



# ONAKAI

Official National Amateur Karate Association of Ireland

## STRATEGIC DEVELOPMENT PLAN 2021 - 2024



[www.onakai.ie](http://www.onakai.ie)







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## Foreword by President

As President of ONAKAI I am pleased to introduce the 2021-2024 Strategic Development Plan.

The launch of our new strategic plan solidifies our vision for karate in Ireland and showcases the effective actions we will take to help our sport to achieve its goals over the coming years. Furthermore, the goals outlined for the organisation itself will assist us in continuing to deliver quality representation and service to all our members. The plan is a significant positive step for our members and key stakeholders as we move into the next phase of our own development.

Our challenge now is to build on the good work carried out in recent years and deliver on the ambitions for our sport over the coming years. We are grateful for the contribution that our clubs, athletes and parents have made over the past years. We are fortunate to have so many committed people who are dedicated to the success of ONAKAI and our sport. I would like to thank Sport Ireland and the Olympic Federation of Ireland for their continued support which is vital for the growth of our sport.

The Executive Committee is looking forward to working with you all over the coming years to implement the plan.



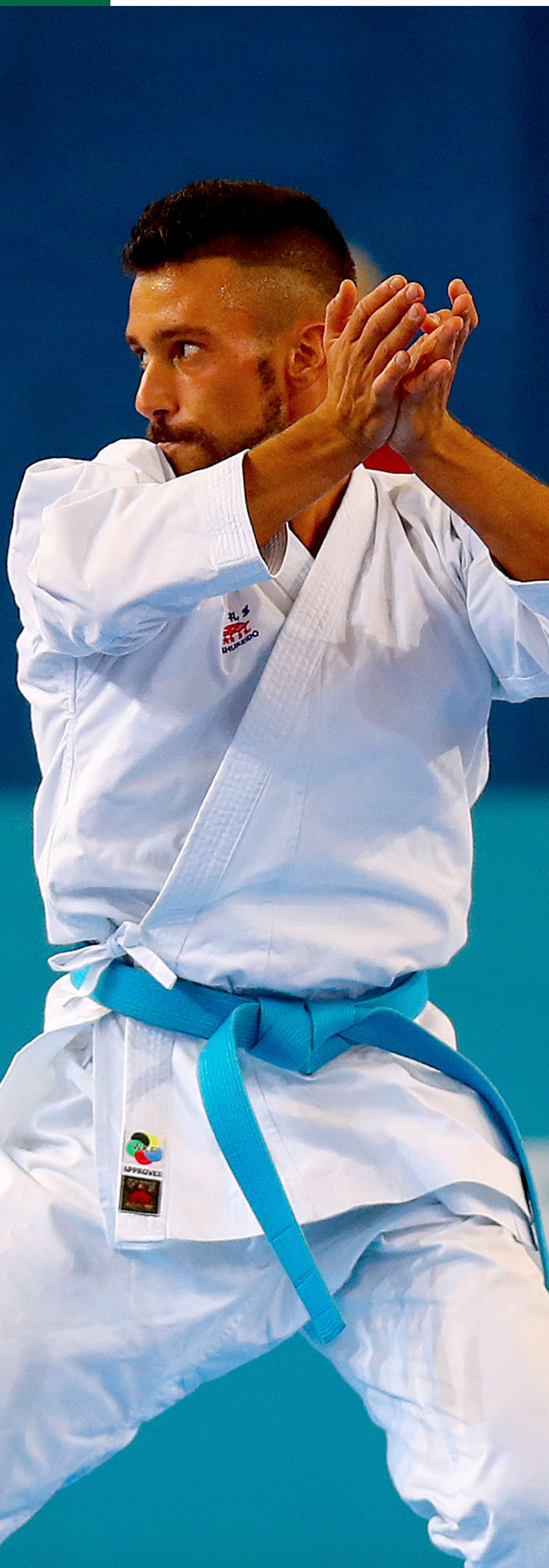
Chris Kelly  
President, ONAKAI











# 1. Introduction

## Who we are - ONAKAI

Official National Amateur Karate Association of Ireland, founded in 1978, is the All-Style National Karate Organisation in Ireland. The All-Ireland governing body the NGB is solely dedicated to governance, promotion, development, regulation, and co-ordination of Karate in Ireland. O.N.A.K.A.I. is recognised by the Sport Ireland, EKF and WKF and other international Karate Organisations. It represents membership of Clubs and Associations practicing Kenpo, Shotokan, Wado, Kyokushin and Shito Ryu involved in all aspects of student development, from recreational to athlete at national and international level.

