

Wessex Volleyball Development plan 2019/20 – Produced September 2019

Objective	Action	Timescale	Personnel	Success criteria	Progress review March 2020	Progress review – arising from club survey June 2020
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>	Team coaches Club secretary	<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>	We must ensure that juniors do not attend senior training until they are ready, physical and emotionally, to participate in the session.
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 2020</p> <p>Remuneration proposal ready for January 2020</p> <p>Coaching clinic to be held in November 2020.</p>	Chair	<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>	<p>Cohesive approach to content and philosophy of coaching is required.</p> <p>Men need a non-playing coach.</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>	Head Coach	<p>Volleyball is accessible to wider participants.</p> <p>Viable attendance at sessions.</p> <p>Increased membership.</p>		

<p>Finances must be audited annually and monitored throughout the season</p>	<p>Finances to be a standing agenda item.</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>May 2020</p>	<p>Treasurer</p>	<p>The club is able to meet all its commitments.</p> <p>A positive annual audit.</p> <p>Additional funds have come into the club. Membership benefits have increased.</p>	<p>The club meets all its statutory obligations.</p>	<p>Cost to play reflects the number of sessions and matches but not necessarily the quality of the provision. This can be an objective under quality assurance, moving forward.</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>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>Increased focus on fundraising and sponsorship is still required.</p> <p>All ideas are welcome.</p>

	<p>Investigate sponsorship.</p> <p>Proactively fundraise and apply for grants.</p> <p>.</p>						
The Board will represent all phases of the club	<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>	August 2020	Chair	Members are empowered through the Board to shape the future direction of the club.		The Board represents the majority of its members but more members are welcome.	Feedback indicates that the Board represents all members and continues to improve.
The Board must meet at least 4 times a year, with the ability to call additional meetings as required	<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.</p> <p>Each phase member must collaborate with their members to ensure they represent their views at the Board meetings.</p>	September 2019		Meetings are held, Minutes are published, Communication is improved.		The Board is meeting regularly and more than 4 times a year.	Continue to develop communication and transparency.
Membership advantages	Produce a document outlining the advantages of	August 2020	Chair/Marketing team	<p>Increased membership.</p> <p>Wide and varied membership demographic.</p>		Plans have stopped due to current circumstances but actions are ready to	COVID 19 has prevented full development of this objective.

	<p>belonging to a successful club.</p> <p>Welcome university foreign students. Advertise at language schools.</p>			<p>Performance pathways for juniors will be established.</p> <p>More unified club.</p>	<p>be taken when possible.</p> <p>Members have received a written update from the Chair and this is planned to be repeated regularly.</p>	
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>	<p>Must ensure that Seniors, as well as Juniors, feel they are getting value for money.</p> <p>Senior members also need player development not just juniors.</p> <p>Member feedback is contributing to this plan.</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>	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>	<p>Clarify potential pathways through the club.</p> <p>Playing opportunities to be well sign posted and easy to find.</p> <p>Evaluation has started.</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>					
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>	All statutory requirements continue to be met.

<p>Competitions and festivals held regularly</p>	<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>	<p>January 2020</p>	<p>Head Coach</p>	<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>Extensive opportunities but must ensure that playing standards are not diluted in order to enter more 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>	<p>Link publicity with fundraising.</p> <p>Outline the requirements of smaller jobs within each team, not just the main Board responsibilities. This will help to provide a more resilient infrastructure for the whole club.</p>