

Individual Registration Proposal

Introduction

At the 2014 Volleyball England AGM, an amendment to the Articles of Association will be tabled to allow for a fee based individual registration of volleyball participants. In real terms, this will apply to club members who play in local or regional leagues **only**. The specific wording of the amendment to the Articles of Association is included on the Agenda for the AGM. The purpose of this paper is to detail the proposal and the processes of individual registration.

Rationale & Benefits for Volleyball in England

Volleyball England wishes to move to an Individual Registration programme for all regional & local league (non-NVL) volleyball players for the following reasons:

- A) To gain real, meaningful information about our player base – Volleyball England does not currently have full and clear data on its players outside of the National Volleyball League (NVL), such as the total number of players, age profiles, gender balance, ethnicity makeup etc. This makes it difficult to not only understand the needs of players and key areas of development, but also to offer an attractive benefits package, specific to the needs of players. Individual registration will enhance the strategy of putting volleyballers at the heart of Volleyball England activities.
- B) To improve and increase two-way communication between Volleyball England and our players via more targeted, specific and meaningful contact. At the moment, the current structure does not allow us to have this direct contact.
- C) To make the organisation more commercially appealing and viable, particularly to sponsors, commercial partners and new revenue generating opportunities.
- D) To be able to partner with other sports bodies (who currently have mandatory registration systems) to develop new services that require a “critical mass” of players and income to implement.
- E) To open up new grant funding outside the core Sport England awards, such as Department of Education, Department of Health & other agencies responsible for diversity, inclusion and social/community development. These funding streams would require definitive data on project outcomes, data that’s difficult to obtain without individual registration.
- F) To increase revenue controlled by volleyball itself to reinvest back into the development of our sport and to help achieve the 2024 targets identified by the volleyball community.

Overall Strategy & Process

We’ve listened to feedback from the volleyball community from many sources, and believe the individual registration proposal is straightforward, simple to understand and implement and relatively inexpensive.

The registration process would only apply to all active regional and local league players of affiliated clubs, as this is the most significant group of the volleyball family for which we have very little information.

There will be no change in the process or cost of affiliation for clubs themselves, accredited coaches & referees and NVL & Volleyball England Beach Tour players, other than regular inflation adjustment.

Individual Registration Annual Fee

	Adult	U-18
Affiliated Club Players	£10	£5

Definition - Affiliated Club Players

Players in regional, county & local leagues who are members of affiliated clubs, and who play in a formal, structured league on a weekly or fortnightly basis.

N.B. Fees are not applicable to players in full-time education or in school, FE & HE teams and & U16 players

Proposed New Benefits Package

*Denotes further information
Public Liability Insurance (£5m) – applicable via club affiliation
*Personal Accident Insurance (up to £2,000 cover for dental & cover for broken bones)
PhysioWorld Physiotherapy Discount – 50% discount on initial assessment, 10% discount on subsequent consultations & 15% for online store
Medical Screening 108 (Mole screenings to all VE participants - reduced price of £80, 16% saving. Reduced cost of mammograms to just £100, a saving of 50%.)
Club Incentive Scheme (excludes clubs with only NVL teams)
Kitlocker – 5% discount on all volleyball kit
Sportset – 5% discount on Mikasa balls, free delivery and free key ring with first order
10% off Go Spike Products
Volleyball England Merchandise Special Offers
itsu – 15% discount for online store
Dirty Dog Sunglasses – 30% discount on entire range
*Again Faster - 5% off home gym products
* InterContinental Hotel Group - Hotel Offers & Discounts
Exclusive Holiday Inn Discount at Kettering - preferential rate of £48 per night
Enterprise – 10% off Car hire. Free pick up from home of hire car
Entry to exclusive pre-sale for tickets to all events under Volleyball England control
eNews – Standard Volleyball England wide news
eNews – Specialist news targeted to participants areas of interest
3Touch Volleyball Magazine Subscription (electronic version only)
Volleyball England Head Office Staff Support for Registration & Membership Services & Benefits
Volleyball England Head Office Staff Support for Funding Submissions – applicable via club affiliation
Volleyball England Head Office Staff Support for Development Projects – applicable via club affiliation

* Further Information on Benefits

Personal Accident Insurance – Extension of benefits currently enjoyed by NVL players only, to all regional and local league players. Covers major injuries, including dental and broken bones, but not ligament or tendon injuries.

InterContinental Hotel Group – Need to an overnight stop to an away game? Registered players will be able to access a range of deals from the InterContinental Hotels group including participating Crowne Plaza, Holiday Inn and Holiday Inn Express hotels from across the UK.