## What we do - Defining Features

ONAKAI provides a wide range of membership services:

- Governance: Promoting best practice through effective administration.
- Coaching: Development of coaches to national and international standards.
- Refereeing: Development of judges and referees to national and international standards.
- Resources: Provision of educational, ethical, and practical support to member organisations.
- Competition: Development of national and international squads and provision of quality national and international events.

## Vision Statement

To provide an opportunity to engage in the best recreational and sporting Karate in Ireland to all under the ethos of #karateisforeveryone

## Our Mission

To promote excellence in Irish karate through delivery of training, education, effective governance, and membership services.







# Where We want to be

Growth of all sports in Ireland and increased interest into sport Karate since its inclusion as an Olympic sport, has led to emergence of support network of individuals, bodies and organisations with whose support Karate Ireland O.N.A.K.A.I will continue to grow and succeed.

The 3-year development plan for 2021 - 2024 encompasses the following areas:

**Governance** - obtaining Governance Code in 2021; promoting, supporting and developing our membership by growing an effective, efficient and high-quality organisation.

**Finance** - increasing public and private funding and income from Karate Ireland O.N.A.K.A.I. brand.

**Public Relations** - improving and maintaining communication networks on national and international level.

**Membership** - support and development through educational, governance, coaching and ethical support.

**Athlete** - growing and maintaining pool of kata and kumite athletes at cadet, junior and senior levels.

**Coaching** - developing and maintaining coaches at all levels in conjunction with Sport and Coaching Ireland.

**Anti - Doping** - maintaining and increasing awareness and compliance with anti-doping standards.

**Refereeing** – qualifying judges and referees according to recognised national and international standards.

**Special Events** – organisation and running successful national and international events.

**Inclusion** – developing and promoting inclusion at all levels through participation, education, and support.

**Olympic Pathways** – nurturing talent for representation of Ireland at all levels of Olympic events.

**Child Protection** – maintaining and increasing safeguarding standards within member clubs.

**Women in Sport** – growing participation and retention of girls and women in sport through education and promotion.



# Organisation Structure

President

Chairperson

Secretary

Treasurer/Registrar

National Childrens Officer

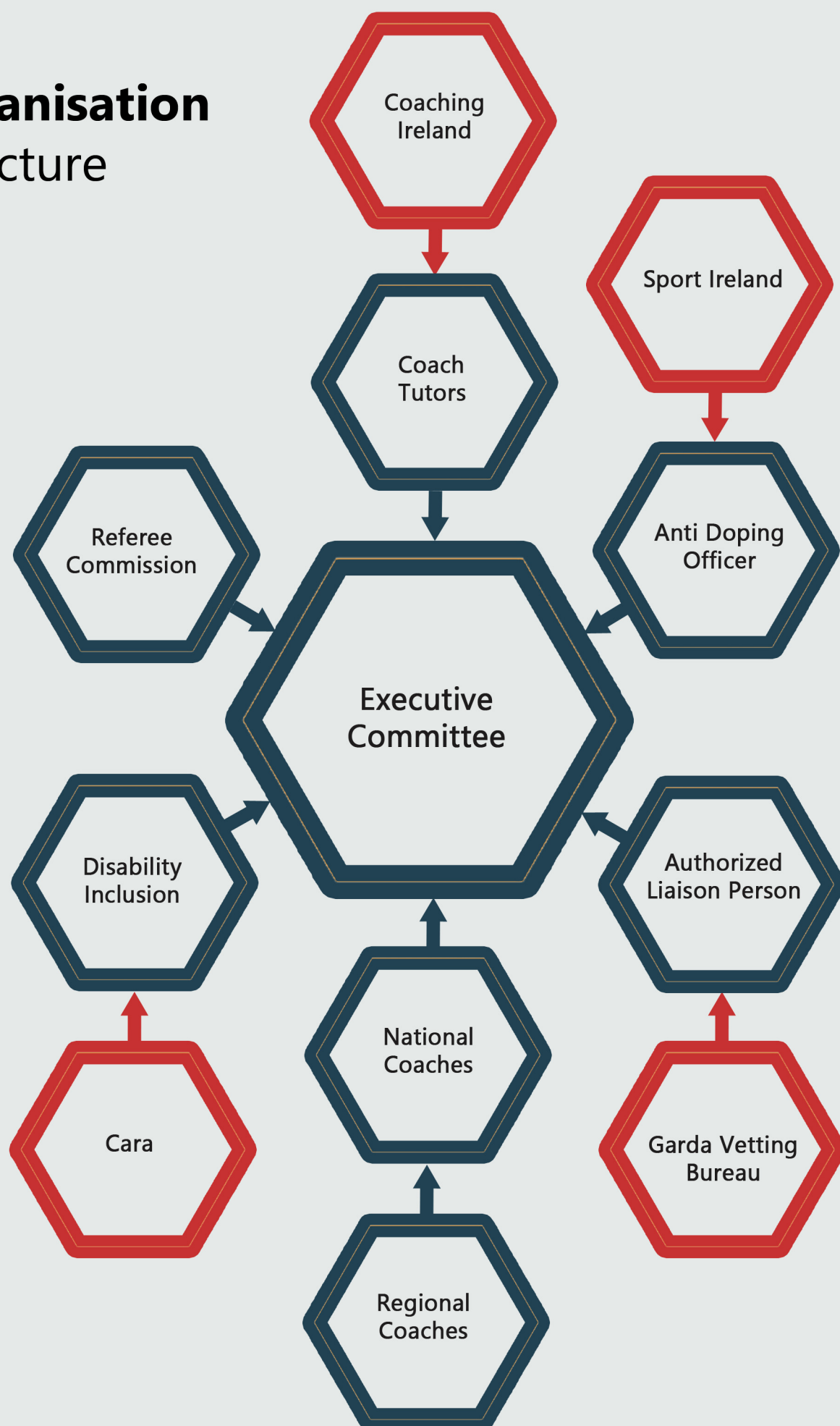
Public Relations Officer

Elected Members





## Organisation Structure







## VISION STATEMENT

To provide an opportunity to engage in the best recreational and sporting Karate in Ireland to all under the ethos of #karateisforeveryone







