



Regional Restructure

Improving Communication

Ensuring Consistency

Creating Opportunity





Why make changes?

It's a balancing act...

Over the past 18 months Pentathlon GB has been going through a period of transition which has seen us welcoming several new faces to the team and the development of new roles within the organisation.

During this period, we've taken the time to really assess the current position of Modern Pentathlon and its family of sports, in Britain and review the current structures and systems that we have in place; from our Grassroots activity right up through to our Performance and Pathway programmes.

We have taken this opportunity to recognise where things might need to change, and importantly where we need to consolidate our resources to ensure we can create sustainable opportunities for growth and development. It's a balancing act between identifying opportunities for change whilst maintaining stability.

We're excited about the future of Modern Pentathlon in our country and the goals we want to set for our sport.

For us to continue to grow our sport on home soil, whilst also aiming to achieve success on the international stage, Pentathlon GB will be introducing some changes over the next 12-18 months. These changes are aimed at reducing barriers to participation, placing greater priority on developing and growing the family of sports we encompass, and supporting the objectives of our performance team.

The purpose of this document is to update you on the first of our changes; **a Regional Restructure.**



What's the aim of the restructure?

Improving Communication

The restructure will ensure there are improved routes of communication between PGB and the regions.

It will allow for clearer messaging, sharing of knowledge and the chance to regularly review the development of the sport across the country - and adapt delivery where needed.

Ensuring Consistency


The restructure will ensure that the implementation of PGB participation programmes and pathway is consistent in every corner of country.

Consistent delivery of the participation programmes, the pathway and events in our regions will be key to growing participation across the family of sports encompassed by Modern Pentathlon and developing talent.

Creating Opportunity

The restructure will help to improve and enhance the opportunities people have access to in our sport. It's a chance to address the barriers to participation that we know some have when trying to enter or progress in Modern Pentathlon and it's family of sports.

The restructure aims to ensure people in every region will have equal access to development and competition opportunities provided by the regions and PGB.



How will the restructure work?

Pentathlon GB currently has ten regions, whose primary roles are to help grow our sport, provide competition opportunities for our members and to support the development of young talent through various club / hub / academy structures.

From 1st September 2020, Pentathlon GB will be restructuring the regions of Modern Pentathlon in Britain and will move to six regions; five regions formed across England, with Scotland forming the sixth region as a home nations partner. For this to happen we will be merging (and subsequently renaming) some of our regions.

The 6 new regions will be as follows;

North

(Northumberland, Cumbria, Tyneside, Cleveland, Durham, Lancashire, Greater Manchester, Merseyside, Cheshire)

Yorkshire

(West, North, South and East Yorkshire)

Midlands

(Herefordshire, Worcestershire, Warwickshire, Staffs, Shropshire, Leicestershire, Derbyshire, Nottinghamshire, Lincolnshire, Norfolk, Suffolk, Cambridge, Northants, Bedfordshire and North Gloucestershire)*

South and South East

(Essex, Hertfordshire, London, Kent, Surrey, East Sussex, West Sussex, Hampshire, Isle of Wight, Berkshire, Buckinghamshire and Oxfordshire)

