

29th May 2026,

Dear Member,

NOTICE: ANNUAL GENERAL MEETING, 20TH JUNE 2026

The Annual General Meeting of the English Volleyball Association Limited will be held at 11.30am on **Saturday, 20 June 2026**. The formal notice set out in Appendix 1 of this document pack and specifies the purpose of the meeting.

This information is sent to all Members of the Association entitled to receive notices of general meetings, but kindly note that only Affiliated Clubs are eligible to vote (in accordance with Article 9.1.1 of the Articles of Association). Those who are not eligible to vote are still welcome to attend the AGM.

A light lunch will be provided for all attendees from 1pm. To assist with our hosting arrangements, we ask that all those planning to attend complete the [attendance form](#) no later than Thursday 18th June 2026.

This pack sets out the procedures for the AGM and how you can vote. In addition, to maximise interaction with your Board and the AGM we will also:

- live stream the AGM via Volleyball England's YouTube channel so anyone not able to attend is able to watch the AGM live (and a recording will be on the website after the event).
- enable the submission of questions to the Board in advance of the meeting. These will be answered in advance, and some may be covered at the meeting also. The answers will be posted on the Volleyball England website in line with the timetable set out below. Depending on the number of questions received, we may group certain questions together when providing an answer.

As usual we will be holding a poll vote on each of the resolutions. Voting can be carried out at the AGM by appointing an authorised representative or a proxy in accordance with the process set out in Appendix 3 of this document pack. A draft voting form is included within Appendix 3. The final voting form and appointment of representatives/proxy forms will be issued directly to members on Monday 8th June 2026.

PLEASE NOTE – CLUBS MUST TAKE ACTION PRIOR TO THE AGM TO BE ABLE TO VOTE EVEN IF ATTENDING IN PERSON. PLEASE ACTION THIS PROMPTLY.

Enclosed within this document pack are the following:

Appendix 1	Notice of AGM 2026 and minutes of 2025 AGM
Appendix 2	Description of process, timetable, and details on question process
Appendix 3	Information on how to vote
Appendix 4	Management Accounts
Appendix 5	Annual Report
Appendix 6	Resolution form
Appendix 7	Board Member & Delivery Lead Bio's

Affiliated Clubs should read carefully these papers and in particular the timetable so that they can take relevant actions in good time prior to the AGM. Members that are ineligible to vote are still entitled to ask questions and welcome to attend or view the live stream of the AGM.

We routinely consult with Members over matters relating to governance because we welcome and value the views and input that our Members provide.

Members also have responsibilities, both to other Members and to the sport. Members should have the best interests of the sport at the forefront of their conduct and act in a manner that is compatible with the standards of conduct that Volleyball England expects from its Members.

We look forward to welcoming you at the AGM.

Yours

Charlie Ford, Company Secretary

**APPENDIX 1
NOTICE OF AGM**

COMPANY NUMBER: 02023635

ENGLISH VOLLEYBALL ASSOCIATION LIMITED

(the Company)

NOTICE OF ANNUAL GENERAL MEETING

NOTICE is given that an annual general meeting of the Company will be held on 20th June 2026 at 11:30am at SportPark, 3 Oakwood Drive, Loughborough University, Loughborough LE11 3QF for the following purposes:

- 1.** to receive from the Directors the management accounts of the Company for the financial year ended **31st March 2026**;
- 2.** to receive a report by the Directors containing a review of the operating activities of the Company since the previous AGM and the Company's annual report.
- 3.** to receive notice of the appointment of Rowena Hackwood in accordance with the company's articles as an Independent Chair.
- 4.** to receive notice of the re-appointment of Jill Osleger in accordance with the company's articles as an Independent Director.

ORDINARY RESOLUTIONS

To consider and, if thought fit, approve the following resolutions that will be proposed as ordinary resolutions:

- 5.** To re-appoint Duncan and Toplis as auditor of the Company to hold office from the conclusion of this meeting until the conclusion of the next general meeting of the Company at which management accounts are laid and to authorise the directors to fix their remuneration.
- 6.** To elect Katarina Cepinova in accordance with the company's articles as an Elected Director.
- 7.** To elect Julie Kouamo in accordance with the company's articles as an Elected Director.
- 8.** To elect Sophie Szysko in accordance with the company's articles as an Elected Director.
- 9.** To appoint Richard Burbedge or Lenny Barry in accordance with the Company's Framework Document as Officials Delivery Lead.

10. To appoint Jane Ashbrook in accordance with the Company's Framework Document as Children & Young People Delivery Lead.
11. To appoint Richard Harrison in accordance with the Company's Framework Document as Coaching Delivery Lead.

