



# annual report **2011**



# Contents

<b>President's welcome</b>	<b>03</b>
<b>Membership</b>	<b>04</b>
Triathlon England Age-Group Championships & Triathlon England Club Championships	<b>05</b>
<b>Growth</b>	
Developing triathlon in schools	<b>06</b>
Increasing our capacity	<b>08</b>
Triathlon hits the big screens	<b>10</b>
<b>Performance</b>	
Talent pathway	<b>11</b>
<b>Business</b>	
Governance	<b>13</b>
Finance	<b>14</b>



# Welcome



**Martin Harris**  
*Triathlon England President*

## President's welcome

*The London 2012 Olympic Games are now less than one year away. I'm sure you did not need to be reminded of that fact as preparation reports are now pretty much daily news. As the host country the importance of this event to us cannot be underestimated.*

Patriotic triathlon fans have high hopes and expectations for the British athletes, and rightly so for they have proven themselves as World leaders once again in 2011 and I'm sure will have the support of the Nation come race day.

Triathlon England has been working hard through 2011 to build the necessary infrastructure to enable the legacy of the London 2012 Olympic Games to be successfully carried forward into the future. We are anticipating that Olympic excellence will encourage even greater demand within our sport, and we are committed to do everything within our power to meet those demands.

We will be building on the work of the Triathlon England team at the six Live Sites this year where fans and newcomers were able to celebrate the British performances at the Dextro Energy Triathlon ITU World Championship London presented by Tata Steel. The Live Sites provided Triathlon England representatives the opportunity to communicate the pathways for anyone interested in the sport to become involved, be they 8 or 80, naturally athletically gifted or simply seeking to reach their own personal challenge. In 2012, prospective Coaches, Race Officials and Volunteers will be offered the option of becoming involved via our ever expanding member, club, regional and national network.

The number of event options for competing athletes continued to increase in 2011. A further step along this path was added by the inception of the Triathlon England Age-Group Championships to celebrate and acknowledge excellence of our Home Nation athletes. One of Triathlon England's aims is to work towards the provision of more quality events across many strata to enable everyone the opportunity to achieve their own personal triathlon challenge.

# Membership



**“ It has been great to have the opportunity to develop the Triathlon England membership package, and I'll be working hard to build on the foundations to deliver even more in 2012. ”**

Sam Rankin  
Membership Manager for  
Triathlon England

With over **13,000** members and **550** registered clubs in 2011, Triathlon England continues to grow year on year. As the number of people wanting to participate in the sport increases, Triathlon England has aimed to create and market an attractive and good value membership package and ensure that members have the same opportunities as those within other Home Nations.

Triathlon England has taken the membership package to market at a number of high profile races and spent time speaking to members and potential members to find out what is most important to them.

In addition to the existing benefits, which include **worldwide personal accident cover** (not USA or Canada) and **free legal claims services**, we have been working with a number of companies to provide products and services that will be attractive for both existing and new members. These include a **free consultation at Physioworld** with discounted sessions, a **free three-month subscription to Triathlete Europe**, and a **20% discount on Everyone Active gym membership**.

In addition, we have also launched a partnership with **Speedo**, which offers a very attractive package to new members and a substantial discount to current members with the Speedo online shop. This partnership also extends to the promotion of our open water swimming sessions designed to help people make the step into open water competition.

Triathlon England also introduced rolling membership in February based on IT administration upgrades by British Triathlon. The upgrades enabled a more efficient service encouraging new members to join at any time of the year, get greater value for money, and receive an equal service.

With over 550 clubs registered with Triathlon England, delivering a high-quality experience to both clubs and their members is essential to help grow and develop the sport, whilst delivering tangible benefits to their membership. Triathlon England has specifically created club accreditation packages which are designed to help existing clubs improve what they offer and are used extensively by Regional Programme Managers to help new clubs get started.



# Triathlon England Age-Group Championships and Triathlon England Club Championships

*Triathlon England was proud to hold the inaugural Triathlon England Age Group Championships and the Triathlon England Club Championships this year in association with Big Cow Events.*

The aims of the Triathlon England Age Group Championships were to host a specific English Championships to raise the profile of Triathlon England and to provide members with a unique opportunity to be crowned National Champion, as members of Welsh Triathlon and **triathlon**scotland currently receive.