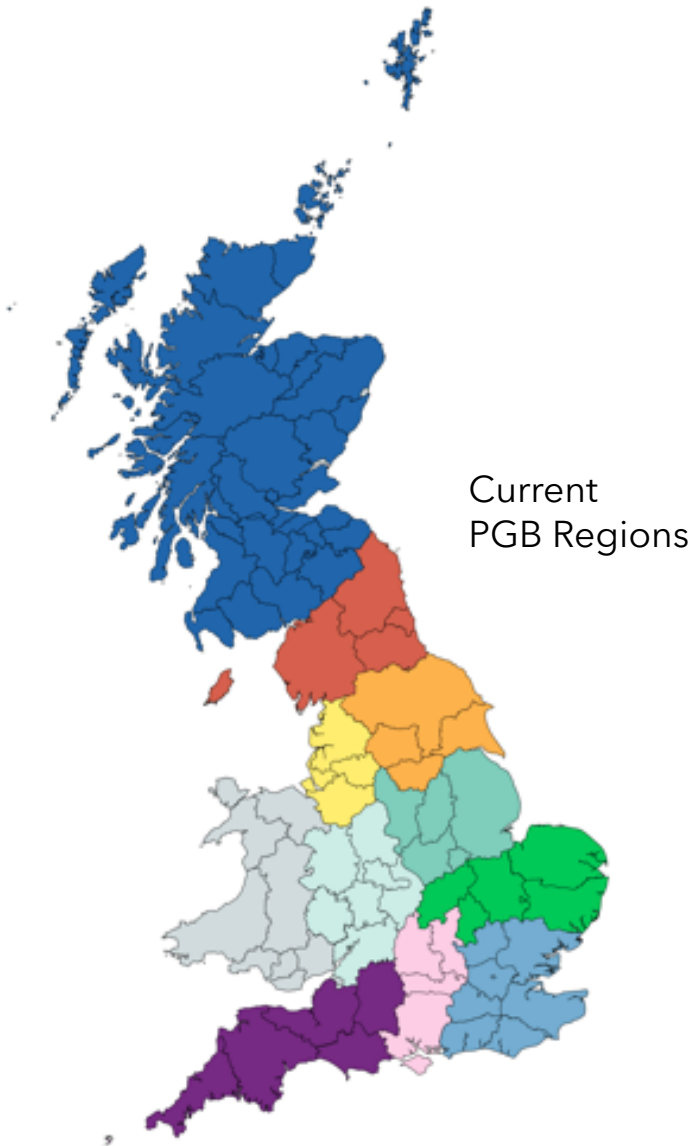
South West

(Cornwall, Devon, Dorset, South Gloucestershire, Somerset and Wiltshire)*

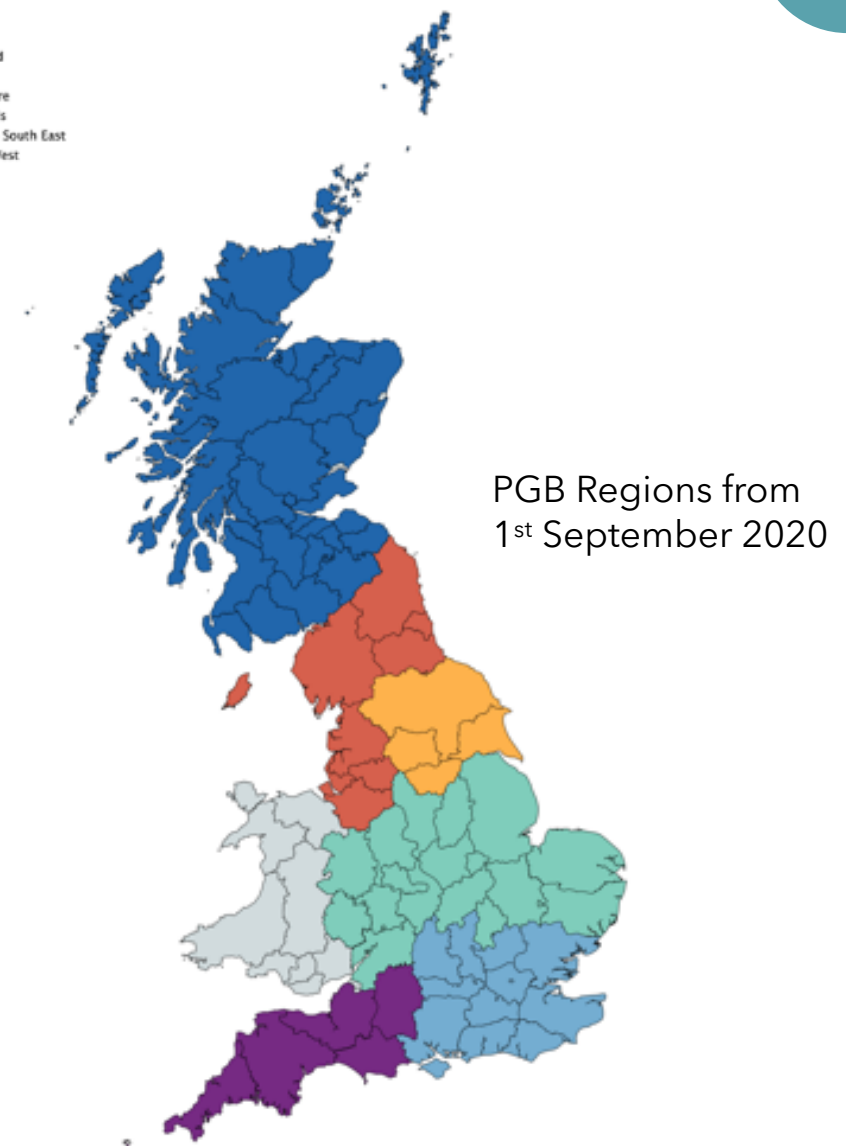
Scotland

**Gloucestershire has been divided between the Midlands & South West*

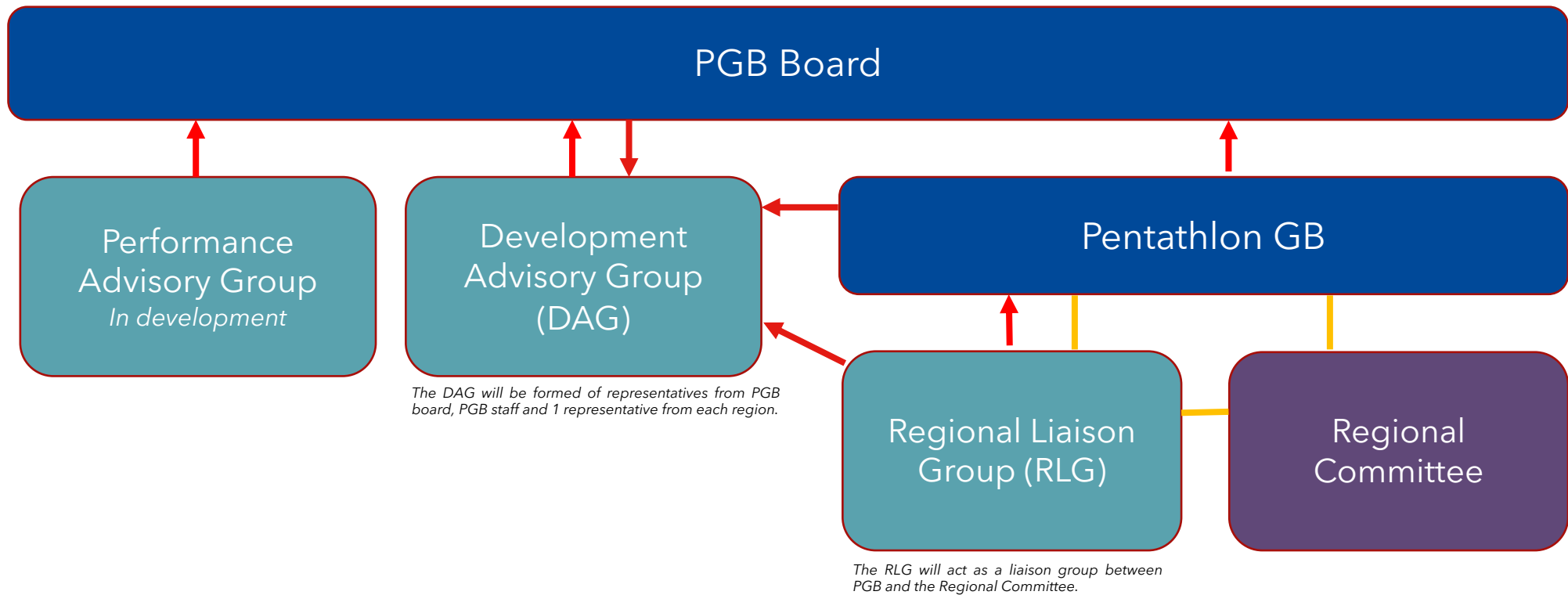
- Scotland
- North
- North West
- Yorkshire
- West Midlands
- East Midlands
- South
- East
- South East
- South West



- Scotland
- North
- Yorkshire
- Midlands
- South & South East
- South West



Regional boundary changes



How will the new regions be managed?

Activity in each region will continue to be overseen by the **Regional Committees**. In most instances, these committees and the personnel involved will not change, but in the cases where regions have been merged, we will support the committees to bring together the wealth of knowledge and experience already in place, and help them to form working committees for the new regions

In addition to the Regional Committees, Pentathlon GB will also be introducing a **Regional Liaison Group (RLG)** in each region and a **Development Advisory Group (DAG)** at a national level. The introduction of both these groups has been designed to enable the development of Modern Pentathlon in a structured and supported way and providing clear mechanisms for communication at all levels.

