



MIRC Junior Information Pack

2018-2019 SEASON

Maidstone Invicta Rowing Club

James Whatman Way

Maidstone

Kent

ME14 1LQ



Contents

Introduction	3
Where to find us	3
Parking	3
Club Rules	4
Code of Conduct – Club Officials, Coaches, Volunteers	5
Code of Conduct – Parents/carers	5
Welfare/Medical	6
Membership/Race Fees	7
Junior Training Times	8
Squad Structure	9
Junior Training Programme	10
Junior Squad Coaching and Supervision	11
Supervision	13
Equipment	13
Weights and Sweep Rowing	14
Junior Events	14
Trailer Unloading	15
Overnight Stays	15
Regatta Calendar	16
Kit	17
Appendix 1	19
Junior Coaching Structure	20



Introduction

Welcome to Maidstone Invicta Rowing Club (MIRC). We invite young people between the ages of 12 – 18 (Year 8 upwards) to learn to row in an enjoyable and safe environment.

We have a structure designed to allow young people to achieve their best and succeed on a club, local, regional, national and international level.

We are able to offer these rowing opportunities thanks to our dedicated VOLUNTEER coaches.

Please see the junior website www.freewebs.com/mircj (currently being updated) or follow us on twitter [@MIRCJuniors](https://twitter.com/MIRCJuniors)

The main form of whole squad communication is to parents via Teamer.net to which parents will be invited to join on starting their membership.

If you have Facebook there is a closed Junior Parents group and a closed Junior squad group where information is regularly updated and shared within the groups, please ask for further details.

If you have any questions please contact the Junior team on mircjuniorsquad@gmail.com

This information pack is a working document and will be updated and amended as appropriate taking into account of any changing conditions affecting the Club.

Where to find us

<https://www.google.co.uk/maps/place/Maidstone+Invicta+Rowing+Club/@51.2792676,0.5137408,17z/data=!4m2!3m1!1s0x0:0xd048b3c8ca5157c6>

Parking

Parking on site is extremely limited and required for our coaches and helpers only. On Maidstone United Football Club match days can be very congested. To avoid the congestion we would strongly suggest that Juniors are dropped off on the approach road opposite Maidstone Library, you can then simply complete a U turn and exit onto the roundabout.



Junior Club Rules

MIRC is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect, be encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the Head Coach, any Junior squad coaches or the club welfare officer.

As a member of MIRC you are expected to abide by the following Junior club rules as well as the general club rules set down by the club's Management Committee and the AGM.

- All members must comply with the rules and respect officials and their decisions
- All members must respect participants, other members and officials; (abusive language by a member to anyone, especially the public and other river users, will not be tolerated)
- Members should keep to agreed timings for training and competitions or inform their coach or coordinator if they are going to be late
- Members must wear appropriate and suitable kit for training and should always bring with them a towel and a suitable change of warm clothing (including a warm jumper and a change of footwear) in case they get wet or cold whilst training or racing. Coaches have the right to ask juniors to adjust their attire if at their discretion it would be deemed to be inappropriate.
- Members must wear official club racing kit (as specified by the Rules of racing) whenever they represent the club
- Members must **pay in advance any fees** for training or events promptly. Failure to pay on time or late withdrawal of an individual will mean crew disqualification and liability to pay for the whole crew's entry fee.

Withdrawal from a racing event after entries have been made will only result in a refund if a replacement crew member can be found and may result in a liability to pay for the whole crew's entry fee if the withdrawal causing them not be able to race.

- Junior members are not allowed to smoke on club premises or whilst representing the club at competitions and are not allowed to consume alcohol or prohibitive substances of any kind on the club premises or whilst representing the club

Junior members are required to comply with and adhere to the anti-doping rules of British Rowing. The rules are those as published by UK Anti-Doping and are consistent with the World Anti-Doping Code (2015 Code) which governs anti-doping internationally.

- Junior members should maintain appropriate behavior with other Juniors including adhering to the club's anti-bullying policy and refrain from sexually explicit behavior on club premises or at events
- Members should help keep the grounds and huts clean and tidy and leave them as they would wish to find them



- Junior members must respect and look after the clubs equipment and put it away correctly after use
- Junior members must be aware of safety and should realise that the Club and Boathouses are not play areas. The equipment at the club can be dangerous, it can easily be damaged or can damage you if mishandled or run into.

