

THE
PEOPLE

PLAN

2024-2030

MIKA

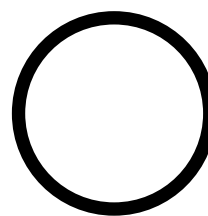
VOLLEYBALL
STORE

INTRODUCTION: PEOPLE PLAN PRINCIPLES

The People Plan is part of Volleyball England's The Game Plan Strategy (2024-2030) and focuses on 'the people that support the people that play volleyball'. It aims to span both the volunteer and professional workforce; highlighting the importance of collaboration with the region, county and club network.

- 1.** Help drive a joyful and rewarding experience for everyone involved in the sport.
- 2.** Have a Person First approach – Understanding the needs of everyone involved in Volleyball and providing appropriate support to maximise their involvement in the game.
- 3.** Be inclusive and welcoming to a diverse community – inclusiveness by design approach.
- 4.** Help establish a dynamic and rich pipeline of talent (volunteers, coach, officials, etc....)

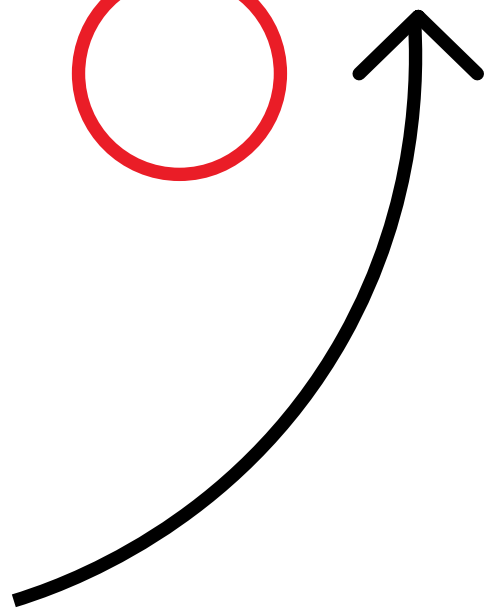
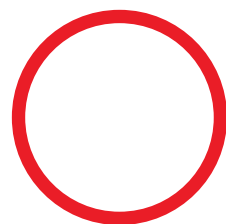
We also understand that volleyball has finite resources and the balance between impact and effort (time, resources and complexity) will be important to find.





THE VISION: TO CREATE A DEEP-ROOTED SENSE OF BELONGING FOR EVERYONE WITHIN THE VOLLEYBALL COMMUNITY

By this, we mean:



“A diverse, inclusive, engaged, empowered, supported and valued community of people at all levels of the sport. Ensuring everyone understands the role they play, how to be part of a culture of continuous improvement and how they can progress through the sport.”

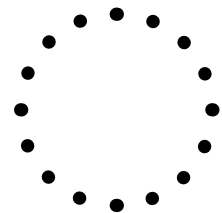


PEOPLE PLAN: FIVE STRATEGIC THEMES

The People Plan is **guided**
by five themes that house
14 long-term outcomes:

- A:** A community* that feels valued and engaged
- B:** Enough people doing the right roles
- C:** People with the right skills for their role
- D:** An inclusive and diverse community of people
- E:** A safe place that protects people from harm

*Any volleyball community is made up of multiple communities. Be it a team of coaches within a club, or a group of young volunteers



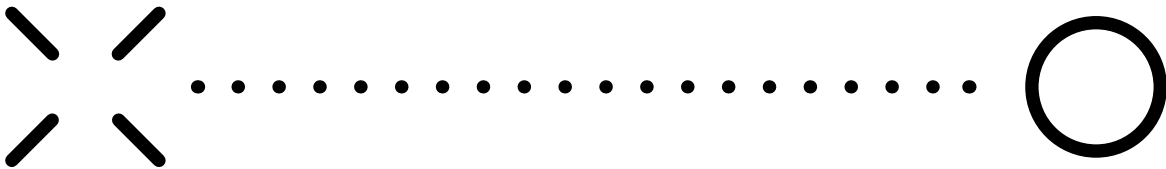


A COMMUNITY THAT FEELS **VALUED** AND ENGAGED

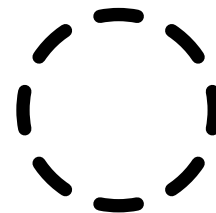
“Volunteers need to feel loved and recognised, not just by Volleyball England, but by their clubs, counties and regions.”*

A1 Enhance interconnectivity and engagement across the organisation – using digital technology in collaboration with the Regions, Counties and Clubs.

