



The Community  
Development of  
Poltonhall Sports  
Complex

Version 3.3 March 2018

*Engaging the Community  
through the power of football –  
Bonnyrigg Rose Community  
Football Club a true Community  
Club. We're all one but we're not  
the same.*

Jim Wilson

[www.bonnyriggrose.org.uk](http://www.bonnyriggrose.org.uk)

# **Bonnyrigg Rose Football Club.... *we're one but we're not the same***

## ***Who Are We?***

Based in the Midlothian town of Bonnyrigg our club was formed 125 years ago to provide youth football opportunities for boys in the local Community. In recent years the club has developed and adapted to meet the modern needs of a growing community and now provides inclusive football for over 500 players i.e. boys and girls over 35's adults and over 50's walking football.

We have achieved the following recent milestones:

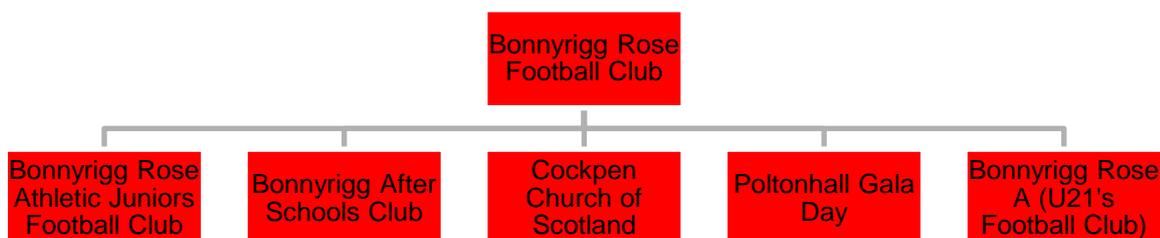
- 2015 saw our Club receive Scottish Football Association ("SFA") Legacy Quality Mark, **the** elite award in the SFA quality mark accreditation system;
- June 2016 Lasswade Community Sports Hub Gold Award for services to the area;
- July 2016 saw Bonnyrigg Rose Football Club gain Charitable Status;
- August 2016 saw our Club take the Lease of a local authority sports pavilion within Bonnyrigg (Poltonhall Recreation Pavillion);
- January 2017 awarded SFA Disability Awareness Club;
- March 2017 selected by the SFA in conjunction with Sported as one of only 3 football clubs in Scotland to take part in a pilot project aimed at Community Asset Transfer
- March 2017 the opening of our Nursery facility in conjunction with Bonnyrigg After Schools Club; and
- April 2017 the appointment of a Community Club Development Officer, our first paid employee.
- September 2018 Bonnyrigg Rose Football Club host a Mental Health Seminar with presentations from NHS Breathing Space, Police Scotland, Orchard Centre & SFA Chaplain Mark Fleming.
- October 2018 motion passed in Scottish Parliament acknowledging the work and commitment to Mental Health Awareness from Bonnyrigg Rose Community Football Club

Whilst our recent development has been significant our principles and values remain constant, being to provide a safe environment for the encouragement and promotion of football and good health within the local Community through the provision of youth teams for boys and girls that foster fair play, participation for all, irrespective of race, colour, religion, sex, sexuality or disability.

Our significant presence in the community through football allows us to foster partnerships with other likeminded organisations. By engaging in other non-footballing initiatives with our associate members we are harnessing the power of football to create a true community organisation.

Our current associate members include:

- Bonnyrigg Rose Athletic Juniors Football Club;
- Bonnyrigg After Schools Club;
- Bonnyrigg Rose A (U21s Football Club);
- Cockpen Church of Scotland; and
- Poltonhall Gala Day.



***WE'RE ONE BUT WE'RE NOT THE SAME.***

### ***What Next?***

We are aware of the growing population in the community and the plans for further housing developments in Bonnyrigg which will put a greater strain on access to, and demand for, local authority facilities. To continue to meet our own values we need to work with our local authority (Midlothian Council) and associate partners to develop and improve existing facilities and not only meet our own footballing requirements but the needs of this growing Community and develop them yet further.

Figures provided by the National Records of Scotland show Bonnyrigg to have the highest population by area in Midlothian.