Over 500 athletes were greeted with a beautiful clear day for racing and **Mark Threlfall** overcame the evergreen Veteran and 2010 British Triathlon Age Group Male Athlete of the Year, **Colin Dixon**, to win in a time of 01:54.25.

As the Nation celebrated the British Elite success in China, another competition saw its first winners in the Triathlon England Club Championships. The event aimed to, and delivered, a unique challenge that involved athletes of all ages, with individual performances contributing to their club points.

The eventual winners over the sprint format event were **Arragon Cumbrian Tri Club**, who also took a prize purse of £1,000.

In 2012, a Triathlon England - National Duathlon Championship will be added to the competition framework with the aims of continuing to raise the profile of the sport, give its members a chance to compete for honours, and further promote all the work that Triathlon England does throughout the country.



A member of the winning Arragon Cumbrian Tri Club



Winners celebrate at the Triathlon England Club Championships



Crossing the line at the Triathlon England Club Championships

# Growth



Triathlon England members of staff supporting the inaugural schools event with 'Trax'



'Trax' visits the British Triathlon National Performance Centre in Loughborough



Winners celebrate at the Triathlon England National Schools Championships

## Developing triathlon in schools

*The Triathlon England Schools Project is a new and exciting development creating opportunities for young people to experience the delights of triathlon.*

The aim was to provide and promote a pathway into the sport for Children, Schools and Young People across the UK.

The first stage of this has been the Tri Stars Programme involvement in 'NGB innovation workshops' held across the country. These workshops are designed:

- To introduce several sports to school teachers, PGCE students and existing sports coaches of any sport.
- To explain how teaching / coaching / officiating / volunteering works (pathways / progression).
- To 'bring to life' teaching resources provided on the day of the event.
- To answer questions and direct the workforce network.
- To increase the number of school staff who feel competent to lead the sports at the workshop.
- To provide PGCE students certificates of attendance where feasible (i.e. to support their own CPD and education).

## Triathlon England National School Championships

The inaugural Triathlon England National Schools Championships provided the opportunity to raise the profile of triathlon within the education environment, whilst providing a competitive event for schools already engaged in triathlon.

Over **140 pupils** from **20 schools** across the country entered the event on 10 July 2011 at Pingles Leisure Centre, Nuneaton.

School teams of four, across three age groups, completed a total relay distance of 800m swim and 6km run (Year 11 age group completed double this distance).

Full details of all the winners can be found on [www.triathlonengland.org](http://www.triathlonengland.org)

## Triathlon to be included in the School Games Programme for 2012

Triathlon has been given a fantastic opportunity to be included in the School Games Programme. The School Games Programme is a key Government priority for realising a meaningful sporting legacy from the London 2012 Olympic and Paralympic Games.

Triathlon England sees it as a great opportunity to get more young people involved in triathlon, giving schools a chance to create a range of competitive opportunities for triathletes of the future.

*"This is an important opportunity to help get young people more active, leading to significant improvements in children and young people's health outcomes."* **Gareth Hall**, Triathlon England National Programme Manager.

The School Games Programme is a model of competitive school sports made up of four levels of which triathlon features in Levels 1 – 3.

**Level 1** – Intra-school competition

**Level 2** – Local interschool competition

**Level 3** – Annual area school games festival

**Level 4** – Talented young athletes will be selected to compete in a national sporting event

**“It was a great introduction to ‘triathlon’ and the boys I brought with me loved it and are now very keen to compete in more events locally.”**