SPECIAL RESOLUTIONS

To consider and, if thought fit, approve the following resolutions that will be proposed as special resolutions:

12. THAT the Companies Articles of Association be amended to permit the Company to hold virtual and/or hybrid general meetings (including AGMs), allowing for greater member engagement in a way that is more convenient for all parties.

The proposed amendments are indicated in red bold text.

Article 20.2

Every notice calling a General Meeting must specify the place, day and time of the meeting, whether it is a general or an Annual General Meeting, and the general nature of the business to be transacted. **Attendance and participation at a General Meeting may take place by means of any one or a combination of electronic facility or facilities; and/or at one or more physical locations, provided that all Members attending the General Meeting by whatever means are able to a) participate in the business for which the General Meeting has been convened; b) hear all persons who speak at the General Meeting; and c) be heard by all other persons present at the General Meeting.**

Article 23

[23.1] The chair of the meeting may adjourn a General Meeting at which a quorum is present if:

[23.1.1] the meeting consent to an adjournment; or

[23.1.2] it appears to the chair of the meeting that an adjournment is necessary to protect the safety of any person attending the meeting or ensure that the business of the meeting is conducted in an orderly manner; or

[23.1.3] there is a failure in relation to the electronic facility or facilities in place to enable simultaneous attendance and participation at the General Meeting.

By order of the Board

Charlie Ford, Company Secretary

SportPark, 3 Oakwood Drive, Loughborough University, Loughborough LE11 3QF

DRAFT AGM MINUTES FROM 2025

Draft minutes of Volleyball England's 2025 AGM, held at 11.30am on 19 July 2025 at SportPark, 3 Oakwood Drive, Loughborough LE11 3QF are available to view on our website [here](#). You can also view the and via YouTube live stream [here](#).

APPENDIX 2
DESCRIPTION OF PROCESS, TIMETABLE AND DETAILS ON QUESTION PROCESS

1. Timetable

The timetable for activity leading up to the AGM and for the AGM is set out below for clarity. Members should take careful note of the timetable and in particular closing dates for activity.

Activity	Date	Submit Information via
Issue of notice	Friday 29 th May 2026	
Period for questions to be received from members	Friday 29 th May to 5pm Friday 12 th June 2026	governance@volleyballengland.org
Closing date for receipt of any special resolutions	5pm Saturday 6 th June 2026	governance@volleyballengland.org
Issue of final voting paper	Monday 8 th June 2026	NA
Answers to questions submitted	Tuesday 16 th June 2026	NA
Period for appointment of authorised representative and/or proxy by Affiliated Clubs	Monday 8 th June until 5pm Thursday 18 th June 2026	governance@volleyballengland.org
AGM	Saturday 20 th June 2026	NA

2. Question Period

Members are invited to submit questions to the directors in advance of the meeting. These may be questions about the financial statements, the annual report, any of the resolutions of the meeting or the operation of Volleyball England over the last 12 months.

To ask a question please email governance@volleyballengland.org, including your name and question. The closing date for asking questions is 5pm on Friday 12th June 2026 in order to allow time for them to be answered in advance of the closing date for appointment of authorised representatives or proxies who are instructed in their voting. We will not accept or respond to questions that are submitted anonymously or not from members.

The directors, together with the senior management team, will answer the questions in written form in advance of the meeting so that members have the answers and can consider them in advance (and for voting members they can consider the answers in advance of exercising their vote). The questions will be answered on an ongoing basis up to 5pm on Tuesday 16th June 2026. The questions will be posted anonymously with the answers on the Volleyball England website. Depending on the number of questions received, we may group certain questions together when providing an answer.

At the AGM the directors may expand on some of the questions received but will not cover again all answers provided previously in the interests of time.

3. Management Accounts and Annual Report

A link to the management accounts is included within Appendix 4 of this document pack. Given our audit timetable with Duncan & Toplis, it is not possible to supply audited accounts or auditor comments at the AGM.

A link to the annual report is included at Appendix 5 of this document pack. This includes reports from the Chair, CEO, Deputy CEO, Financial Consultant, and various officers on the activity of Volleyball England over the last 12 months.

These documents will be received by the meeting in accordance with Article 20.3 and are provided for members to review in advance. No specific action is required in relation to these documents.

4. Nominations for Directors and Delivery Leads

In accordance with the Company's Framework Document, the Board recommends to Affiliated Clubs the appointment of Richard Burbege or Lenny Barry as Officials Delivery Lead, Jane Ashbrook as Children & Young People Delivery Lead and Richard Harrison as Coaching Delivery Lead.