#### *Population by Ward*

Ward	Number of electors	Estimated Population
Bonnyrigg	13,065	16,299
Dalkeith	9806	10,533
Midlothian East	11512	15,149
Midlothian South	10591	12,438
Midlothian West	11416	14,099
Penicuik	11,315	13,832

Data Source: National Records of Scotland – [www.nrscotland.gov.uk](http://www.nrscotland.gov.uk)

#### *Inclusion*

Inclusion plays a key part in our values - we strive to provide participation for all, irrespective of race, colour, religion, sex, sexuality or disability. Social Deprivation is an issue for all Community organisations to tackle and Bonnyrigg Rose Football Club is no different.

Our partnership with Bonnyrigg After Schools Club has seen us begin to tackle Social Deprivation by opening a Nursery facility within our home at Poltonhall (to Care Commission standards) that

provides affordable care to local residents. Initiatives are in place to ensure we provide workplace opportunities to school leavers, bursary funds to be put in place to allow less fortunate kids to play and students under financial pressure working to tight budgets being allowed to continue with their education safe in the knowledge they can continue with their chosen sport.

Data from the Scottish Index of Multiple Deprivation 2016 (SIMD) shows the surrounding areas to Poltonhall Sports Complex to be amongst the most deprived areas in Scotland. One area in particular shows a decile count of 2 and is amongst the 20% most deprived in Scotland with a further 3 areas showing a decile count of 3 just above the 20% mark.

To break down barriers and provide opportunities for all and support our inclusion values bursary funds will be put in place to provide financial support where it's needed most. This will be provided through Club fund raising commencing December 2017 with a Community Club sticker book.

### *How do we achieve our aims and what are our options?*

Growing financial constraints on the Public purse mean our local authority is unable to provide funding to create facilities or even upgrade the existing infrastructure. So how can we help our local authority and what are our options as a Charity? The local authority has facilities that are no longer fit for purpose but due to their current status are unable to access external funding

Our profile within the Community through our non-footballing initiatives has allowed us to gain an understanding (through consultation with our Associate members, our own membership of Lasswade Community Sports Hub and wider organisations) of what the expanding community needs from a wider non-footballing perspective.

Community Consultation will be important to ascertain the general needs of our Community not only in the sporting arena but across the board therefore in conjunction with the local authority and local church we have carried out our due diligence and established community needs.

### **SEE APPENDIX INCLUDED FOR CONSULTATION DATA.**

### *Community Asset Transfer*

Undertaking a Community Asset Transfer is a viable option for Bonnyrigg Rose Football Club in order to gain control of current facilities at its current home at Poltonhall. This is attractive as we currently operate without financial assistance and are 100% self-sustainable.

Poltonhall Sports complex consists of one 3G synthetic football pitch and two grass pitches. The 3G facility has reached the end of its useful life. Being laid 10 years ago the surface is in urgent need of repair however the local authority has no money to replace it. If the surface is not replaced the facility will close leaving our club without local training facilities. We believe we are best placed to provide the investment for a new surface following the lead of other local footballing organisations amongst others Spartans Community Football Club and Broxburn Athletic.

### *What are our growing Community needs and how does Bonnyrigg Rose continue to sustain its proud values?*

The footballing community needs more facilities. The football academy takes in 50 children aged 5 years old each year. Historically we'd develop our footballers and often see them go on to more successful clubs (which was a tremendous achievement and which we were proud to do). However, this is no longer the case and our players are increasingly staying with Bonnyrigg Rose as we demonstrate our success both on and off the field of play. A great cause for celebration, but something which creates its own unique issues.

