard and below junior athletes, and entice with smart O Kit.

SQUAD COACHES

The squad has 2 active UKCC Level 2 coaches managing the squad (Laurence and Simon). They are supported by a few club coaches who occasionally prepare and run coaching sessions and support overnight trips. Additionally, several parents/volunteers regularly support training in admin and shadowing roles. Safeguarding rules require individuals to complete DBS checks and Safeguarding training. The policy is subject to British Orienteering engagement by JROS as it will have an impact to how Junior Squads are run and financed. The current policy:

- Coach: eLearning Course, Face to Face Course (with renewal every 3 years)
- Volunteers such as shadowers: eLearning Course, Face to Face Course (no renewal required)
- Administrative Roles: eLearning Course

SQUAD FINANCE

Junior Squad income draws from an annual SCOA grant to cover core expenses¹ and donations/fundraising to cover development items 'where it will make a difference'². The squad has development reserve built up from generous donations. It should be noted that junior athletes also benefit from SCOA grants (alongside adult athletes) for JROS/British Orienteering training camps and national team representation.

KEY GOALS FOR NEXT 3-5 YEARS

- Continue to help squad athletes maximise their potential, motivate and have fun!
- Working with other squads and Talent Squad South, increase the opportunities to train in varied terrain.
- Provide a progressive training programme utilising a variety of resources and terrain.

Although not necessarily a Squad goal, we continue to recommend that SCOA:

- Encourage SCOA clubs to invest in junior athlete development to provide the Junior Squad with suitable athletes.

2025 ACTION PLAN REVIEW

In order to achieve the goals noted above, several actions were identified in 2025.

Coaches/Volunteers. There are sufficient qualified coaches supporting the squad currently, so no additional plans or resourcing are required for new coaches. While expenses are not claimed for coaching sessions, the squad should continue funding food and accommodation for coaches/adults on overnight stays.

Action: To fund 100% costs of food and accommodation for overnight stays.

Complete – recommend **Action** for 2026.

Competition and Training. It is recommended that day coaching sessions should continue to be run at zero charge to athletes (this helps with land access too).

Action: To run day coaching sessions at zero charge, approx cost of £400/year, to cover the cost of map printing and land access donations.

Complete – recommend **Action** for 2026

The cost of JIRCS fluctuates according to the location and accommodation provided by the host region (EAOA in 2026). It is recommended that athlete costs should be limited to £45, adjusting the SCOA grant as necessary. Given the volatility in costs year on year, it will be necessary to hold a fund to smooth the outgoings. This contribution should be reviewed on an annual basis.

¹ JIRCS, training sessions, SCOA weekend stays, JROS Conference, First Aid, core equipment

² Clothing, other squad weekend stays, optional equipment and software

Action: To limit JIRCS cost to athlete of £45. To take a team to JIRCS avoiding unnecessary expenses.

Complete – Recommend **Action** for 2026.

The squad will continue to liaise with other squads to provide training opportunities. Because of our small squad, training with other regions is a key enabler to our objective of motivating athletes.

Action. To identify an additional training weekend provided by another squad, approx. cost of £400 (travel and coach/adult costs).

No opportunity in 2025. Recommend **Action** for 2026.

Wider O Experience. Athletes may have limited opportunities to attend large national orienteering events.

Action. To investigate and support 2 trips to large weekend orienteering events for more experienced athletes.

No opportunity in 2025. Recommend **Action** for 2026.

Recruitment. Further stocks of O Tops and hoodies are required for future athletes. It is recommended that these are purchased in bulk and subsidised by the squad at £10 per O Top/hoody.

Action. To purchase additional O Tops and hoodies.

No order made in 2025 but investigations made for suppliers. Recommend **Action** for 2026

Competition and Training. After a successful Christmas weekend in 2023 and one planned for 2024, it is recommended that another weekend that is affordable to all is organised for 2025.

Action. To plan a weekend in December 2025 and limit cost to athlete of £25

No opportunity found for 2025. Recommend **Action** for 2026

The 'junior pipeline' is inadequate to build a larger squad in the medium term. Identifying and implementing approaches to address this issue is outside the remit of the squad leaders. It is recommended that SCOA clubs consider initiatives such as the Orienteering Foundation and surplus JK Funds to fund/encourage junior athlete development across the region.

2026 ACTION PLAN – NEW ACTIONS

On additional action has been identified for 2026 which is dependent on the outcome of the Safeguarding review by JROS.

Action. To create and finance a resilient squad management structure that complies with British Orienteering Policy for safeguarding training and DBS checks.

REQUESTED BUDGET FOR 2026

Core Income (from SCOA)	£3,450
Core Expenditure	£3,450
Breakdown	
JIRCS	£1500
JROS Hawkshead	£500
Training Days (includes land access and waterproof paper/ink)	£400
2 Weekend Trips	£800
Christmas Weekend	£200
First Aid replenishment	£50
Development Reserve (bf)	£760
Development Expenditure	£760
Breakdown	
Training Weekend with another squad	£400
Clothing replenishment	£360

A note will be raised to amend the budget to cover Safeguarding costs when the review outcome is known. For guidance:

- Costs:
 - eLearning Course = £10
 - Face to Face Course = £44
 - Face to Face Course renewal = £28 every 3 years
 - DBS = £12.60
- Indicative cost per Squad management position
 - Coach = Initial £66.60 with £40.60 every 3 years
 - Volunteers = £66.60 with £12.60 every 3 years
 - Administrative Roles = £10

Breakdown of £260 budget for clothing

- Hoodies
 - Quotes indicate a cost of £25.50/hoody if we buy 10+.
 - Recommend £5 SCOA subsidy
 - If we assume a max of 20 hoodies purchased, £5 subsidy would be a budget of £100 from SCOA
- O Tops
 - Quote from Bryzos indicates a cost of 30 EUR (£26) if we buy 5+
 - Current demand of 5 tops required. We need to buy some stock for future years, suggest 5 tops.
 - Recommend £6 SCOA subsidy, payment for stock, plus payment of delivery and Import duty (which was about £100 in 2022 but hopefully less if we can share with other squads) ie £160 budget