



## Foreword for People Plan consultation

The People Plan acknowledges and recognises that the people in our volleyball communities are essential for everything that we do in volleyball.

It is the blueprint to achieve our vision 'to ensure that everyone in the sport feels a sense of belonging' which was first defined in 2020 as part of The Game Plan.

You will see the draft People Plan is driven by five strategic themes and 14 guiding statements that have come from 12 months of gathering data and insight from over 1,000 touch points, drawn from questionnaires, surveys, workshops and interviews. But we still need to understand more, and during the lifetime of the plan, we will need to reach out further and listen more deeply, especially to those communities that don't have the loudest voices.

At the heart of The People Plan is the sense of people feeling valued and engaged. The affiliated clubs that engage the most with the Hub are 12%<sup>1</sup> more likely to be satisfied with their service. Therefore, we need to better include those that are less engaged, and to understand more deeply which groups are less engaged and feel less valued, and why they feel this way. Equally, clubs have the same responsibility to ensure that their members feel valued and engaged. Most clubs<sup>2</sup> tell us that recognising volunteers is an essential part of their club culture. How do we find ways to say thank you to the volunteers in the 25% of clubs don't have this culture? How can we work together to help people in clubs feel that they belong in volleyball?

The need to establish a dynamic pipeline of volunteers into the sport is becoming ever more urgent. During the consultation phase, repeatedly we heard the need to get more and better volunteers at all levels. *"Everyone needs to give back a little to the sport"*<sup>3</sup>. Our most senior volunteers are doing multiple roles, and when they come to wanting to step down, they are struggling to find others to fill those roles<sup>4</sup>. So, how can we all create the welcoming and positive environment that encourages more people to volunteer?

We know that 80%<sup>5</sup> of clubs tell us they are looking to grow the skills of their volunteers. Alongside the formal qualification pathways for coaches and officials, we recognise the need to use technology to

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<sup>1</sup> 2022 Club Survey (6.3/10 satisfaction) & 2023/4 Club Survey (6.5/10 satisfaction)

<sup>2</sup> 2023/4 Club Survey (75% of clubs)

<sup>3</sup> 2023 BIG Conversation participant quote

<sup>4</sup> 2023/4 Delegated Authority Questionnaire – an average of 3.4 roles each.

<sup>5</sup> 2023/4 Club Survey

unlock the huge wealth of expertise that exists within the sport. Recently, a group of 150 talent coaches<sup>6</sup> began collaborating to expand their learning. Over the last 12 months, the Chairs of the Regions and Counties have come together in a Community of Practice. These are just two of many emerging ways to support specific communities of volunteers to grow their informal learning.

We should be very proud of the diversity of our player base in terms of gender<sup>7</sup> and socio-economic spread<sup>8</sup>, but our emerging data shows that we are far behind other sports in relation to the diversity of our volunteer workforce<sup>9</sup>. The benefits of inclusive and diverse communities are well documented, and it will be important for us to be proactive and think beyond traditional ways, so we can recruit the most skilled volunteers from the widest pool of people.

The last theme is at the foundation of our sport, to protect those that play and volunteer. We know that 70%<sup>10</sup> of safeguarding incidents include coaches, highlighting the importance of the protection we put around those that we coach. It is essential that all of volleyball's structures, from local to national, work collaboratively to provide a network that prevents harm and a provide a safe place for people to participate.

Please scrutinise the draft People Plan and share your feedback via the survey, so the plan can become as much your plan as it is mine.

Thank you.

Richard Harrison, volleyball volunteer, Board member and Chair of the Subgroup for Volleyball for Life

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Link for the survey - <https://bit.ly/VEPeoplePlanDraft>

Deadline - 18<sup>th</sup> March 2024

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<sup>6</sup> 2024 Talent Facebook Group

<sup>7</sup> 2022/23 VolleyZone players, 47% female 51% male indoors, 45% female 55% male beach, 28% female 65% male sitting.

<sup>8</sup> 2022/23 VolleyZone IMD spread, IMD 1-3 (most deprived) 24%, IMD 4-7 (mid-deprived) 41%, IMD 8-10 (least deprived) 35%.

<sup>9</sup> 2022/3 VolleyZone data 32% of affiliated coaches are women. 34% affiliated officials are women. In the 2022 Race Representation Index Volleyball was 32<sup>nd</sup> out of 55 NGBs.

<sup>10</sup> VE Safeguarding Data 2010-2023