## 2. Governance

### SDP period 2021 - 2024

Goal	Targets
Governance Code	Implement Governance code. Develop and maintain Member Governance Code support system
Constitution	Review of constitution to reflect Alternative Dispute Resolution Provisions along with the Governance Code provisions for Type 'A' Organizations
Administrative System	Continue to develop and update the current administrative system to ensure legislative compliance. Develop and maintain Member Administrative support system. Ensure all relevant information available online
Garda vetting	Maintain and Review policies and procedures. Implement GV subcommittee and appeals procedures
Data protection	Maintain and Review Data Protection policies and procedures, and ensure NGB and member compliance with legislation
Sub Committees	Review and implement Sub Committees to ensure growth of the NGB and support of membership
Women in Sport Sub committee	Implement and maintain sub committee, tasking in line with NGB SDP
Inclusion and Disability Sub Committee	Implement and maintain sub committee, tasking in line with NGB SDP
Technical committee	Develop Policies and Procedures. Provide member support as required, provide WKF qualification certificates on request
Athletes' Commission Volunteering	Implement and Maintain SubC, tasking in line with NGB SDP
Volunteering	Set up Policies Procedures for Volunteering



## 3. Finances and Fundraising

### SDP period 2021 - 2024

Goal	Targets
Accounting	Develop, maintain and review accounting policies, for NGB, coaches, athletes, referees, travel. Implement and publish relevant policies and forms. Ensure Account in-line with Sport Ireland.
Education	Support Membership by providing guidance on best practices Encourage Governance Code application in membership.
Funding	Develop and maintain database of funding resource Develop Buddy system for assistance with Funding and Grant options for members
Sponsorship	Develop Active sponsorship programme for NGB and Squad members
Brand Shop	Maintain and Develop Brand Shop





## 4. Public Relations

### SDP period 2021 - 2024

Goal	Targets
NGB level	Develop and Review media and marketing policies . Maintain Website content. Ensure continuous social media presence across FB, Instagram and Twitter. Review internet content. Continue and increase presence in printed press. Ensure regular contributions to Subscription Press. Maintain Annual Calendar of Events via TEAMUP.
Membership	Ensure continuous promotion of O.N.A.K.A.I. as a NGB for Karate in Ireland in all Regions. Promote and grow membership. Develop Regional links for membership and NGB promotion. Liaison Officers to communicate and approach all Schools and Social Clubs within their areas.
Stakeholders	Establish networks with other NGB's and LSP's. Establish Networks with Government Agencies. Establish networks with perspective sponsors and implement appropriate publicity.