**SEE APPENDIX INCLUDED FOR PLAYER PARTICIPATION FORECAST**

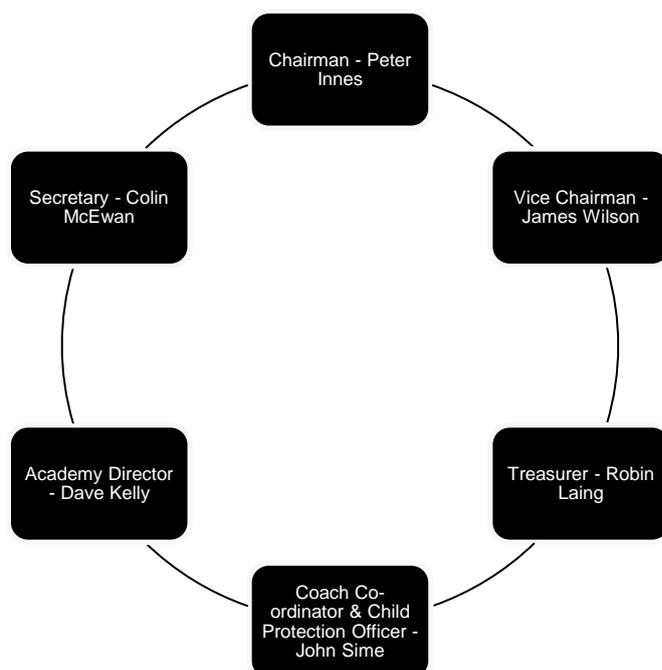
School numbers are increasing and pressure is already on our After Schools Club partner to continue to meet demand - how can Bonnyrigg Rose help provide for our partner? Our sports pavilion has a large meeting room large enough for a Nursery. Bonnyrigg After Schools Club identified a need for WRAP round Nursery Care for 3-5 year olds. By working together both organisations have now benefited from an upgraded recreation room and associated facilities all to Care Commission standards offering 16 affordable Nursery places. As the Nursery is already full with no spaces it is self-evident that demand hasn't been met and there is further opportunity for growth and provision of additional places/facilities.

Demand for our recreation room is increasing, Yoga classes are held every Wednesday evening but again space is at a premium as the class is already full. Further demonstration that demand hasn't been met and there is opportunity for growth.

The Community Café operates for the parents of our younger age groups to meet on a Saturday morning whilst their children play, however we have on average 200 children play on a Saturday morning meaning there isn't enough space for all parents to be accommodated.

*Can we expand our facilities and what are the risks to our Club should we take on the Community Asset Transfer of our local facilities?*

The current structure of our Club has been successful in delivering its values to date. This has been demonstrated with our recent success. However as it stands we have recognised that the current Committee structure will not be able to continue to deliver on its values and meet the needs of an expanding membership and growing Community with its current level of resource and facilities.



Whilst adding Committee members could hinder the Committee in making decisions quickly for the benefit of members, we recognise that the addition of appropriate professional resource with, specifically, legal and financial skills could provide the Club and its associates with greater security, capability and accountability.

However the Committee understands there needs to be greater support mechanisms put in place to ensure:

- That succession planning is met;
- improved communication streams utilising social media;
- clearer governance is provided through centralised administration;
- provide clearer vision to the community; and
- an effective management structure which pulls together our Community & Football values.

In order to meet our targets BRFC the Committee asked every player in the club to pay £1 a month to invest in a Community Development Manager from a non-footballing background, this was met with unanimous support from the members which allowed us in April 2017 to appoint the most suitable person for the role and support the Committee in reviewing our:

- Community objectives;
- Communication processes;
- Relationships with like-minded organisations; and
- Club Structure.

Early recommendations were made by our new Community Development, and foundations laid, for the coming year and will result in the **creation of 7 new employees by January 2018**. The key recommendation was to restructure the Football Academy as it was recognised that the whole operation was too heavily reliant on our Academy Director. The model which had proved successful in building our young age groups needed redeveloped to provide support to our Director and deliver a uniform approach to coaching youth and children's football. This restructuring along with the Gift Aid and the new Community Cafe has been key to releasing surplus funds from the early age groups in order to allow a number of immediate recommendations to be acted upon, including:

The provision of work experience opportunities – reporting to our Development Officer BRFC advertised within the local high school for a 5<sup>th</sup> / 6<sup>th</sup> Year pupil set upon a career in Media to build and launch our new social media sites. The new sites were launched in August 2017.

Instagram - <https://www.instagram.com/officialbonnyriggrosefc/>

Twitter - <https://twitter.com/BonnyriggRoseFC>

Facebook - <https://www.facebook.com/OfficialBonnyriggRoseFC/>

- The provision of local employment opportunities - Team Administration is currently being carried out by the volunteer coaches, overseen by the Committee. Our Development Manager recommended that we appoint a central administrator reporting to our Development Manager which would give our coaches more time to coach the players. Administration duties will include:
  - new player welcome packs;
  - new player inductions;
  - new coach registrations;
  - player registrations;

- coach education;
  - and Gift Aid processing.
- The creation of 3 part time caretaker roles as it was recognised that too much reliance was being placed on the current Committee to manage the Sports Pavilion. By so doing, this will ensure that the facility is open to all who need it and is maintained/managed to the highest possible standard.
  - The appointment of Professional Coaching Staff (with a minimum qualification of C Licence) to assist the Academy Director in coaching the new players and coaches ensuring a consistent approach to our footballing ethos for future years. It was recognised that new intakes of players at Academy level under the existing structure placed undue pressure on our Academy Director to quickly appoint parent helpers with a view to them going on to coach the players in their own right.
  - The appointment of a Football Development Officer, qualified to minimum B Licence, to oversee and carry out coaching and in service sessions with all age groups. This will provide improvements in continuity, consistency and support to our existing volunteer coaching staff. It is recognised that this role is dependent on new funding being made available/identified through the Club.