At the commencement of the recruitment process, two elected Board Director vacancies were advertised. During the course of the process, a further elected Board Director stated their intention to resign from their position, creating an additional vacancy on the Board.

In order to maintain Board continuity, stability and the appropriate balance of skills and experience identified through the Board skills matrix, the Nominations Committee determined it was appropriate to utilise the current recruitment process to consider filling the additional vacancy. This approach ensured fairness and consistency for all candidates, as all applicants were assessed through the same open recruitment, interview and evaluation process against the same criteria and governance standards.

The decision to progress an additional candidate was therefore made in response to a genuine vacancy arising during the process and was based on the Nominations Committee's assessment of candidate quality, Board requirements and the overall best interests of Volleyball England's governance and strategic effectiveness.

Therefore, in accordance with Article 31.6 and following an open recruitment process to identify individuals with relevant skills and experience in line with our Board Skills Matrix, the Board recommends to Affiliated Clubs the appointments of Katarina Cepinova, Julie Kouamo and Sophie Szysko as Elected Directors subject to election by Ordinary Resolution at the General Meeting. Summary candidate profiles are set out in Appendix 7.

In accordance with Article 31.5, the Board shall, from the date of the General Meeting, re-appoint Jill Osleger as an Independent Director. This is not subject to any election.

5. Special Resolution

Together with a small group of members, the Board is this year recommending to Affiliated Clubs changes to the Companies Articles of Association to permit the Company to hold virtual and/or hybrid general meetings (including AGMs), allowing for greater member engagement in a way that is more convenient for all parties.

Any further special resolutions in accordance with Article 20.4 must be received by the Chair by 5pm on Saturday 6th June 2026. The form for submitting a special resolution is included in Appendix 6 of this document pack. If a valid special resolution is received in accordance with Article 20.4, it shall be circulated on Monday 8th June 2026 together with the final voting form, which will include the details of the special resolution.

6. Voting

Please read carefully Appendix 3 of this document pack, which sets out details on how voting members (Affiliated Clubs) are able to vote at the AGM by appointing an authorised representative or appointing a proxy. Note this includes a **DRAFT** voting form.

The final appointment form with final voting form will be issued on **Monday 8th June 2026** following the step detailed in section 5.

Appointment of authorised representatives and proxies must be returned by **5pm on Thursday 18th June 2026** and may be rejected if returned after this date.

7. AGM

Voting members and non-voting members are all welcome to attend this year's AGM in person and we do very much hope you will be able to join us. Please note to vote your **authorised representative will need to join in person or you must appoint a proxy who is present in person. Note you can appoint the Chair of the meeting if you do not know anyone attending in person.**

In addition, for those not able to join us in person, the AGM will be streamed live via Volleyball England's YouTube channel. A link will be made available on the Volleyball England website on the day.

APPENDIX 3

INFORMATION ON HOW TO VOTE AND APPOINTMENT FORM

8. Entitlement to vote

- 8.1 In accordance with Article 10.1, Affiliated Clubs are the members that are entitled to vote at the AGM.
- 8.2 Affiliated Clubs must be fully paid up for the 2025-26 affiliation season prior to the date of this notice to be entitled to vote.

9. Voting process

- 9.1 A poll vote will be held on each of the resolutions at the Annual General Meeting.
- 9.2 Affiliated Clubs are entitled to vote (in line with Article 24.5) in two ways which are:
- 9.2.1 by appointing a proxy to exercise its rights by issuing a proxy notice (in accordance with Article 26); or
- 9.2.2 by authorising a person or persons to act as its representative or representatives (in accordance with Article 27).
- 9.3 **To appoint an appointed representative or proxy each Club must complete an appointment form. A draft example of this is set out below (“Appointment Form”). Note that this is a DRAFT form – the final form for use will be issued on Monday 8th June 2026 and will contain the same information but in an MS forms format to facilitate use. You may use the word version or the MS Form – but it is recommended you use the MS form for ease and reduce likely errors or submission of an invalid form.**
- 9.4 Please follow the guidance notes for completion carefully to ensure that the appointment of a proxy or representative is valid. If you do not know anyone attending, you can appoint the Chair of the meeting as your proxy.
- 9.5 In order to vote, each Affiliated Club must complete the final issued Appointment Form via MS Forms or by completing the word version below. If you use MS forms you are required to validate your club’s response. Please email governance@volleyballengland.org from the email address that we hold on VolleyZone for your club with the following information:
- Name
 - Club
 - Date and time of appointment form submission.