Failure to comply with this code of conduct may result in a disciplinary action and could result in a warning, compensation, suspension and/or expulsion from the club or British Rowing.

There is a right of appeal against any sanction to the club's management committee.



Code of Conduct

Club officials, Coaches and Volunteers

The essence of good ethical conduct and practice is summarised below. All volunteers must:

- Consider the well-being and safety of participants before the development of performance.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability and experience of those taking part.
- Promote the positive aspects of the sport (e.g. fair play).
- Display consistently high standards of behavior and appearance.
- Follow all guidelines* laid down by British Rowing and the club.
- Hold the appropriate British Rowing valid qualifications and insurance cover provided via British Rowing's registered members' scheme and via the club.
- Never exert undue influence over participants to obtain personal benefit or reward.
- Never condone rule violations, rough play or the use of prohibitive substances.

Failure to comply with this code of conduct may result in a disciplinary action and could result in a warning, compensation, suspension and/or expulsion from the club or British Rowing.

There is a right of appeal against any sanction to the club's management committee.

*Guidelines – outlined in Appendix 1

Parents/Carers

- Encourage your child to learn the rules and play within them.
- Discourage unfair play and arguing with officials.
- Help your child to recognise good performance, not just results.
- Never force your child to take part in sport.
- Set a good example by recognising fair play and applauding the good performances of all.
- Never punish or belittle a child for losing or making mistakes.
- Publicly accept officials' judgements.
- Support your child's involvement and help them to enjoy their sport.
- Use correct and proper language at all times.
- Treat all members of the club, officials, volunteers, other parents and other clubs with respect.

Failure to comply with this code of conduct may result in a disciplinary action and could result in a warning, compensation, suspension and/or expulsion from the club or British Rowing.

There is a right of appeal against any sanction to the club's management committee.



Welfare

Welfare

The Club Welfare Officer is Charlie Beaumont. Charlie has been coaching at the club for many years, with both his children having previously been members of the Junior squad. He is a qualified L2 Session Coach and RYA L2 launch driver.

Charlie can be contacted by email at cbeaumont1954@hotmail.co.uk

Charlie has volunteered and has been appointed by the Management Committee in accordance with Para 21 of the Clubs Constitution (as club welfare officer) to undertake the role of an independent person who will ensure there is a well-established complaints procedure and that parents and children have the relevant information and thus easy access to it. Charlie is a member of the club but independent from the Junior section. She is a qualified rowing instructor but is not involved with the coaching of the Juniors at the club. Dani regularly attends the club on Saturday and Sunday mornings.

Please see Appendix 1 for British Rowing guidelines and recommendations for safeguarding young people.

Club child protection policy & main personnel dealing with Juniors

The following is an extract from the Club' Constitution:

Para 21 Child Protection

In accordance with the British Rowing (BR) policy and rules relating to Child Protection Procedures the Management Committee shall appoint:-

- i) A Junior organiser who has gained one of the BR's coaching awards to be responsible for the club's Juniors on a day to day basis.

- ii) A separate and senior member of the committee to whom concerns or allegations regarding inappropriate treatment of Juniors may be made. It will be his/her duty to understand the requirements of BR's Child Protection Procedures and to act on them as necessary. He /she must also ensure that there is a well-established complaints procedure and that parents and children have the relevant information and thus easy access to it.

As part of the Safeguarding and Protection Children Guidance (WG3.2) British Rowing have published the best practice on training, this is described as [How Much and How Often](#) and forms part of the MIRC guidelines on rowing training.



Club Medical Procedures

Information relating to any medical issues or medication related to a Junior is requested from parents or guardians when joining the club. Information updates are requested from parents or guardians every year or sooner if a Junior coach becomes aware of a medical condition.

Junior coaches are informed about issues by the Junior coordinator on a need to know basis and information is kept as confidential as possible whilst continuing to recognize the Junior's safety.