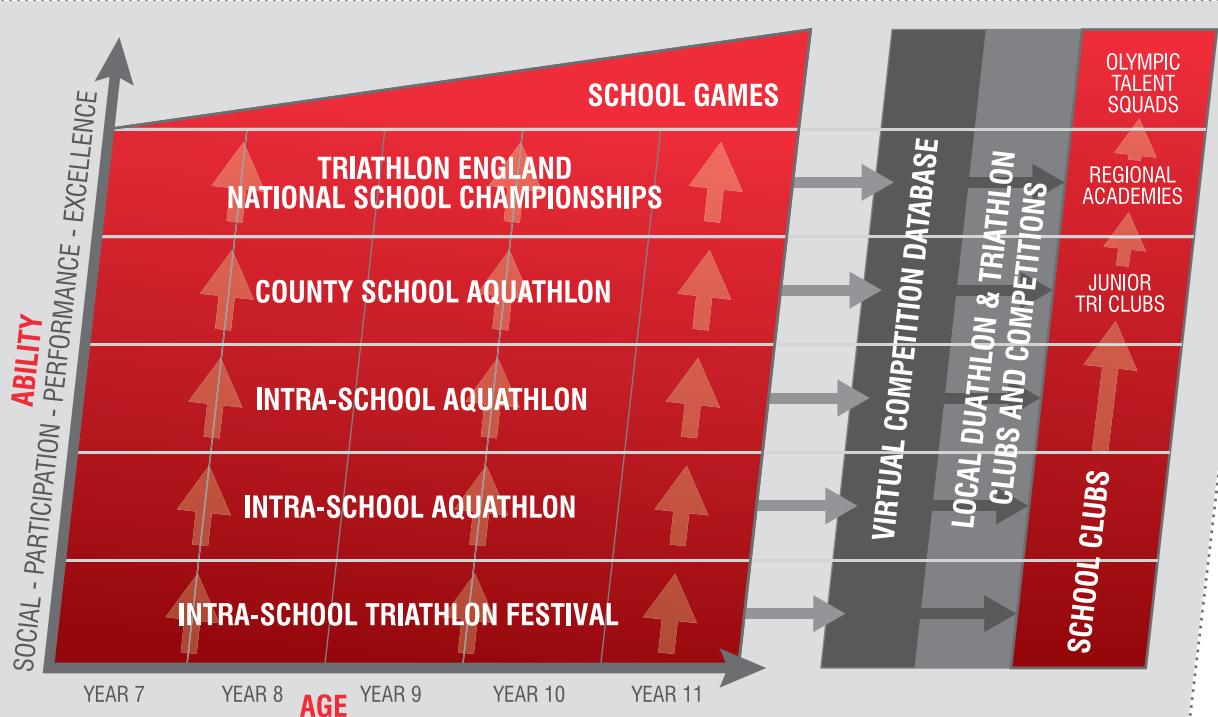
**Matt Tithecott**

Teacher at Simon Langton Grammar School for Boys

**“The entire team at Tuxford School thoroughly enjoyed themselves. I look forward to next year already!**

**Stacey Aisthorpe**

Teacher at Tuxford School





**“Triathlon England creates access to triathlon coaching through the delivery of funded projects within clubs, events and regional committees. These are managed by our Regional Programme Managers who identify opportunities to access high-quality coaching for triathletes across the country.”**

Mark Barfield  
Director of English Operations

”

# Increasing our capacity

## Coach education

Triathlon England has focussed on providing a more streamlined programme of delivery in 2011, creating the opportunity to target, recruit, train and deploy coaches, building a sustainable infrastructure for the sport.

The Levels 1 and 2 coaching courses have undergone significant changes in 2011. The Level 2 course has been increased to six days, whilst the Level 1 remains at three days, reducing the cost to candidates based on contact with tutors, for both levels. An e-learning programme has also been developed which will produce a highly effective, updatable supporting resource for triathlon coaches.

Demand for the courses has been high, resulting in additional Coach Tutors being trained and orientated. Alongside these, a number of ‘partner’ courses have been organised with Jersey and the Army to help meet the demand.

The continuation of the Coaching Continuous Professional Development Programme has led to a further seven Open Water Coaching Workshops being held with 77 coaches participating and four First Aid Courses with 53 participants attending. The Biomechanics Screening course, which has been incorporated into the Level 3 programme, hosted 35 candidates.

Each of the Triathlon England Regional Programme Managers have been provided with a coach education delivery bag to support the practical element of the coaching courses, enhancing the triathlon experience of the attendees.

The following table outlines the number of courses run and certifications processed between September 2010 and August 2011 compared to August 2009 to September 2010.