## 5. Membership Development

### SDP period 2021 - 2024

Goal	Targets
Governance	Develop, maintain and support club development. Develop, maintain and review New /member governance documentation. Develop, maintain and review pathway for member registration. Encourage non-member Clubs/Associations/Federations to affiliate and increase membership. Encourage Governance Code Implementation compliance
Funding	Provide and maintain funding support and links. Develop Buddy System for financial and fundraising support.
Web / Media support and promotion	Update club locator and engage to provide further club information. Ensure karate promotion for benefit of membership
Education	Provide and maintain database of courses on legally required training . Support Member Education to ensure club survival and growth. Encourage education and promotion of volunteers.
Coaching	Provide coach support and development
Refereeing	Provide referee support and development
Athlete /Student development	Ensure continuous support for karateka development through provision of traditional and sporting seminars. Provide opportunity to train at squad level. Provide opportunity to compete nationally. Provide opportunity for selection to international events and representation of Ireland at European, World and Olympic level.



## 6. Athlete Development

### SDP period 2021 - 2024

Goal	Targets
Athlete selection	Maintain and review pathway for athlete identification and selection. Identify talented athletes over 16 years, male & female. Identify younger athletes (13 - 15 years) male & female. Provide two open national squad sessions yearly to select athletes to Junior and Senior Kata and Kumite squads Maintain National Ranking System.
Athlete development	Continued development of all athletes in conjunction with Coach development plan, sport nutrition and sport psychology support Qualify National Squad athletes (Age 14 and over) for top 50 World Ranking, by attending World Karate Federation sanctioned Series A, European and World championships. Run regional sessions to develop athletes for selection for National Squad. Continue to implement LTPAD to develop younger athletes through national & regional systems. Review number remaining/participating on national squad at year end. Work with SI/CI expertise to assist national coaches Appoint experts on a consultancy basis. Develop and run regular Inclusive and Para Karate Squad Roll out I.D. card system for Athletes, monitor participation. Maintain Development, Cadet, Junior and Senior Kata and Kumite Squads
Athlete experience	Reinstate Junior league to provide further opportunities for development, experience gain and selection of athletes. Identify and Select events (both training and competitions) to compliment development of Athletes on Junior and Senior Squads. Set yearly calendar of events for elite athletes. National coaches review events & participation quarterly. Implement selection process for European and World Events 3 months prior to event. Participate in European and World Championships at junior and senior levels. Seek Junior and Senior Representation at Olympic Events on World and European Level. Seek representation at Para and I-karate Events
Intervarsity	Explore Intervarsity competition
Representation	Engage Athlete Commission to ensure full support and development of athletes of all abilities and at all levels of competition experience.







## 7. National Coaching

### SDP period 2021 - 2024

Goal	Targets
Coaching General	Run 2 Introduction to coaching course at Junior level 15 year +. Run 2 Coaching Level 1 courses annually across the 4 regions. Develop Online Coaching platform. Develop coaching for Inclusion through to Para Karate.
Coach CPD	Maintain register of coaches, qualifications and attendances. Develop and issue National Coaching licence card
Level 2 course	Develop Level 2 coaching course in Coaching Ireland & SI Run Level 2 coaching course annually
Coach Structure	Maintain and Review coaching structure and policies. Develop Regional Coaching structures. Maintain coach register including information on qualification, first aid, safeguarding and Garda vetting.
Regional Coaching	Develop access and level of coaching at squad level for the 4 regions. Appoint Regional Coaches for Leinster, Ulster, Munster & Connaught regions. Maintain a regional network of coaches (2-3 per province) to support member organisations & provide regional training for international squad members.
National Disability Coach	Maintain and Review coaching for disability policies. Maintain and Review Inclusive coaching, grading, and competing structure. Maintain and Develop Selection procedures for I-karate and Para Karate. Maintain Support network for I-karate and Para Karate coaching.
Women in Coaching	Develop Coaching Network for Women in Coaching. Develop Clear Pathway for girls and women in Coaching ( buddy programme).