Junior Membership and Race Fees

Membership:

Annual - £276 payable from Jan 2018 (**£230** if paid in full by the 28th Feb)

Monthly - £23 per month via standing order

For anyone joining the club after the 28th Feb, the annual fees will be pro-rated according to the number of months remaining in the year.

Fees must be paid promptly – failure not to pay on time will result in restrictions from racing and/or access to the club premises.

Payments can be made by cheque payable to MIRC with Junior name and reason on the back or by online to the following account;

Membership Fees: Sort Code 40-31-06 Account number 52296810

Racing fees:

Race Fees (including towing and ancillary costs) must be paid before the entry is submitted. Please ensure your account is topped up to cover this. Payments can be made to the following account;

Race Fees: Sort Code 40-31-06 Account number 42292556

A monthly standing order to this account is recommended to ease the cost of summer racing. Any excess payment will be returned on request.

If you have any queries please contact Anne Salmon, Membership Secretary on mircmembershipsecretary@gmail.com



Junior Training Times

Club sessions are dependent on an appropriate number of Coaches and Volunteers being available. Safety and welfare are always held as a first priority.

The Junior membership fee entitles Junior members to a single session, Saturdays, term time only.

Saturdays:

J16/WJ16s and older: 10am to 12pm

J15/WJ15s and younger: 12:30pm to 2.30pm

All other sessions are only possible due to the dedication and commitment of the Junior Coaching Team, who continue to give up their time as volunteers to further develop Junior rowing.

Tuesdays: J15 up boys 7.30pm to 9:30pm

Wednesdays: WJ15 up girls 6.30pm to 8.30pm

Thursdays: 7.30pm to 9.30pm invited High Performance Squad or those training for imminent national events

Sundays: Subject to coach availability

By the nature of this equipment-based sport, finish times are approximate. If a junior needs to leave a session promptly or early then they are advised to inform their coach at the earliest opportunity so that this can be factored into the training session.

Please note that training at the Club for Juniors at any other time must be approved by the Head Junior Coach prior to booking equipment and an authorised responsible adult must be present.



Junior Squad

Structure

Due to the high number of Junior members and racing options, it is necessary to divide the junior membership into a number of age sub-squads, each with a nominated Lead Coach:

1. J17 + Boys
2. WJ17+ Girls
3. J16 Boys
4. WJ16 Girls
5. J15 and under Boys
6. WJ15 and under Girls
8. Mixed aged Development Squad (new starters)

Together with the Head Coach, the Lead Coaches for each squad will be responsible for setting the appropriate training programme, liaising with parents of each squad, defining its racing schedule and selection of crews. Within each squad there are three performance levels that can be achieved; Development, Competition and High Performance, as set out below:

Development

Aims & Targets:

To provide an unrestricted, open environment for all Junior members. Although all Juniors will be assessed, individuals within this group will be encouraged to improve performance through adopting a healthy, balanced lifestyle.

This is seen as the foundation for performance and the aim will be on improving general fitness and technique.

Individuals within this group will be encouraged to race at local events and small regattas.

Competition

Aims & Targets:

Juniors within this level are expected to follow the published Junior Training programme and keep a record of achievement in the form of a training diary. Juniors will be continuously assessed and **must** be available to attend National Schools Regatta and British Rowing Junior Championships Regatta.

Individuals will have the potential to perform to a **standard above 90% of the predicated gold medal times** for their age group and must show continuous improvement or perform above this standard on a regular basis.

The aim of this group is to provide a pathway for those Juniors who have the potential to represent the Club at a National and Regional Level.



Juniors within this group will be expected to attend all supervised training sessions and show a positive attitude.

High Performance (British Rowing Pathway)

Subject to adequate supervision, unrestricted use of Junior equipment and access to the training hut outside of Senior times.

Aims & Targets:

Juniors within this level are expected to follow the published Junior Training programme and keep a record of achievement in the form of a training diary. Juniors will be continuously assessed and **must** be available to attend National Schools Regatta, British Rowing Junior Championships Regatta, Henley Royal Regatta or Henley Women's Regatta and Great Britain trials.

Individuals will have the potential to perform to a **standard above 95% of the predicated gold medal times** for their age group and must show continuous improvement or perform above this standard on a regular basis.