Again Faster – Want to get stronger for the new volleyball season? Again Faster are a global provider of some of the most robust, high quality training equipment, including barbells and weights plates. As a registered player, they are offering you 5% off all their Home Gym equipment (Barbells, Bumpers, Kettlebells and Dumbbells)

New Club Incentive Scheme

20% of the net Affiliated Club Player registration fees (less fulfilment costs) will go into a central fund that all affiliated clubs (not open to clubs with only NVL teams) will be able to apply to for grants for uses such as junior development, facilities & equipment upgrades and recruitment programmes. This will be new revenue generated by volleyball, managed by volleyball and redistributed to volleyball with no outside third-party controls or restrictions. Specific details of the programme will be confirmed shortly.

Process

The process for club secretaries will be straightforward. Player data will be submitted via the Volleyball England website, or through an Excel/CSV file sent to the Volleyball England office. The club then decides how payment for the registrations is to be sent to Volleyball England (see Payment section below). The only player information we require will be their Name, Address, Date of Birth, Gender & Email. For players under 18, we only need their Name, Date of Birth and Gender. A parent's email address can be added as an option.

Payment

Again, to make the process as easy as possible, we will have three flexible payment options for the club secretary to complete the registration of their players:

- Club Online Payment (credit or debit card)
- Club Cheque Payment
- Individual Payment – The club secretary indicates that all uploaded players will be responsible to complete their own payment. Players will be emailed by Volleyball England to remind them to pay their £10

Note - Volleyball England understands that in the short-term, collection of registration fees may take time for both clubs and players. Therefore, all Individual Registration payments will have a delayed deadline of **31st December 2014**.

Incentive and Benefit for Club Secretaries

We will reward the most organised secretaries for the bit of extra work that is required.

Volleyball England will waive the club affiliation fee of £89.50 for the first club secretary who submits all of their local and regional player details and has 100% of the appropriate registration fees paid for. The second club secretary to do this will receive a £50 voucher to spend at Kitlocker, whilst the third club secretary will receive a pair of personally designed Dirty Dog Sunglasses! Volleyball England would reserve the right to check the club registrations against local and regional league affiliations/registrations to verify the accuracy of player numbers.

Frequently Asked Questions

Schools and Juniors	Answer
If we make schools pay, we will lose them	All players under 18 who are in education or school, FE & HE teams do not have to pay the registration fee. It is acknowledged that the process and cost for schools to affiliate with Volleyball England needs to be reviewed. This is a medium term project that the Schools & Youth Commission is undertaking.
Why should juniors from a school 16-18 be free and those from 16-18 at a club pay £5	As above, all players under 18 who are in education or school, FE & HE teams do not have to pay the registration fee. So only under 18's not in education would need to pay the £5 fee.
Clubs	
Who will administer the mandatory registration?	Volleyball England will be ultimately responsible for the management and administration of the process. Clubs will be asked to upload or send in player details in an Excel CSV file once, then confirm how payment for the registrations is to be sent to Volleyball England.
Volleyball England needs a place where people can purchase kit, knee pads and equipment such as player tape etc.	Volleyball England has secured a 5% discount with Kitlocker for all volleyball kit. We have also secured a deal with PhysioWorld to provide 15% off their on-line shop for tape, joint braces, etc.
What do we get in return for a fee?	Players of your club will have new and extended benefits and annually we will survey what club players want to see added. Please refer to the extensive list of benefits we have negotiated. There will also be a protected fund, called the Club Incentive Scheme, through which affiliated clubs will be able to apply to for development grants.
Local leagues are already collecting money and if Volleyball England is trying to levy a national fee there will be less affiliated clubs	Local League affiliation and national individual registration are separate issues. The local league decides its own fee structure. This is independent from the process that Volleyball England is proposing. There will be a significant range of new benefits for both players and clubs, including the Club Incentive Scheme for development grants, which should encourage clubs to stay affiliated.
Financial projections? How is the money prioritised/who decides how it is spent?	Based on feedback from the Regions on current player numbers, total income is projected at £69,000 for the first year. Cost deductions like essential system upgrades and the Club Incentive Scheme will be come out of this income. The decisions on the use of these funds will be made through the normal governance structures and processes in consultation with the wider volleyball community.
NVL, coaches & referees are paying the same but getting more benefits. Why are we not charging them more?	These groups are already paying higher fees and they usually have higher cost in travel, courses, and other additional personal costs, so increasing their fees isn't being considered at present.
Our club has only social members that play local games	Local league teams benefit from central insurance schemes (can lead to reductions in venue hire fees), free Disclosure & Barring Service checks and funding support. The new benefits package will provide far greater real value than the cost for the fee. Your club will also become eligible for the Club Incentive Scheme. If you only play socially or aren't a paid up member of an affiliated club, registration is not mandatory.
Clubs will lose income if it is compulsory	To ensure your club remains sustainable, any registration fee should come from the players, so should not affect club income. In fact your club might increase income by benefitting from the Club Incentive Scheme.