***PGB Board members, 6 x Regional reps,
PGB Head of Talent & Coaching & PGB Competitions Rep***

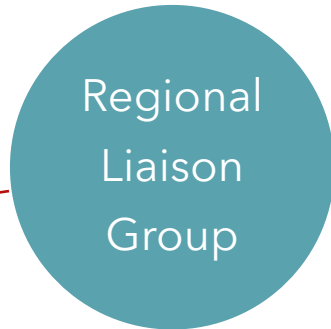
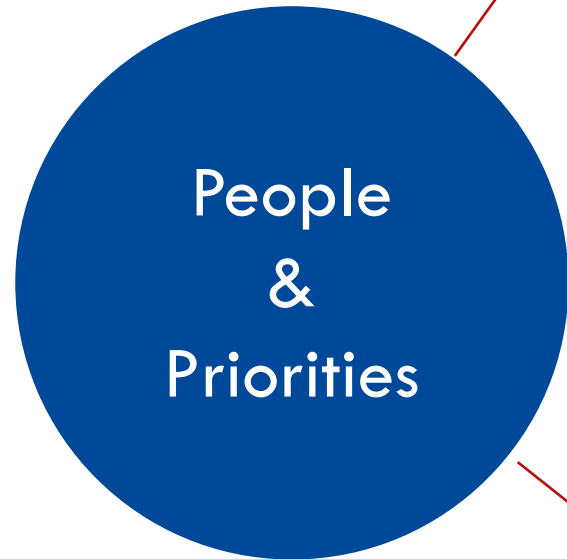
- To provide a forum for communication and coordination between PGB staff and regional volunteers across all the formats of Modern Pentathlon's family of sports
- To advise the PGB Board on development strategy and activity

***Regional Chair, Regional Coordinator, Regional Academy Lead,
PGB Talent Coordinator & PGB Competitions Rep***

- Ensure planning of all activity is coherent and connected
- Ensure regional annual plan is integrated into the national plan
- Ensure communication of regional academy objectives & regional activity is discussed & integrated

***Regional Chair, Regional Coordinator, Regional Secretary,
Regional Treasurer, Regional Welfare Officer....etc***

- Organise appropriate regional training, events & competitions for the benefit of PGB members & potential PGB members within the Region
- Liaise with & foster the development of Modern Pentathlon clubs & their competitions within the Region
- Liaise with PGB & RLG to support the interests of the Region as a whole and ensure a duty of care to all members;
- To work with PGB and the RLG to implement the national strategy for development within the region in a way that is fair to everyone.



How will the regional restructure affect my club?

Initially we don't envisage there being much impact on clubs' day to day activities, but we do hope that as we embed the new structure, the routes of communication between PGB and the regions will improve, and it will allow for a more consistent and meaningful implementation of PGB strategies and pathways right across the country.

Of course, with the introduction of new regional boundaries, clubs may find themselves part of a larger region and in some cases in a newly named region, with different personnel holding key positions.

We will be working with the regions to ensure a smooth transition to the new structure; competitions and training events will continue as before, and from a geographical perspective, regions will be tasked with ensuring opportunities are accessible to all within their new region.

Members will be automatically migrated to their new regions on Sport80, based on their home address.

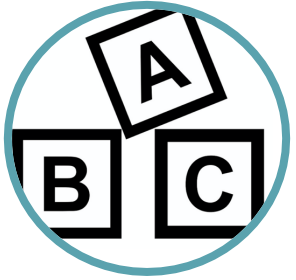
The Talent Pathway

As part of the ongoing review and the regional restructure, Pentathlon GB has also recognised an opportunity to make some changes to how we support the development of athletes at every stage of their involvement of Modern Pentathlon, and what structures we need in place to best grow the strength and depth of the talent identified.

As a key part of the regional restructure, we will be making some changes to how we approach and implement development opportunities throughout the pathway.



What's changing in the pathway?



The England Talent Pathway will be renamed **Athlete Development Programme (ADP)** and what was previously referred to as Talent will become the **Talent Programme (TP)**