Your submission and accompanying email must be received by 5pm on Thursday 18th June 2026. Any appointment forms/emails received after this time will not be valid.

- 9.6 If a valid Appointment Form has not been received by Charlie Ford, Company Secretary via governance@volleyballengland.org by 5pm on Thursday 18th June 2026, then the club will not be eligible to have a vote at the AGM but can still attend.
- 9.7 Please note:
- 9.7.1 **Each Affiliated Club must complete an Appointment Form even if it is the Club's chairperson, secretary or other committee member that is attending the AGM.**
- 9.7.2 Each Affiliated Club can appoint either a proxy or an Authorised Representative. An Authorised Representative is likely to be someone from your club that you are confirming will represent the club on the day in person. A proxy is likely to be a third party individual that you (as a club) are authorising to exercise your club's rights at the meeting. This can be the Chair of the meeting or another individual that you know is attending the AGM.
- 10. Procedures**
- 10.1 In order to ensure fair process in the appointment of representatives/proxies, Affiliated Clubs should note as follows:
- 10.1.1 the Appointment Form must be completed by the Chairperson, General Secretary or Treasurer of the Affiliated Club who must use their email address registered on VolleyZone at the time that the relevant Appointment Form is completed and until the AGM date. If you need to change the registered email address registered on VolleyZone address, please email membership@volleyballengland.org .
- 10.1.2 Volleyball England may conduct spot checks by telephoning individuals (via the contact details held on VolleyZone) that have submitted an Appointment Form on behalf of their Club in order to ensure it is a valid record of that Club's indications.
- 10.2 Note that receipt of Appointment Forms will be acknowledged within one working day of receipt. Therefore, Affiliated Clubs should email governance@volleyballengland.org if they have not received acknowledgment within one working day in order to verify that the Affiliated Clubs' Appointment Form has been received.
- 10.3 If two or more Appointment Forms are received from the same Affiliated Club, Volleyball England shall (unless agreed otherwise in writing with the Club's general secretary) rely on the last valid Appointment Form received prior to the closing date for receipt of forms as being the form that sets out the appointment indications of that Affiliated Club.

11. Appointment Form

- 11.1 The information that will be required in the Appointment Form is set out below. Completion of the Appointment Form (in MS Forms once released or via word and then emailed to governance@volleyballengland.org) shall be sufficient as a Proxy Notice to meet the requirements of Article 26 or to appoint an Appointed Representative in accordance with Article 27.
- 11.2 The final Appointment Form will be issued on Monday 8th June 2026 in accordance with the timetable and in MS forms format. Further information is set out in Appendix 2 above.

APPOINTMENT FORM

The Appointment Form will be open from Monday 8th June 2026 and can be found as an MS form [here](#).

Appointment Form – Volleyball England AGM 2026

The purpose of this form is twofold.

Part A – Appointment of proxy or appointed representative (all Clubs to complete)

Where each affiliated Club will declare their representative. This may be an appointed representative or a proxy. The proxy vote may be given to the Chair to hold or to another person attending the meeting.

Part B – Voting indications

This is for Clubs that have determined how their proxy or representative shall vote at the meeting. If you do not complete this section, the proxy or representative will be able to use their discretion on any vote within the meeting.

The MS form will open from Monday 8th June 2026 to 5pm 18th June 2026.

Once completed, and to validate your club's response, please email governance@volleyballengland.org from the email address that we hold on VolleyZone for your club with the following information:

- Name
- Club
- Date and time of appointment form submission.

Your submission and accompanying email must be received by 5pm on Thursday 18th June 2026, any appointment forms/emails received after this time will not be valid.

YOUR DETAILS

You need to complete this form by 5pm on Thursday 18th June 2026. Any forms received after this date may not be accepted.

Full Name
Position held at Affiliated Club (Note to complete this form must be Chairperson, General Secretary or Treasurer as registered on VolleyZone) <ul style="list-style-type: none">- Chairperson- General Secretary- Treasurer
Email Address (Note must match that registered for Club Chair, General Secretary or

Treasurer on VolleyZone)
Affiliated Club Name
Affiliated Club Affiliation Number (can be located on VolleyZone)

PART A – APPOINTMENT OF PROXY OR APPOINTED REPRESENTATIVE

Please declare your club’s preference.

OPTION A - Appoint a club member as your appointed representative at the AGM who must attend the AGM to vote (this may be yourself if you are attending).

OPTION B - Nominate the Chair of the meeting to vote by proxy on behalf of your club.

OPTION C - Nominate another attendee to vote by proxy on behalf of your club.