A2 Foster a community that shows respect and gratitude to its workforce - provide more opportunities to say, ‘thank you’ and to recognise those people in the Regions, Counties and Clubs.



*Quote from member consultation 2024

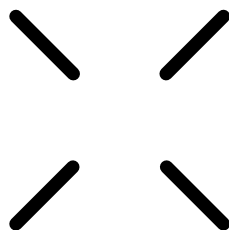


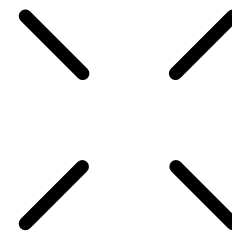
ENOUGH PEOPLE DOING THE **RIGHT** ROLES

“Many volunteers are **overloaded** and at constant risk of burnout.”*

B1. Retain and provide transitional opportunities for people – providing lifelong opportunities so people feel included, valued and part of the sport’s past, present and future.

B2. Recruit new people to meet the needs of the sport – understanding current and future people needs of the Hub, Regions, Counties and Clubs, so competent people are recruited with a view to them having a long-term involvement in the sport.





PEOPLE WITH THE RIGHT **SKILLS** FOR THEIR ROLE

“It would be brilliant if experienced coaches could mentor newly-qualified coaches.”*

C1. Offer high quality learning and development opportunities – supporting people to access the information they need to succeed in their roles. Utilising technology to provide a range of modern training experiences.

C2. Support deployment – supporting people to take steps into their chosen roles, to ensure their experiences are enjoyable and rewarding and equip them with the knowledge and skills to continue to volunteer.

C3. Encourage collaborative learning opportunities – ensuring everyone has access to experienced people who can provide opportunities to share experiences and support each others' progression.



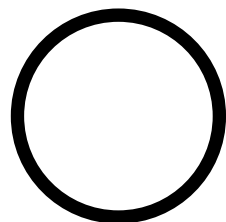
AN **INCLUSIVE** AND DIVERSE COMMUNITY OF PEOPLE

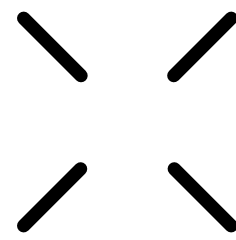
“Create a pathway for
volunteers that is more
public-friendly.”*

D1. Expand the diversity of the
workforce - to reflect the
diversity in England.

D2. Support all levels of our
sport to foster a culture
that encourages inclusive
behaviours, collaboration and
fairness.

D3. Embed diversity and
inclusion
into our systems and processes
- through accepted
responsibility and accountability.





A **SAFE** PLACE THAT PROTECTS PEOPLE FROM HARM

“Everyone needs to give **back** a little to the sport.”*

E1. Ensure everyone understands their welfare and safeguarding responsibilities – provide support and training across the volleyball community so people feel confident to act.

E2. Support the volunteer and professional workforce to fulfil their duty of care responsibilities - through national regulations, policies and guidance.

E3. Maintain a sport-wide risk management network – that protects players, volunteers and professionals engaged in the sport at all levels.

E4. Fulfil Volleyball England’s governance, legal and moral duty - to ensure the hub staff, contracted volunteers and national team squads are physically and mentally healthy and provide support to those in need.

*Quote from member consultation 2024





**FUN COMPETITIVE ACCESSIBLE
TOGETHERNESS ORGANISED LOCAL FRIENDSHIP
CHALLENGING PEOPLE REWARDING ENJOYABLE
VALUE EXCITING AFFORDABLE AUTHENTIC**

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