	Courses Run			Registrations			Certifications		
	10-11	09-10	Difference	10-11	09-10	Difference	10-11	09-10	Difference
L1	25	23	+2	388	370	+18	371	370	+1
L2	12	10	+2	165	143	+22	136	136	0
L3	3	2	+1	35	25	+10	9	9	0
Total	40	35	+5	586	538	+50	516	515	+1

## Coach mentoring

The Triathlon England Coach Mentoring Programme aims to provide attendees with the skills necessary to support the development of coaches working at all levels of the performance pathway.

Two Coach Mentoring courses were held in Birmingham with 17 candidates from across the country attending. 15 of these attendees are now working through the practical requirements of the course, with two having already completed the course.

## Officials

Triathlon England has aimed to change the profile and perception of officiating in triathlon whilst recruiting newcomers into the role to improve the event experience for athletes.

To help promote the identity of Triathlon England Officials, a range of unique items have been sourced for Officials.

The following table identifies the number of officials in each region and their level:

	Level 1	Level 2	Level 3	Level 4	Level 5	ITU NTO	ITU CTO	Total
<b>East</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>1</b>	-	-	-	<b>15</b>
<b>East Mids</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>3</b>	-	<b>1</b>	-	<b>19</b>
<b>London</b>	<b>10</b>	<b>2</b>	-	<b>1</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>23</b>
<b>North East</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>1</b>	-	<b>3</b>	-	<b>16</b>
<b>North West</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>1</b>	-	-	-	<b>19</b>
<b>South East</b>	<b>18</b>	<b>10</b>	<b>5</b>	<b>2</b>	-	<b>4</b>	<b>2</b>	<b>41</b>
<b>South West</b>	<b>15</b>	<b>11</b>	<b>6</b>	<b>2</b>	-	-	-	<b>34</b>
<b>West Mids</b>	<b>7</b>	<b>6</b>	<b>3</b>	-	-	<b>4</b>	-	<b>20</b>
<b>Yorks &amp; Humber</b>	<b>6</b>	<b>4</b>	<b>1</b>	-	-	-	-	<b>11</b>
<b>Total</b>	<b>85</b>	<b>51</b>	<b>27</b>	<b>11</b>	<b>1</b>	<b>20</b>	<b>3</b>	<b>198</b>

In addition to the above, there are currently 125 trainee Level 1 Officials at various stages of progression through the qualification. An ITU Continental Technical Officials course was run with 12 English Officials attending. Each attendee will now be eligible to officiate at the London 2012 Olympic Games.

A great deal of work has been focused on developing the educational packages for Officials, so that the process of training to become an Official and progressing through the system is as easy as possible, whilst maintaining high standards. This work will undoubtedly increase event quality and attract more Officials as our educational season rolls out.

## Improving the event experience

Triathlon England has worked with Event Organisers to enhance the athlete experience ensuring greater participation and improved standards across Triathlon England permitted events.

Following the inaugural Triathlon England Event Organisers course, an additional three courses were held in Darlington, London and Loughborough with 36 attendees. The Event Organisers were from a variety of backgrounds including clubs, charities and commercial organisations. Triathlon England plans to host a further nine courses with the capacity to enhance the knowledge and skills of a further 144 Event Organisers.

Triathlon England has also delivered the Event Qualitymark scheme with 105 events currently taking part. To date, 25 events have achieved Level 1 and three have achieved Level 2.

## Regional committee project

Triathlon England has maintained its investment in regional volunteers to ensure they can meet the growing demands of the sport.

**Harty Roberts** have continued their Regional Committee Project aimed at developing the skills and abilities of regional volunteers. Four of the Triathlon England regions have now completed the workshop and have all suggested positive outcomes. The next aim is to use the learning from the initial workshops to further support the committees in the future.

## Volunteer survey

Triathlon England has invested in volunteers at national, regional, club and event level with a dedicated member of staff to support and develop volunteering within England. A key area of initial support has been through the delivery of a Volunteer Information Survey assessing the levels of volunteers active within the club network identifying where improvements can be made to support the sports infrastructure. Recommendations have been made and are currently being approved with roll out expected in 2012.

