

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	Progress review – end of season Sept 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>	<p>We must ensure that juniors do not attend senior training until they are ready, physical and emotionally, to participate in the session.</p>	<p>Severely disrupted due to COVID.</p> <p>Juniors have not had the playing opportunities that were anticipated at the start of the season but this is the same for all sport.</p> <p>Steps are being taken to ensure that play is reorganised within health and safety guidelines.</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 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>	<p>Club coaching has increased.</p> <p>Further work towards a cohesive coaching strategy will be explored when permitted.</p>
Provide opportunities for sitting volleyball	Liaise with specialist schools and groups.	Sessions to start in January 2020.	Head Coach	Volleyball is accessible to wider participants.			No advancement with this objective this season.

	Recruit a specialist coach.	Number of sessions to be confirmed.		<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</p>	May 2020	Treasurer	<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.</p> <p>This can be an objective under quality assurance, moving forward.</p>	<p>All auditing processes have been completed.</p>

	provide clarity for members and ensure best value.							
The club will be financially viable	Produce a financial policy. Annual audit. Financial review at each Board meeting. Investigate sponsorship. Proactively fundraise and apply for grants.	September 2019	Treasurer	The club is financially viable and in a financial position to meet its key performance targets.	The club is financially viable. Now needs to proactively explore grant funding.	Increased focus on fundraising and sponsorship is still required. All ideas are welcome.	The club is financially viable. Fundraising opportunities have been significantly limited. The economic climate does not support sponsorship investigation.	
The Board will represent all phases of the club	Each phase will have a representative on the Board, this could be a player or a parent/carer. Elect Board members each year.	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.	More members have been involved in decision making across the club.	
The Board must meet at least 4 times a year, with the ability to call additional meetings as required	Calendar of meetings to be publishes at the start of every year. Standing agenda items correspond to the volleyball year. Minutes to be published and	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.	Regular board meetings have been held, minutes have been published. Club handbook has been produced.	

	<p>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>							
Membership advantages	<p>Produce a document outlining the advantages of belonging to a successful club.</p> <p>Welcome university foreign students. Advertise at language schools.</p>	August 2020	Chair/Marketing team	<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 repeated regularly.</p>	COVID 19 has prevented full development of this objective.	Currently under consideration but will need to reflect the present situation.
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>	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>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>Communication has improved.</p> <p>Information is now readily available, through newsletters, the website and the handbook.</p>

	<p>Player satisfaction feedback through focus group or questionnaire.</p> <p>Feedback used to understand how to keep improving and raising standards.</p>			<p>All suggestions are debated and responses produced.</p>		<p>Member feedback is contributing to this plan.</p>	<p>Feedback from members continues to be a priority.</p> <p>Quality assurance of coaching and coaching workshops have been delayed this season due to COVID 19.</p>
<p>Targets/KPIs to be produced at the start of each season</p>	<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>	<p>September 2019</p>	<p>Head Coach.</p>	<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>Not all teams will be operating this season, thus impacting on the long term plans for the club.</p> <p>A realistic short term plan will be produced for existing teams.</p>
<p>Safeguarding profile to be raised</p>	<p>Safe guarding officer appointed.</p>	<p>September 2019</p>	<p>Chair Club Safeguarding Lead.</p>	<p>Safeguarding has a high profile throughout the club.</p>	<p>Safeguarding is effective at the club, all statutory</p>	<p>All statutory requirements continue to be met.</p>	<p>This is a high priority, which is reviewed regularly.</p>

	<p>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>			<p>Children are safe and families reassured.</p> <p>All coaches/managers are trained.</p>	<p>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>		<p>The club is up to date with training and all statutory requirements have been met.</p>
<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>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>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>Extensive opportunities but must ensure that playing standards are not diluted in order to enter more competitions.</p>	<p>A loss of opportunity this season, particularly in relation to beach volleyball.</p>

	<p>Attract Foreign visitors/members.</p> <p>Stage regional and national events.</p>			Over time senior squads have a wider pool of potential players.		The club has hosted national competitions.		
Publicity and marketing	<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>	January 2020	Chair Marketing manager	<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>	<p>Positive steps have been taken to increase the profile of the club. These actions will increase the viability of gaining sponsorship in the future.</p> <p>This objective will become increasingly significant as playing opportunities increase.</p>