## 8. Anti Doping

### SDP period 2021 - 2024

Goal	Targets
Anti-Doping Programme	Continue Programme in line with ISC. Maintain awareness amongst coaches, students and parents of "Doping" and WADA using the ISC's Anti-Doping rules, policies and procedures. Maintain Anti-Doping Policies and Procedures.
Education	Deliver Anti-Doping education to coaches and athletes. Maintain relevant web content and link to ISC's website "The Irish Anti-Doping Rules".
Competitions	Develop testing system for athletes on International Squad. Create Register of athletes requiring testing, review periodically. Ensure athletes submit relevant medical information for clearance ahead of International Competitions





## 9. Refereeing and Judging

### SDP period 2021 - 2024

Goal	Targets
Membership	Maintain pathway for education, upskilling and continuous development of Judges, Referees and Table Staff. Maintain Regular Training courses, seminars, and examinations. Encourage engagement among youth and women.
Education	Deliver 4 courses per year, and 1 exam session. Host training courses and seminars by International tutors in collaboration with WKF. Develop pathway for non-karateka e.g. parents or individuals interested in officiating. Deliver weekend courses on scorekeeping and time keeping. Develop Online course delivery.
EKF/WKF Qualification	Qualify National Referees certified by European Karate Federation. Qualify National Referees certified by World Karate Federation





# 10. Disability and Inclusion

## SDP period 2021 - 2024

Goal	Targets
Training	Develop, Maintain National Inclusive Squad Training for people with physical and learning disabilities.
Competition	Provide opportunity to compete at Junior and Senior Level. Nationally and Internationally. Develop Para Squad at Junior and Senior Level. Provide and promote and advise on Inclusive Sections in Competition.
Structure	Implement Inclusive and Disability Sub Committee. Create Support Network for members. Maintain and Review policies on inclusion, coaching. Develop policies for Inclusive and Parakarate competition pathway. Engage with CARA on development of Inclusive programme for Karate. Engage with LSPs for local development and support.
Education	Grow member capacity through education and promotion to expand inclusive and para karate capability. Set up educational programmes for parents of people with Disabilities/Complex Needs on benefits of Karate. Include Inclusive and Para Karate modules as part of coaching courses.





# 11. Pathway to Olympic Events

## SDP period 2021 - 2024

Goal	Targets
Membership	Maintain membership of IOC. Obtain membership of Paralympics Ireland.
Participation	Identify available Olympic Events and qualification pathways . Create and implement an Early Athlete Identification program . Develop and Publish Selection Policies and Procedures. Carry out the Program for the preparation of athletes until the qualification tournaments take place. Engage with Sport Ireland, IOC to, Paralympics in relation to funding and access to facilities .





## 12. Child Protection

### SDP period 2021 - 2024

Goal	Targets
Child Act implementation	Ensure membership aware of legislative requirements Full membership compliance with safeguarding 1. Ensure compliance amongst new members. All child officers appointed and trained to Safeguarding 2. Ensure awareness and compliance amongst new member clubs. Designated officers registered and trained to Safeguarding 3.
Legislative Updates	Maintain guidelines on applicable legislative provisions and duties.
Member Support	Provide access to Children's Officer on queries and concerns on child and vulnerable adult issues.
Compliance	Maintain register of all officers and designated persons.
Promotion	Actively promote equal opportunity for all athletes to develop from club level to national squad level.





## 12. Women in Sport

### SDP period 2021 - 2024

Goal	Targets
Education	Creating a 'Women in Karate' Programme targeting coach, referee, volunteer, and leadership opportunities for ages 14+.
Leadership	Creating and encouraging leadership roles within the membership. Launching a Sub-committee with the aim to drive the 'Women in Karate' programme, in line with the SI Women in Sport charter and in support of campaigns that the NGB may devise.
Promotion	Enhancing visibility of female students, athletes, coaches, judges, referees, and sport leaders within karate. Creating campaigns in support of Women in Karate programme and supporting Ireland wide Women in Sport Campaigns.
Participation	Creating opportunities for active participation in sport whether as students, athletes, coaches, referees, volunteers, and leaders.







## OUR MISSION

To promote excellence in Irish karate through delivery of training, education, effective governance, and membership services.









ONAKAI

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