An extra charge on top of BUCS is not a good idea	There will be no registration fee for college and university players. We will still have those club affiliate in the normal way and register their players using the new process, but there will be no registration fee per player.
This would cost London players £10,000	It would cost £10 per individual player whether being in London or anywhere else. The new tangible benefits being offered to all registered players could see a typical player recoup the £10 fee many times over from savings on physiotherapy, volleyball kit or even personal accident insurance on broken bones and teeth. The benefits package will be the best in class for any small-mid sized sport in England.
Commitments on clubs; by the AGM most clubs will have had their membership fees agreed for the year	Volleyball England understands that in the short-term, collection of registration fees may take time for both clubs and players. Therefore, all payments will have a delayed deadline of 31st December 2014.
Clarify there will be no change for competition entry. How much of fee will go to VE's cost to implement?	Correct, there would be no change to competition entry processes or fees. We have budgeted £8000 for fulfilment services and one off systems upgrades.
Do NVL players need to pay extra to play in regional leagues or for two different clubs?	No, you are covered for regional leagues if you already pay NVL registration.
Is there a cut-off date for clubs to apply for the Club Incentive Scheme?	The Club Incentive Scheme is envisioned to be a flexible central fund for clubs to apply to for grants that could cover a multitude of uses. As the scheme is controlled by Volleyball England and not by an external partner, we will make sure the scheme will cover a wide range the needs that clubs have indicated. We will publish the scheme terms and conditions shortly.
All members should have a vote when we are doing this	Currently clubs are the affiliated members of Volleyball England and you have a vote through your club. Subsequently your club can vote in our yearly AGM and represent you as a member. Individual registration of players and voting rights are separate issues.
My club is growing rapidly, I am representing 2000 members and we have seen nothing from Volleyball England	This is exactly what we want to avoid in the future, that clubs or associations are left without our support. Due to the fact that we have little to no information about our players, we cannot communicate with them and players cannot easily communicate with us. When clubs are growing rapidly, we want to share their success with the rest of the volleyball community, so everyone can learn from them.
Member Benefits	
We should offer a menu if people want 3Touch Magazine and Insurance etc.	If we offer a menu it will be very difficult to estimate who wants what on that menu, it will be very variable month by month and increase our cost for publications, and premium for insurance. None of the major national sports bodies (who have big membership teams and budgets) offer benefit option menus as they are too expensive and time consuming to operate and manage.
Does my membership include discount for Sports Coach UK Workshops and coaching books	We have tried to negotiate a discount with Sports Coach UK, but their policy is not to offer discounts. However, part of the Club Incentive Scheme could be used to fund courses, workshops and coaching books as part of professional development.
PhysioWorld - what is the distance from where I live?	They are a national company with 170 clinics all over the country. http://physioworld.net/art/physio-locations,11.html

Other Comments	
Have a voluntary membership	Our current system is voluntary and costs nothing to non-NVL players, it even entitles them to a benefits package that already matches most other NGB packages. However, due to its voluntary nature only 51% of clubs submit 6 or more names to us. Therefore, we will never develop a database with enough information that to interest third parties or potential sponsors. We will also never know who plays volleyball on a regular basis and the risk is that a lot of people don't sign up. This way we will never be able to reach all people interested in volleyball.
Basketball moved to individual - seems healthy at youth level but only 67 adult teams in London	Many NGB's that have moved to individual registration have been able to attract more participants, England Netball is a prime example. The issue mentioned about basketball is not related to an individual registration system, rather is related to NGB and club recruitment programmes and stopping player drop-out. The longer we wait with implementing individual registration, more NGB's will surpass us and the less opportunities we will find in future to attract potential sponsors or great benefit deals.
Will the data be secure? Won't you just sell it?	Our existing database provider is a leading supplier to the sports industry and meets all governmental and industry standards for data security and backup. We are legally bound to adhere to all aspects of the Data Protection Act 1998. It is our intention to mirror the best practice in the industry in terms of the type and frequency of contact and we will ensure all contact by sponsors and partners is via Volleyball England, as per each individuals data protection responses and never direct. Data will not be shared with third parties without prior agreement.