The aim of this group is to provide a pathway for those Juniors who have the potential to represent one of the Great Britain Junior teams.

Juniors within this group will be expected to attend all supervised training sessions and show a positive attitude.

Individuals within all of groups must adhere to the ethos of the Junior Charter and membership of the Competition and High Performance groups will be at the Head Junior Coaches' discretion, taking into account not only attainment and attendance, but also attitude.

Junior Training Programme

Juniors are expected to maintain a level of fitness outside of club training sessions. All Juniors are entitled to receive a Junior training programme. Please contact the relevant squad coach for more information. Juniors who are active in other sports training may substitute other training but advice on this should be taken with the coaches.

Juniors in the competition squad should keep a training diary and bring this to sessions.

Juniors in the high performance squad should keep a diary, bring it to training sessions and email to longrr01@gmail.com

If for any reason a Junior becomes ill / injured during training they should stop immediately and seek advice from a medical practitioner and / or physiotherapist. Please ensure that the coaches are kept informed at all times. This is vital in respect of athletes wishing to compete at a National



and International level due to potential MIRC dope testing.

Junior Squad Coaching and Supervision

Club Coaches (all voluntary)

James Knight – Head Coach & Lead Coach WJ15 and under Girls

James has been an active member of MIRC since 2003 and has held many positions within the club including club captain, membership secretary, Men's captain, was regional treasury for a number of years and used to run the Maidstone Scullers Head. As a Junior rower he raced in his school's 1st 8 winning National Medals and competed twice for Wales at the Home International Regatta. He continues to row and has in recent years won medals, including gold, at the British Rowing Masters Championships and Henley Masters Regatta in fours, quads, pairs and doubles. He has now added the role of coach to his extensive CV and is going through his L2 Coaching awards.

james@familyknight.co.uk

Ray Long – High Performance Coach

Ray has been an active member of MIRC since 1985 and has held many positions within the Club and the region, including vice-captain and Junior Commissioner. With over 25 years of coaching experience at both MIRC and Leander Club he has extensive knowledge of rowing at all levels and has previously represented Great Britain and England as a Coach on a number of occasions. Ray holds an BR Silver Coaching Award, RYA L2 Launch Driver certification and First Aid.

longrr01@gmail.com

Ollie Barton – Lead Coach J17+ Boys

Ollie has been rowing for over 10 years and is still a keen and active member of the men's masters

squad. ollie50barton@outlook.com

Paul Dixon – Lead Coach J16

Paul started rowing at Emanuel School in 1979 at the age of 13 and instantly found a passion for the sport. Having successfully competed at a Regional and National Level, winning medals at the National Championships of Great Britain, Paul went on to represent England in the Home Countries regatta and Great Britain in the GB v France match in 1982, winning gold. As well as Captain of boats at Emanuel and a short spell of rowing at Thames Tradesman, Paul began coaching at Maidstone three years ago. info@apachestudios.co.uk

Duncan Bain – Lead Coach J15 and under Boys

Duncan learnt to row with Maidstone as his first son started with the juniors. Both his sons now row. Dunca brings enthusiasm and an uncanny knack of producing wins from his squad in the summer regattas.



Pete Mileham – Lead Coach WJ17+ Girls

Pete has extensive experience in coaching swimming. After helping supervise winter training sessions and summer water sessions, Pete steps up to a Lead Coach role this year pete.mileham@btinternet.com

Catriona Logue – Lead Coach WJ16 Girls

Catriona is a L2 Sessions Coach and has gained a lot of knowledge over the last two seasons Catriona.logue@gmail.com

Clive Harlow – Lead Coach of Development Group

Clive has been working with Charlie for the last 2 years and has revived his own rowing, competing in the Masters squad.

Committee Representatives:

Parent Group

Eric Gerrits, andreegerrits1@gmail.com

Junior President

Rhona Logue

Junior Representatives

Oscar Knight

Molly Hay

Director of Rowing

Pete McLarney



Supervision

Juniors over their time with MIRC Junior Squad may be invited to join the competition and/ or high performance levels with their age squads. (See Junior squad structure for details). This brings the opportunity to train outside of standard squad times at the club. This is a privilege that can be revoked if not appropriately adhered to.

