

Wessex Volleyball Development plan 2019/20

April 2020 Review

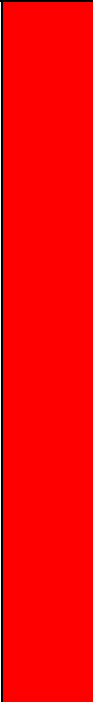
Objective	Action	Timescale	Personnel	Success criteria	Progress review			Supporting commentary
The recruitment and retention of junior players	<p>Develop school links.</p> <p>Increase competitive playing opportunities.</p> <p>Proactively promote additional opportunities outside Wessex Volleyball Club.</p> <p>Deliver high quality Diploma in Sporting Excellence to identified players.</p>	<p>October 2019 to publish draft playing and competition schedule.</p> <p>To build up the schedule throughout the season.</p>	<p>Team coaches</p> <p>Club secretary</p>	<p>Junior membership will have increased.</p> <p>Match playing opportunities will have increased since last season.</p> <p>Feedback from players indicates satisfaction and enjoyment.</p>				<p>Unlikely to be u18 boys next year.</p> <p>Will investigate shared teams with other clubs.</p> <p>Junior girls teams are thriving.</p> <p>DISE is being delivered.</p>
Increase the number of qualified coaches	<p>Fund coaching qualifications.</p> <p>Investigate a remuneration package for coaches.</p> <p>Develop a shared philosophy of coaching across the club.</p>	<p>September 2019</p> <p>Remuneration proposal ready for January 2020</p> <p>Coaching clinic to be held in November 2019.</p>	<p>Chair</p>	<p>The number of coaches within the club has increased.</p> <p>The quality of coaching is distributed across the club.</p> <p>Improved performance outcomes for teams.</p>				<p>5 new coaches have been trained since September.</p> <p>The potential for a Head Coach is being considered.</p>
Provide opportunities for sitting volleyball	<p>Liaise with specialist schools and groups.</p> <p>Recruit a specialist coach.</p>	<p>Sessions to start in January 2020.</p> <p>Number of sessions to be confirmed.</p>	<p>Head Coach</p>	<p>Volleyball is accessible to wider participants.</p> <p>Viable attendance at sessions.</p> <p>Increased membership.</p>				
Finances must be audited annually and monitored	<p>Finances to be a standing agenda item.</p>	<p>May 2020</p>	<p>Treasurer</p>	<p>The club is able to meet all its commitments.</p> <p>A positive annual audit.</p>				<p>The club meets all its statutory obligations.</p>

<p>throughout the season</p>	<p>The Board will agree expenditure above a certain threshold.</p> <p>Teams have the right to manage their own finances but feedback expenditure to the Board. This right can be devolved through the Board.</p> <p>All costs must be transparent and published in advance.</p> <p>Each phase has the right to fund raise/ seek individual sponsors.</p> <p>Benchmark value for money against other clubs and different sports to provide clarity for members and ensure best value.</p>			<p>Additional funds have come into the club. Membership benefits have increased.</p>			
<p>The club will be financially viable</p>	<p>Produce a financial policy.</p> <p>Annual audit.</p> <p>Financial review at each Board meeting.</p> <p>Investigate sponsorship.</p> <p>Proactively fundraise and apply for grants.</p>	<p>September 2019</p>	<p>Treasurer</p>	<p>The club is financially viable and in a financial position to meet its key performance targets.</p>			<p>The club is financially viable.</p> <p>Now needs to proactively explore grant funding.</p>