## Triathlon England events at a glance:

**Permitting of over 700 events in 2011.**

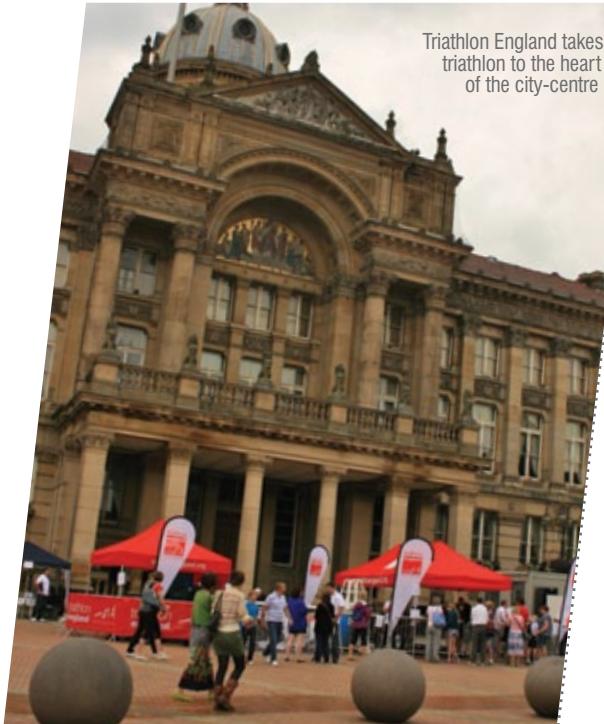
**Providing support and guidance to Event Organisers.**

**Delivery of the Event Qualitymark scheme.**

**Improved communication between Triathlon England and Event Organisers.**

**The development of a Triathlon England Championships programme.**

**Development of a pilot Online Day Membership system.**



## Triathlon hits the big screens

This year saw the Triathlon England Live Site project in partnership with the International Triathlon Union and BBC, raising the profile of triathlon and the organisation, beginning a Live Site legacy linked to the London 2012 Olympic Games.

Triathlon Live is a unique concept and is the first of its kind. It was used as a trial to provide a flavour of what to expect during the London 2012 Olympic Games next summer, where there will be 21 screens around the UK.

**Birmingham, Manchester, Cardiff, Plymouth, Portsmouth and Derby** city centres were transformed into mini-sporting arenas. Newcomers and existing participants in the sport were introduced to Triathlon England with an Endless Pool (Birmingham and Manchester only), treadmills and stationary bikes bringing the sport to life whilst the BBC broadcast coverage of the Dextro Energy Triathlon ITU World Championship London presented by Tata Steel in Hyde Park.

***“Triathlon England believes that this project is an innovative and exciting way to bring this dynamic Olympic sport to cities across the UK, whilst raising the profile of triathlon and generating local interest in clubs and events.”***

Mark Barfield  
Director of English Operations

## Role of the Regional Programme Manager

In addition to the Live Sites project, the Triathlon England team of Regional Programme Managers (RPM's) work across Triathlon England's infrastructure, building capacity within clubs, events, volunteering, officiating and coaching. They also enable the highly successful Tata Kids of Steel programme which saw over 11,000 children take part in triathlon in England.

Working closely with the Regional Committees the RPM's seek to identify opportunities to grow the sport and invest resources to increase capacity and quality. This has created over 50 new projects in 2011 with over 1,000 additional coaching hours and 1,200 additional race starts.

## Talent pathway

### GE Regional Talent Academies

The role of the GE Regional Talent Academies in supporting the development of English talent has been reinforced this year with many significant performance gains underpinned by an ever expanding and developing academy programme.

This has resulted in athletes of higher standards competing in the British Triathlon Youth and Junior Super Series.

Competition for places on the on the GE Regional Talent Academy Programme has increased creating considerably tougher selection decisions at the British Triathlon Olympic Talent Squad level.

The Triathlon England Regional Head Coaches have been working hard in what is mostly a volunteer role offering these athletes the support they need to progress on an individual basis, including competition support, programme development, training camps and experience with the national programmes.

The development of the 'road map' for the GE Regional Talent Academies has outlined the development of these critical programmes for the next few years and provides the blue print for their future operation.



### Trigold programme

**Mark Buckingham** and **Matt Gunby** were both selected in October last year onto the Barrie Wells funded Trigold Programme. Trigold forms part of Triathlon England's Talent Transfer Pathway.