All Juniors training at the club outside of squad times must have an appropriate authorised adult to supervise them and written parental consent.

To become an appropriate authorised adult parents must be willing to attend a short training session at the club which will cover the rules of the river, safety issues at the club, information on boats, what to do in an emergency and security of the club site.

The appropriate authorised adult will be then allowed to accompany Juniors outside of squad times. They will also be able to access the club by signing for the key at the Army Barracks. The appropriate adult must carry a throw bag and be alongside the crew at all times.

If you are interested in becoming an authorised adult please contact one of the Head Junior Coach.

These rules are to ensure the safety of all young people at the club and to allow Juniors to complete extra training.

Junior Equipment

The Junior squad has been lucky enough over the last 10 years to receive a number of large grants to purchase equipment suitable for young people. The grants have been provided by British Rowing, Awards for All, Siemens, Kent Community Foundation and Kent County Council.

If you become aware of any grants that may be available to the Junior squad or wider club please contact the Junior coordinator or any club official. The club has Community Amateur Sports Club (CASC) status and is therefore treated as a charity by HMRC. Therefore the club can claim gift aid on any cash donations made to the club provided a gift aid declaration is made by the donor. Please contact the Fundraising Committee if you are aware of any potential donations.

As all boats and other equipment are very expensive all members have been asked to treat the equipment with respect. Equipment is allocated to each squad within the Junior squad structure and therefore permission should be gained before going out in any boat. Permission maybe granted by the Head Junior Coach, Director of Rowing and / or Club Chairman.

Any Junior or supervising adult found to be taking equipment out which has not been approved will be in breach of the Junior rules and volunteers / parents code of conduct. If you are in any

doubt as to what equipment has been



approved for use please contact the

Head Junior Coach.

Weights and Sweep Rowing

Juniors who are J15 and over may be allowed to train with weights and do sweep oar rowing. It is the discretion of the coach to allow the athlete to do this. Athletes will be judged to their physical development to prevent injury.

All athletes must be given training prior to using weights on the appropriate technique. They must not use weights until they have received training. Those juniors under 18 must be supervised by an appropriate adult, ideally one that has undertaken British Rowing's Strength and Conditioning coach training.



Junior Events

Selection

Selection for Junior events is the discretion of the organising Junior coach. Equipment will be allocated on the basis of availability, attainment, attitude and attendance. Please note that many of the boats, blades, cox boxes and the trailer have to be shared with the wider club therefore attendance at many events will be restricted.

Towing

We require parents to assist with towing the trailer to events. We ask that parents come forward and state availability otherwise we will not be able to attend many events.

We have been hiring a towing vehicle for recent events and this is expensive. If you have a large car, preferably a 4x4, with a tow bar please let the Junior coordinator know. Petrol is paid for as an additional to the Junior racing fee. Please note that driving licences after 1st January 1997 require a towing licence for the heavyweight trailer. Guidance will be given by the club safety officer and director of rowing prior to towing.

Consent Forms

A number of Junior events over the course of a season require a consent form to be completed, for example, an overnight stay and travelling with a coach without a parent. On these occasions we ask that a consent form is completed. The consent form can be found on the Junior website under the membership section.

Attending events / Junior Fees

All Junior fees for events must be paid into the Race Fees account (see Membership information) 4 weeks prior to the event taking place. Failure to pay on time will result in the crew not being entered.

If a Junior is not able to attend please contact the organising coach as soon as possible. Failure to attend will mean that the Junior (irrespective of whether or not they are the cox) is liable for the crews' fees.

Discretion can be made when non-attendance is due to illness.

Trailer Unloading

The trailer must be unloaded by Juniors **the day after** the trailer return to the Club after a competition has taken place. For example if the event takes place on a Sunday the trailer should

be unloaded on the Monday. If the should be unloaded on the Sunday. This is a club wide policy as equipment is and to protect equipment.



competition is on a Saturday the trailer shared amongst all members

Overnight stays

Unless otherwise agreed coaches take no responsibility for athletes on overnight stays when a parent or guardian is present.