<p>The Board will represent all phases of the club</p>	<p>Each phase will have a representative on the Board, this could be a player or a parent/carer.</p> <p>Elect Board members each year.</p>	<p>August 2020</p>	<p>Chair</p>	<p>Members are empowered through the Board to shape the future direction of the club.</p>			<p>The Board represents the majority of its members but more members are welcome.</p>
<p>The Board must meet at least 4 times a year, with the ability to call additional meetings as required</p>	<p>Calendar of meetings to be publishes at the start of every year. Standing agenda items correspond to the volleyball year.</p> <p>Minutes to be published and available to all members.</p> <p>Each phase has a right to add an agenda item. Each phase member must collaborate with their members to ensure they represent their views at the Board meetings.</p>	<p>September 2019</p>		<p>Meetings are held, Minutes are published, Communication is improved.</p>			<p>The Board is meeting regularly and more than 4 times a year.</p>
<p>Membership advantages</p>	<p>Produce a document outlining the advantages of belonging to a successful club.</p> <p>Welcome university foreign students. Advertise at language schools.</p>	<p>August 2020</p>	<p>Chair/Marketing team</p>	<p>Increased membership.</p> <p>Wide and varied membership demographic.</p> <p>Performance pathways for juniors will be established.</p> <p>More unified club.</p>			<p>Plans have stopped due to current circumstances but actions are ready to be taken when possible.</p> <p>Members have received a written update from the Chair and this is planned to be</p>

								repeated regularly.
Quality assurance	<p>The Board must be aware of the quality of any provision within the club.</p> <p>QA must include feedback on the quality of coaching at each phase.</p> <p>Player satisfaction feedback through focus group or questionnaire.</p> <p>Feedback used to understand how to keep improving and raising standards.</p>	March/April 2020	Head Coach Chair Captains	<p>There will be clear lines of communication between members and Board.</p> <p>Responses feed directly into the next development plan.</p> <p>All suggestions are debated and responses produced.</p>				<p>Plans were in place for March.</p> <p>Considering an online questionnaire to gain feedback from members.</p>
Targets/KPIs to be produced at the start of each season	<p>Taking into account player/team potential-clear but realistic performance outcomes should be identified for each phase of the club.</p> <p>Subcommittee of performance analysts to be established.</p> <p>Long term plans reflect the ambition of the whole club.</p> <p>Annual evaluation to be completed.</p>	September 2019	Head Coach.	<p>Clarification of expectations.</p> <p>Annual analysis of performance.</p> <p>Closer monitoring of the long term performance trajectory of the whole club.</p>				<p>Will make this a three year objective.</p> <p>Work will start in September 2020.</p>

Safeguarding profile to be raised	<p>Safe guarding officer appointed. Clear role description.</p> <p>Safeguarding is a Standing agenda item.</p> <p>Published policy documents to be available to all members.</p> <p>Pictures of Designated Safeguarding Leads to be up at each training session.</p> <p>Safeguarding training sessions are held regularly.</p> <p>All members of the Board have undertaken safeguarding training.</p>	September 2019	Chair Club Safeguarding Lead.	<p>Safeguarding has a high profile throughout the club.</p> <p>Children are safe and families reassured.</p> <p>All coaches/managers are trained.</p>			<p>Safeguarding is effective at the club, all statutory actions have been taken.</p> <p>Further opportunities for online training to be rolled out next year.</p> <p>The Club will aim to be outstanding in this area.</p>
Competitions and festivals held regularly	<p>Increase the opportunities for players to compete.</p> <p>Introduce new players to the game.</p> <p>Attract Foreign visitors/members.</p> <p>Stage regional and national events.</p>	January 2020	Head Coach	<p>Volleyball is introduced to a wider cohort of young players.</p> <p>Players maintain their involvement in the game. Increased club membership.</p> <p>Over time senior squads have a wider pool of potential players.</p>			<p>Some junior competitions have been held.</p> <p>Extensive plans had been made for junior beach volleyball, this will now be carried forward to next year.</p> <p>The club has hosted national competitions.</p>

<p>Publicity and marketing</p>	<p>Website. Facebook.</p> <p>Press releases for all matches.</p> <p>Internal communications – possible newsletter. Sponsorship opportunities to be explored.</p> <p>University partnership to be clarified.</p>	<p>January 2020</p>	<p>Chair Marketing manager</p>	<p>Press release for end of season, will also act as recruitment strategy.</p> <p>Sponsorships established.</p> <p>Future partnerships and club identity confirmed.</p> <p>The club is better known nationally and locally.</p> <p>Membership and player recruitment increases.</p>			<p>This is an area that has not been taken forward this year.</p> <p>Membership support with this objective is welcome.</p>
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