Both athletes have had a fantastic season, culminating in selection to the UK Sport Lottery funded British Triathlon World Class Programme. Key highlights include:

- Top 10 for **Mark Buckingham** at the 2011 Geneva ITU Triathlon European Cup and 2011 Karlovy Vary ITU Triathlon European Cup.

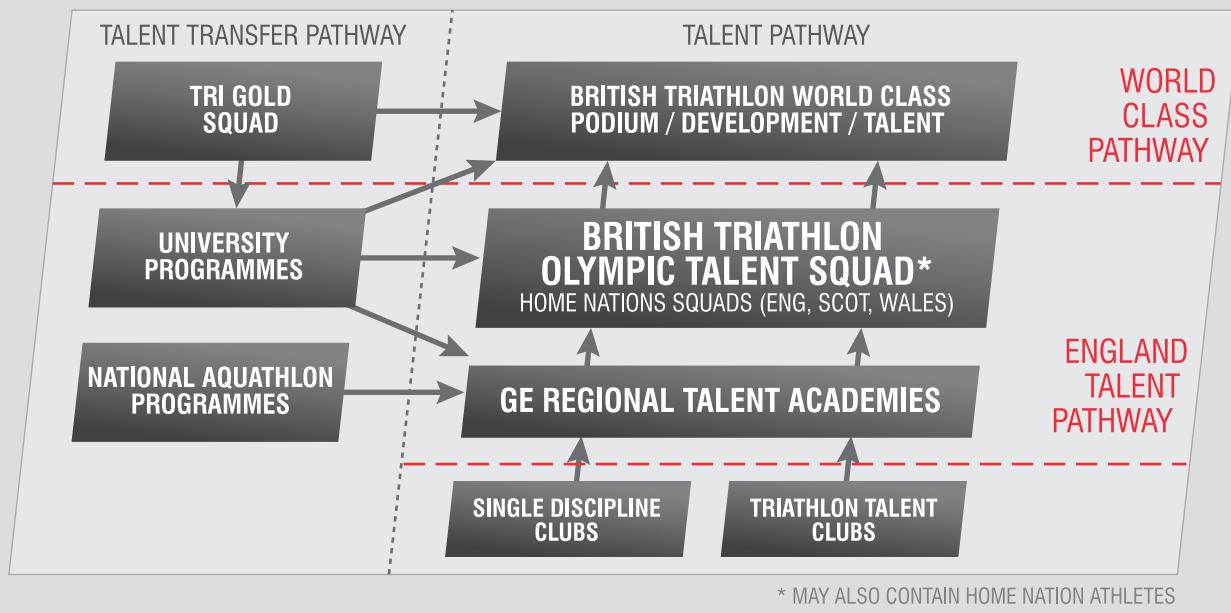
- Top 10 for **Matt Gunby** at the 2011 Holten ITU Triathlon Premium European Cup.

- Matt Gunby** U23 ITU Duathlon World and ETU Duathlon European silver medal.

- Podium finish in inaugural GE Canary Wharf Triathlon for **Matt Gunby**.

- Mark Buckingham** wins the Speedman Triathlon in Munich.

### ENGLAND TALENT PATHWAY FOR TRIATHLON





## Providing opportunities to English athletes

The latest round of selections for the British Triathlon Olympic Talent Squad has highlighted the massive increase in performance standards across England. Additional funding from Triathlon England in this programme now means that despite not being selected, some of the unsuccessful athletes will be more involved in the programme and their progress will be closely monitored.

Several athletes from this programme have been selected to the UK Sport Lottery funded British Triathlon World Class Programme, including **Maddie Winzer** and **Gordon Benson** (both from Yorkshire and Humberside) and **Lucy Hall** (East Midlands). In addition, many English athletes have represented GE Great Britain Team at major championships in 2011.