The club holds that unless related Juniors should stay in single sex hotel rooms or tents and that the following junior rules still hold when away from the club premises.

- Junior members are not allowed to smoke whilst representing the club at competitions
- Junior members are not allowed to consume alcohol or prohibitive substances of any kind whilst representing the club
- Junior members should maintain appropriate behavior with other Juniors including adhering to the club's anti-bullying policy and refrain from sexually explicit behavior at events

With regards to the National level events:

Parents are asked to recognize that any guests attending rowing events with them can be a distraction to the coaches, the parents' child and any other juniors in the squad attending that event.

Parents are asked to agree any guests with the squad coaches BEFORE the event and respect the coaches decision if they decide it would be inappropriate for the guest to be present.



MIRC JUNIORS – CLUB KIT

Race Kit:

Why do we need club kit?

- The British Rowing rules of racing require it
- To look smart, a smart crew look intimidating to the opposition
- To reinforce the concept of being a crew working together
- To keep warm/cool
- To avoid kit malfunctions! Race kit is designed by rowers to not snag your hands etc.,

For summer racing, we should make an effort to look as professional as possible... why give your opposition a mental edge before the starter says go!

For winter racing, the rules are relaxed a little as the priority is warmth. REMEMBER you are allowed and encouraged to wear enough kit to keep you warm on the way to the start. Most winter races have a call for kit off just before the first boat is set off so you are given time to remove layers.

DO NOT wear NEW kit items at a race... test them in training first... e.g. you wouldn't want to have a new woolly hat slip over your eyes during a 4 mile sculling race!

The club maintains some stock of race kit so please check with the Club's kit officer before ordering items:

Our two main suppliers are:

<http://www.crewroom.co.uk/teamroom/> username: maidstoneinvicta password: mirc

<http://thekitcrew.co.uk/>

Crewroom operate "kit windows" i.e. kit can only be ordered at certain times of the year, normally Autumn and Spring.... there is a long time between orders being placed and orders arriving... you will be notified when a kit window has opened but you will need to respond quickly.

Kitcrew kit can be ordered directly at any time from their website... we occasionally set up bulk orders to reduce P&P

Other items appear to be still available from <http://godfrey.co.uk/club/maidstoneinvictarc> BUT please do NOT purchase the All-in-One as it will not match the "official" ones from Crewroom.



Training Kit:

For training on the river, the focus is on keeping warm/cool and wearing kit appropriate to the activity. Simple motto “layers layers layers”.

Personally I keep my race kit for races. Crewroom, Godfrey and other suppliers sell simple or themed all-in-ones and leggings for training. The Kitcrew baselayers are economical enough to purchase several and keep one fresh for race days. Hoodies are not recommended as the pockets/zip at the front foul the rowing/sculling movement and if worn backwards become dangerous in a capsized situation. If still available then the “Activity Fleece” sold by RockTheBoat (<http://www.rock-the-boat.co.uk/products/activity-fleece>) is one of the best bits of rowing kit that I have ever bought. Also a simple “Buff” can be really useful as a scarf to stop cold air going down tops or as a hat to cover cold ears etc.

Lastly, there is no shame or teasing to be had in using “pogies”.... we don’t all have warm hands/good circulation. Pogies are glove-like coverings that allow you to hold the oar with your bare hands but whilst being shielded from the cold air etc. You should buy the 3-set as this includes 2 “outers” for sculling or outside hand when rowing and 1 “inner” for the inside hand when rowing.

Recommended MIRC Junior race kit for 2018/19 season:

From Crewroom: visors, all-in-ones and leggings



From Kitcrew: black base layers, onesie for hanging around between races (both can be provided with initials, onesie shown is before club logo on front and “MIRC” on back panel).



From Stitch Rowing: our legendary crazy leggings! We are seeing if there is more demand for these!



Other recommended essential items: pogies, rigger-jigger – both widely available from rowing suppliers...



Appendix 1

British Rowing's Safeguarding and Protecting Children Policy provides more detailed information in respect of welfare. For the most up to date copy of the document and supplementary materials please use the links below.

[British Rowing Child Protection Policy](#)



[British Rowing Guide to Water Safety](#)