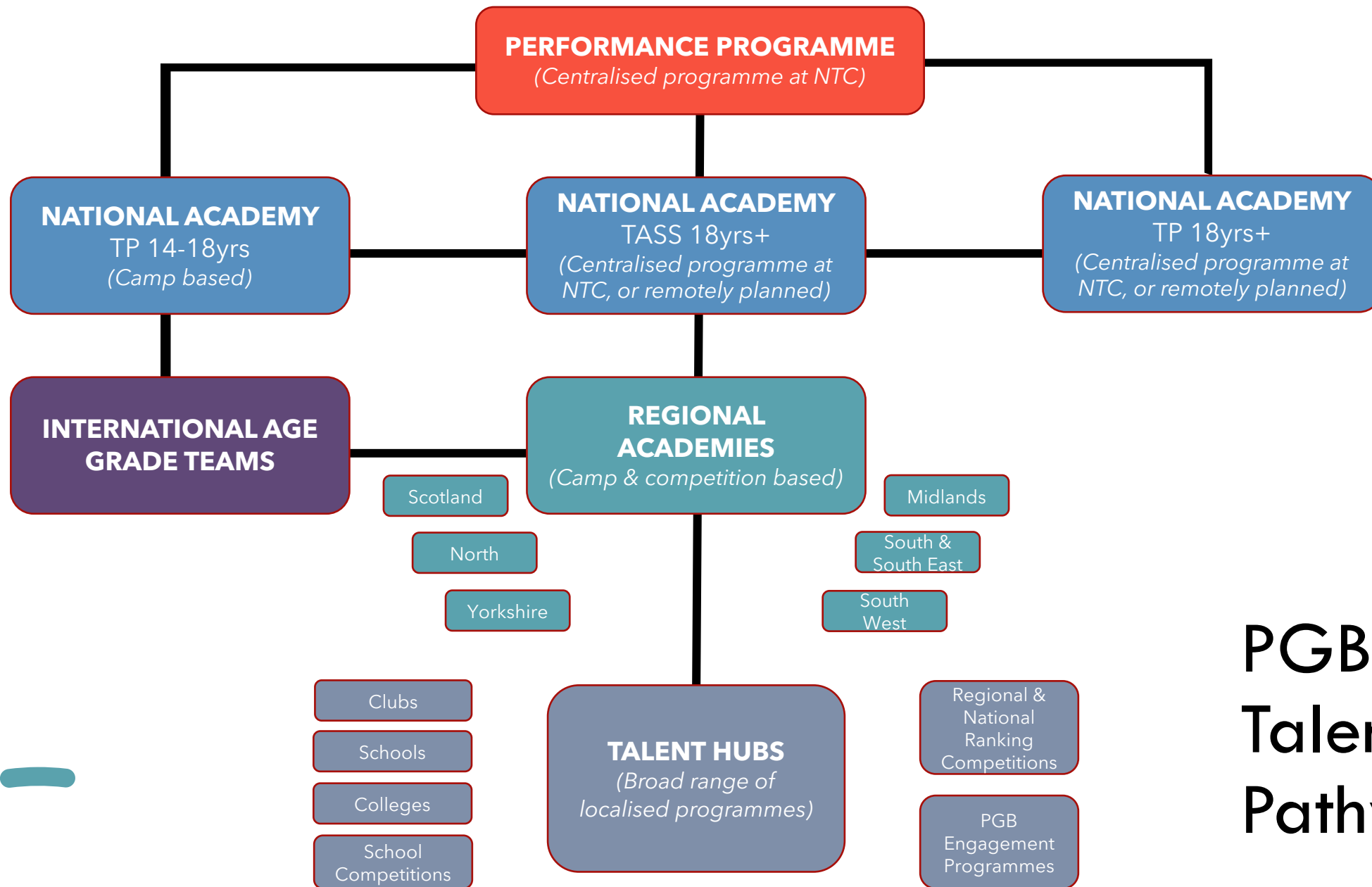
The delivery of the pathway within each region and the delivery of the Regional Academy will be the responsibility of the **Regional Liaison Group (RLG)** - made up of the Regional Chair, Regional Coordinator, Regional Academy Lead, PGB Talent Coordinator and a PGB Competitions representative.



We will be moving away from hosting a Regional Academy at an individual institution and the function of the new Regional Academies will be **primarily camp-based**. Regional Academies will provide training and competition-based development opportunities for both Athlete Development Programme and Talent Programme athletes.

Each Region will have a designated **Regional Academy Lead** whose role will be to lead on the coordination and delivery of Academy activities, as directed by Pentathlon GB.





