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1. Background

It has been identified that new volunteers to motorsport are declining. Many clubs reported that no new members had joined during 2003/4. In the first half of 2004, three events were cancelled due to the lack of available volunteers. In 2003, one event was cancelled. It is evident that the average age of volunteers is increasing, to a level where younger entrants to the sport are unable to identify with the current marshals.

The quality and quantity of volunteer officials is essential to any growth of the sport and industry. It is therefore vital that these issues are addressed in order to ensure that there are adequate numbers of volunteer marshals and officials to sustain both the current level of events and to service an increasing number of active competitors.

2. Consultation process

Although there have been surveys completed over the last few years. There was a need to identify the concerns, problems, and successes of various initiatives that have been tried across all disciplines in order that the project has a current basis for the overall strategy and more detailed plans.

The questionnaire was designed to ascertain the change in marshal numbers over the last 5 years, and consider any concerns, problems initiatives undertaken and successes or suggestions to date in the areas of recruitment, training, grading and retention.

The questionnaire has been sent out to 74 clubs, associations or individuals. These questionnaires were then distributed to others who could help provide additional information. We estimate that over 100 people have seen or been asked to contribute to the questionnaire. At November 15th, we had had a 31% response rate receiving 19 questionnaires and four letters plus two nil returns due to the clubs concerned not currently running events. (Questionnaires are still being returned at



November 25th 2004). In all cases, the information has been constructive and complete.

Rally	Race - car and bikes
Kart	Scooter Sport
MCRCB	

Meetings have been held with the ACU, Motorsport Marshals Partnership - Ireland, Myerscough College, and MSA Rally Training Working Group. Telephone meetings have been held with BSMA, Motor Sport Academy, BRSCC, and BMMC. Additional correspondence has been received from Chris Hobson and George Copeland, Don Truman, Nick Hooper (ACU) and Michael Cartwright (AMOC). All views have been included in the proposals.

The responses have confirmed the current views, which are that

- marshalling numbers are declining due to the changes in social activities,
- costs attached with travelling to events are becoming prohibitive
- facilities for marshals at certain venues are poor/inadequate
- there is a real and perceived lack of recognition and
- there has been a lack of success in recruiting younger people as volunteers.

Overall, there has been a 10% decrease in marshals' numbers over the last four years.

3. Demographic information

Based on the information ascertained from the questionnaire the current situation related to age, gender, ethnic, disabled groups is:

87% male, 13% female
 Less than 2% disabled
 99% white, 1% other

3% under 18,	36% 18 – 40,	52% 41 – 60,	9% Over 60
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4. Conclusions from the questionnaire

It is obvious that organisations have many concerns over the recruitment and retention of marshals. This can be summarised as concerns over the aging population, the poor facilities and long days. A lack of co-ordinated recruitment and retention scheme across the sport nationally. There is no national campaign to encourage younger people into the sport.

The training and grading schemes are either too rigid or not robust. There are also concerns over litigation for marshals' actions.

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Many local, regional and single discipline initiatives have been undertaken with varying degrees of success, however no national cross discipline campaign has been in place to support their efforts. Organisations are very willing to share their ideas and suggestions, these focus on improving facilities (particularly at race/speed circuits), developing a marshals reward scheme, more professional training and a grading scheme which should link into the licensed officials scheme.

This all needs to be well managed and administered with sound financial support. Funding assistance for this project will be available from the Government Motorsport Unit (www.gmuweb.com). This funding will enable the systems and processes to be put into place for the effective management of marshals into the future.

5. National Motor Sport Training Plan – the next steps

The five-year plan will address these issues by creating a framework within which all disciplines can operate. This framework will enable us to:

- Develop National, Regional and Local schemes to help with recruitment of new marshals. These marshals should be from a range of backgrounds, targeting younger people as well as women, minority groups and the disabled. The sport is not well represented by any of these groups.
- The framework will also cover training and grading. It will address the current concerns and provide a training programme that builds on existing good practice but develops modules to link to a clear simple grading scheme, which in the future can feed into the licensed official's scheme. This strategy will also cover the development of professional Training Instructors and provide an accreditation system for the existing trainers to ensure their competence and currency of knowledge. This may lead to a nationally recognised Training Instructor qualification.
- The plan finally will focus on retention of existing and new marshals. A marshal's scheme will be developed to provide incentives, rewards, social activities and a feeling of respect and self-worth for the jobs that are undertaken. This will need the support of the competitors, organisers and circuit owners.

In order to achieve these objectives a project team must be established to ensure that everyone that needs to be involved is part of the stakeholder group and able to provide their ideas, comments, concerns and suggestions through a clear communication and reporting structure. Each area of the project will have a Project Support Group. The project areas will be Recruitment, Retention, Training, Grading, Training Instructors, Qualification links and Industry links. These groups will consist of representatives from the main stakeholders and will provide the detail to ensure the plans match the needs of the various groups they represent

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6. Project Outcomes phase one and two

Phase I

During the first phase of the project (2005 – 2006), the vast majority of groundwork will be completed.

Project set-up completed	March 2005
Training initiatives launched	August 2005
Training and grading scheme re-launch	September 2005
Recruitment campaign implemented	October 2005
Retention Strategy implemented	October 2005
Training Instructor Programme launched	November 2005

Phase 2

The second phase (years 2006 – 2009) of the project will consist of further development work and actions to ensure sustainability:

Marshals welfare programme introduced	September 2006
Marshals progression path launched (from trainee marshal through to licensed official)	January 2007
Links with industry and education established	July 2007
Specialist Training Modules developed and implemented	July 2007
Licensed officials programme developed and implemented	September 2007
Cross discipline marshalling formalised	May 2008
Further actions and outcomes as identified during the earlier phases of the project	As required
Project closure	October – December 2009