## **MENTAL HEALTH AWARENESS**

The club decided to invest in a programme promoting mental health awareness. This was as a result of identifying a lack of understanding, knowledge within the club.

The club organised a seminar in Sept 2017 . Presenting were NHS, Breathing Space, SFA Chaplain, The Orchard Centre (Local Health in Mind Support team), Police Scotland. 4 very different perspectives/ views on the impact of poor Mental Health, the impact on society/ resources as well as support available for people. The event was attended by the following organisations/ people:

Lothians Director for Health and Social Care  
 Local Veterans Group  
 Network Rail  
 Orchard Centre  
 Sports Development officer for Local Authority  
 Local Councillors  
 MSP  
 After School Club  
 Local Foodbank  
 Local Dance School  
 Tesco Community Rep  
 MYPAS  
 Football Legend – Pat Stanton  
 Bonnyrigg Rose Juniors  
 SFA  
 Local Mosque, R.C. Community, Church of Scotland Reps.

The event was such a success in raising awareness and bringing Community Organisations together there was a motion passed in Parliament to recognise the Clubs initiative and effort to share knowledge and effort to eradicate the negative Stigma associated around Mental Health. Since then, the club has been approached by various organisations with a view of working together and supporting Mental Health for the benefit of the wider Community and most importantly breaking down the barriers and the breaking the stigma.

We have since given a training slot for the Orchard Centre's football team. They have been welcomed into the club. We have had a veteran get in touch with us. A young man, leaving the Army and trying to find his way back into society. He loves football and we looked to see how we could support and integrate him into the club/ community. We have had a group called ' Walking Mums ' come under the clubs umbrella recently. This is a group of Mums who have /are struggling with severe post-natal depression. Some founder mums have set up a group where the cost to join is free - they meet with their buggies and babies and go for a walk together once a week and talk , support , reassure and help each other through their challenges. Fabulous concept and they are delighted to be working in partnership with BRCFC with our support. We have been asked to join a partnership working group with a focus on community wellbeing which includes multi agency representation.

The club was successful in gaining a funding grant to help support the development of the mental health programme. All 90 officials are going through a training session on Mental Health First Aid. We have a session planned around Eating Disorder Awareness, this is of specific interest to the Dance School. We plan to run 'team talk' sessions for the kids sitting exams ( this will be done in partnership with the dance school and multi-agency forum) with the hope of getting the kids talking about how they feel , sharing experiences and supporting each other through this period of their lives.

With a view to getting it right from the word go the club plans to introduce a CBT professional into our academy sessions initially with a view to identifying how we can potentially improve communications and techniques with the kids to ensure we are fostering positive behaviors in the club from the offset. This support will feed through all levels at the club over time. The individual supporting this is trained in counselling too and will be accessible for 121 support etc. ..

The Multi Agency group (Lasswade Collaborative Working Group , driven by Lasswade High School) that the club has been invited to be part of consists of multi Council Services, Police Scotland, MYPAS, Fire Service and NHS. The objective being to develop a strategic plan to help getting Mental Health awareness and Wellbeing something that is tackled with view to helping kids and socially taking the pressures off the other services supporting communities by raising awareness and providing support.

With the stepping stones in place from the initial structural tweaks BRFC will be best placed to achieve its longer term objective to redevelop Poltonhall Sports Complex.

The Committee recognise that beyond our initial short term targets we will require to attract external funding to realise our long term objective to redevelop Poltonhall Sports Complex meaning the Club may have to make investments of its own, currently envisaged as being in the form of a loan.

To provide security to the club, its members, associates and trustees of the Charity the Committee believes it necessary to create a subsidiary company owned by the Charity to manage the club facilities. We strongly consider that, with the correct management structure reporting to the Committee, the core values of the club can continue to be achieved and enhanced with an enhanced level of governance, independence and scrutiny.



The Community Asset Transfer of the pitches at Poltonhall can then be achieved however its timing and having funding in place to upgrade the current 3G facility is critical.