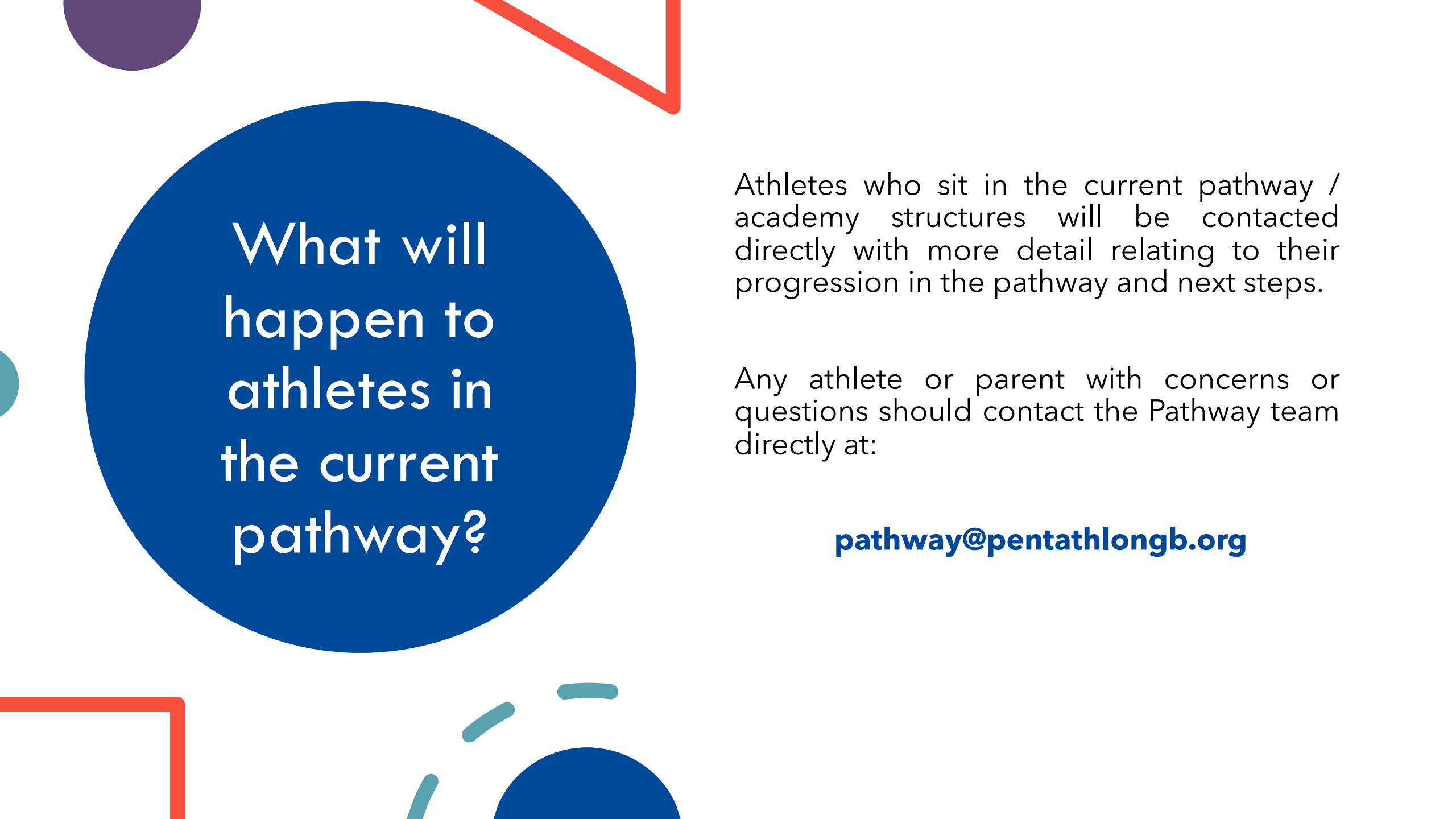
PGB Talent Pathway

The current academies across the Pentathlon GB network will be renamed **Talent Hubs**.

These will still encompass a range of schools, clubs and single discipline clubs as is the current situation.

Talent Hubs will feed into their aligned Regional Academy through the usual selection process (i.e. athletes meeting the consideration standards and being signposted to the Regional Academy Lead and Talent Pathway Coordinator).

**What will
happen to
current
Academies?**



What will happen to athletes in the current pathway?

Athletes who sit in the current pathway / academy structures will be contacted directly with more detail relating to their progression in the pathway and next steps.

Any athlete or parent with concerns or questions should contact the Pathway team directly at:

pathway@pentathlongb.org

Next Steps

Pentathlon GB are working with the current regional committees and workforce to enable the smooth transition to the new regional structure in September 2020; this includes identifying and confirming those who will hold key roles within the regions, and ensuring committees are equipped with the support they require to continue delivering opportunities to our members.

When all key personnel have been confirmed, Pentathlon GB will circulate and make available the new contact details for those holding key regional roles identified within this document; *Regional Chair, Regional Coordinator, Regional Academy Lead.*



Any questions relating to this update should be sent to

communications@pentathlongb.org