### 2011 Pontevedra ETU Triathlon European Championships: Junior women

**Lucy Hall** (East Midlands) 9th  
**Maddie Winzer** (Yorkshire and Humberside) 13th  
**Sky Draper** (London) DNF

### 2011 Tours ETU Youth Triathlon European Championships

Youth women: **GE Great Britain Youth Triathlon Team** Silver  
*English members of GE Great Britain Youth Triathlon Team*  
**Georgia Taylor Brown** (North West)  
**Sophie Coldwell** (East Midlands)  
**Ellen MacArthur** (Yorkshire and Humberside)  
**Kate Curran** (South East)

Youth men: **GE Great Britain Youth Triathlon Team** Gold  
*English members of GE Great Britain Youth Triathlon Team*  
**Gordon Benson** (Yorkshire and Humberside)  
**Miles Burton** (South West)

### 2011 Beijing ITU Triathlon World Championships

*Junior female:* **Lucy Hall** (East Midlands) DNF  
*Junior male:* **Gordon Benson** (Yorkshire and Humberside) 10th place

### Other Notable International Races:

2011 Tiszaujvaros ETU Triathlon Junior European Cup, **Sophie Coldwell** Gold  
2011 Holten ETU Triathlon Junior European Cup, **Lucy Hall** Gold  
2011 Echternach ETU Triathlon Junior European Cup, **Gordon Benson** Silver  
2011 Echternach ETU Triathlon Junior European Cup, **Georgia Taylor Brown** Silver  
2011 Tiszaujvaros ETU Triathlon Junior European Cup, **Gordon Benson** Bronze

# Governance

*Triathlon England operates as a division of the British Triathlon Federation and has autonomous responsibility for the delivery of the sport of triathlon and multisport activities within England. It is run by a dedicated team of volunteers and staff.*

The Management Board reports to the Triathlon England Council which is made up of representatives from all the English regions. The President of Triathlon England is elected annually by the Council members. The Council provides a direct route for communication up and down the structure ensuring that members, both individuals and clubs, have a say in the direction taken by triathlon in England.

Your Management Board members are:

<b>Chair</b>	Jem Lawson
<b>Director Northern Regions</b>	Dave Rigby
<b>Director Midland Regions</b>	Lawrence Green
<b>Director Southern Regions</b>	John Petrides
<b>Independent Director Business</b>	Richard Taylor
<b>Independent Director Finance</b>	James Barton
<b>Director Events, Rules &amp; Technical</b>	Duncan Hough
<b>Director Membership Services</b>	Jane Wild
<b>Director England Teams (Performance)</b>	Graeme Maw

Triathlon England has a specific staff team which is headed by Director of England Operations, **Mark Barfield**. **Morgan Williams** manages the development team in the north and **Gareth Hall** manages the development team in the south.



Name	Job Title	Contact Tel. No.	Email Address
Barfield, Mark	Director of Development + Director of English Operations	07739 526 557 / 01509 226184	markbarfield@triathlonengland.org
Bishop, Rob	Regional Programme Manager	07739 526 562	robbishop@triathlonengland.org
Hall, Gareth	National Programme Manager (South)	07834 542 083	garethhall@triathlonengland.org
Hooper, Dave	Regional Programme Manager	07739 526 554	davidhooper@triathlonengland.org
MacDonald, Carol	Regional Programme Manager	07834 542 087	carolmacdonald@triathlonengland.org
O'Brien, Giles	Coach Education Officer	07912 406 380	gilesobrien@triathlonengland.org
Passmore, Gavin	Regional Programme Manager	07739 526 561	gavinpassmore@triathlonengland.org
Pearce, Stefan	Regional Programme Manager	07841 500 514	stefanpearce@triathlonengland.org
Rankin, Sam	Membership Coordinator	01509 226153	samantharankin@triathlonengland.org
Rowley, Rebecca	Regional Programme Manager	07860 695 235	rebeccarowley@triathlonengland.org
Scott, Michelle	Regional Programme Manager	07834 542 086	michellescott@triathlonengland.org
Sibcy, Alison	Workforce Development Coordinator	01509 226186	alisonsibcy@triathlonengland.org
Train, Jon	Regional Programme Manager	07739 526 558	jontrain@triathlonengland.org
Valk, Kat	Regional Programme Manager	07834 542 085	katvalk@triathlonengland.org
Vincent, Jenny	Regional Programme Manager	07860 695247	jennyvincent@triathlonengland.org
Williams, Morgan	National Development Manager (North)	07739 526 560	morganwilliams@triathlonengland.org

