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CLUB STANDARDS CASE STUDY

DURHAM CITY HARRIERS



Durham City Harriers recently appointed a new chairperson who used Club Standards as a framework to improve governance and member experience

Durham City Harriers recently celebrated their 50th anniversary and describe themselves as a “friendly, successful running and athletics club for all ages”. Their 400 members enjoy all track-and-field events including cross-country, trail, fell and more. They train at Maiden Castle Sports Centre, part of Durham University, and benefit from their first-rate facilities and close links to the students.



Club Standards gives the club committee a framework to follow. With clear policies in place, club members feel safe, welcome and listened to.”

Cian Rynne
Club Chair, Durham City Harriers

WHY CLUB STANDARDS?



- 1 We wanted a structure and foundation to support our volunteers with club operations
- 2 We wanted structures in place to help with decision making
- 3 We wanted members to feel safe and reassured as part of a well-run club

THE APPROACH



- We started with safeguarding – the Club Standard we felt was most urgent. It was a big liability if our coaches and leaders didn't have a valid UK Athletics coaching licence
- We had quick wins on some missing policies, like refreshing our constitution and creating an inclusion policy. This was easy as templates for all Club Standards are on the England Athletics [Club Hub](#)
- We set up a shared Google Drive so all working documents could be saved in one place to either view or edit, and were easily accessible to all committee members
- We identified members who were in a particular role, or had specific expertise and delegated relevant Club Standards to them

OVERCOMING CHALLENGES



Meeting Club Standards meant bringing in new policies and systems into an old club with a long history and established traditions. Such changes can initially meet with some resistance as people may not be sure why some things need to change. However, we knew we were following the right path to ensure the success of the club in the long term.



THE BENEFITS OF CLUB STANDARDS



- 1 We can make important decisions quicker by having an up-to-date constitution and policies
- 2 Club Standards help us with succession planning and give support to future committee members
- 3 Having Club Standards documented means all our committee has full visibility and easy access
- 4 We can easily review our active coaches and ensure they are all licensed, meaning athletes are safe and have a good experience
- 5 Club Standards are a great starting point for committees looking to update how they manage their club
- 6 With Club Standards in place all members, volunteers, coaches and leaders are fully supported and the club is ultimately stronger
- 7 Club Standards have definitely helped direct the club's development and as we've moved in this direction good things have started to happen

THE OUTCOMES



- ✓ Increase in performance
- ✓ Increase in membership
- ✓ Happier members
- ✓ Increased attendance
- ✓ Fewer complaints



Club Standards are building a positive environment at the club – people are enjoying the training, it's a good community and a good place to be"

Cian Rynne
Club Chair, Durham City Harriers

What are Club Standards?