*This team is supported by staff based in Loughborough covering the areas of Events, Communications, Commercial and Business Operations*



### INCOME 2010/11 as of March 2011

A - Club Affiliation	15,872
B - Club Insurance	25,836
C - Sport England Competitions Income	28,000
D - UK Sport - England Development Performance	99,213
E - Day Membership	132,709
F - Sport England Development Club & Coach Income	146,379
G - Membership Income	398,973
H - Sport England Development	959,369
	<b>1,806,349</b>



# Finance

### TRIATHLON ENGLAND INCOME AND EXPENDITURE SUMMARY

	MARCH 2011	MARCH 2010
<b>Income</b>		
Operations	573,388	492,690
Development	1,133,748	1,003,443
Home Nation Talent	99,213	113,250
<b>Total Income</b>	<b>1,806,349</b>	<b>1,609,383</b>
<b>Expenditure</b>		
Business Operations	265,473	271,423
Membership Services	231,945	219,416
Competitions	28,058	28,058
Total Operations	525,476	518,897
England Development	855,035	742,757
Workforce Development	216,519	254,714
Total Development	1,071,554	997,471
Home Nation Talent	99,213	83,775
Total Performance	99,213	83,775
Total Expenditure	1,696,243	1,600,144
<b>Surplus</b>	<b>110,106</b>	<b>9,239</b>



## TRIATHLON ENGLAND BALANCE SHEET

MARCH 2011      MARCH 2010

### Fixed Assets

Total Fixed Assets	0	0
--------------------	---	---

### Current Assets

Sundry Debtors	130,424	20,318
Cash at Bank	0	0
<b>Total Current Assets</b>	<b>130,424</b>	<b>20,318</b>

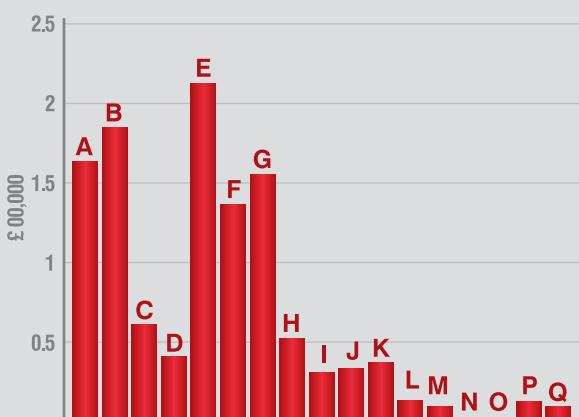
### Current Liabilities

Trade Creditors	0	0
Sundry Creditors	0	0
Deferred Income	0	0
Accruals	0	0
<b>Total Current Liabilities</b>	<b>0</b>	<b>0</b>

<b>Total Assets less Current Liabilities</b>	<b>130,424</b>	<b>20,318</b>
--	----------------	---------------

Reserves brought forward	20,318	11,079
Surplus / (Deficit) - Current Year	110,106	9,239
	<b>130,424</b>	<b>20,318</b>

Triathlon England is a division of the British Triathlon Federation.  
The above balance sheet is a divisional memorandum.



### DEVELOPMENT AND PERFORMANCE EXPENDITURE 2010/2011 *as of March 2011*

A - Access to Triathlon Coaching	165,262
B - Regional Talent	183,298
C - Schools Competition	62,716
D - Tata Kids of Steel	40,000
E - Quality Officiating	212,219
F - Volunteer Programme	134,251
G - Quality Assured Clubs	155,710
H - Coaching System	52,926
I - Triathlon for All	31,126
J - Overhead Expenditure	34,138
K - Performance Staff Costs	39,520
L - English Regional Academy Coaches	16,214
M - Talent Squad Training	11,300
N - Talent Squad Individual Support	2,753
O - Trigold	1,000
P - GE English Regional Talent Academies	16,335
Q - Talent Identification Initiatives	12,000
	<b>1,170,767</b>

**Triathlon England**

PO Box 25, Loughborough  
Leicestershire, LE11 3WX

t: +44(0)1509 226184

f: +44(0)1509 226165

e: [info@triathlonengland.org](mailto:info@triathlonengland.org)

[www.triathlon\*\*england\*\*.org](http://www.triathlonengland.org)