Please note.

By selecting your option, you confirm that the appointment of the proxy or authorised representative is duly authorised by the Affiliated Club in accordance with your constitutional procedures.

Volleyball England reserve the right to check the status of a nominated proxy or Authorised Representative

OPTION A	Appoint a club member as your appointed representative at the AGM who must attend the AGM to vote (this may be yourself if you are attending).	<input type="checkbox"/>
	Name your club representative:	
OPTION B	Nominate the Chair of the meeting to vote by proxy on behalf of your club.	<input type="checkbox"/>
OPTION C	Nominate another attendee to vote by proxy on behalf of your club.	<input type="checkbox"/>
	Name your proxy:	

PART B – VOTING INDICATIONS

Do you want to determine in advance how your proxy or appointed representative can vote on the day or leave them to use their discretion to vote in the meeting?

<input type="checkbox"/>	Set out our votes now
<input type="checkbox"/>	Let Proxy/Appointed Representative decide in the meeting

Resolution Group 1 - Appointment of auditors
 To re-appoint Duncan and Toplis as auditor of the Company to hold office from the conclusion of this meeting until the conclusion of the next general meeting of the

Company at which management accounts are laid and to authorise the directors to fix their remuneration

- For
 Against
 Abstain

Resolution Group 2 – Election of Directors

To elect **Katarina Cepinova** in accordance with the Company's Articles of Association as an **Elected Director**.

- For
 Against
 Abstain

To elect **Julie Kouamo** in accordance with the Company's Articles of Association as an **Elected Director**.

- For
 Against
 Abstain

To elect **Sophie Szysko** in accordance with the Company's Articles of Association as an **Elected Director**.

- For
 Against
 Abstain

Resolution Group 3 – Election of Delivery Leads

To elect **Richard Burbedge or Lenny Barry** in accordance with the Company's Framework Document as the **Officials Delivery Lead**.

- Richard Burbedge
 Lenny Barry

To elect **Jane Ashbrook** in accordance with the Company's Framework Document as the **Children & Young People Delivery Lead**.

- For
 Against
 Abstain

To elect **Richard Harrison** in accordance with the Company's Framework Document as the **Coaching Delivery Lead**.

- For
 Against
 Abstain

Special Resolution – Hybrid AGMs

THAT the Companies Articles of Association be amended to permit the Company to hold virtual and/or hybrid general meetings (including AGMs), allowing for greater member engagement in a way that is more convenient for all parties.

- | |
|--|
| <input type="checkbox"/> For
<input type="checkbox"/> Against
<input type="checkbox"/> Abstain |
|--|

Once completed, and to validate your club's response, please email governance@volleyballengland.org from the email address that we hold on VolleyZone for your club with the following information:

- Name
- Club
- Date and time of appointment form submission.

Your submission and accompanying email must be received by 5pm on Thursday 18th June 2026, any appointment forms/emails received after this time will not be valid.

**APPENDIX 4
MANAGEMENT ACCOUNTS**

Volleyball England's 2025-26 Management Accounts be viewed [here](#).

**APPENDIX 5
ANNUAL REPORT**

Due to the file's size, Volleyball England's 2025-2026 Annual Report has been uploaded to the website. Please click [here](#) to view it.

CAPITALS)	
Affiliated club name and number	
Position held within Affiliated Club	
Signature	
Date	

Note – resolutions must be seconded by the Executive board or by two (2) Affiliated Clubs separate to the proposer.

Seconded by	
Name (please PRINT IN BLOCK CAPITALS)	
Affiliated Club name and affiliation number	
Position held within Affiliated Club	
Signature	
Date	

Seconded by	
Name (please PRINT IN BLOCK CAPITALS)	
Affiliated Club name and affiliation number	
Position held within Affiliated Club	
Signature	
Date	

APPENDIX 7 BOARD MEMBER AND DELIVERY LEAD BIOS

1. **Elected Directors** – In accordance with and in support of ordinary resolution group

Katarina Cepinova



Katarina Cepinova brings more than 25 years of involvement in volleyball, including 18 years as a Volleyball England official and over a decade refereeing at international level. Through her experience as an international referee, volunteer, and mentor, she has developed a deep understanding of the sport and the people who support its growth at every level.

Professionally, Katarina has built an extensive career across education, wellbeing, and business development. She has held senior leadership roles in clinical education and corporate wellbeing, overseeing UK and international programmes, leading multidisciplinary teams, and developing strategic partnerships. She is also co-founder of NUTRIBE, a wellness platform focused on providing accessible and evidence-informed health support.

Katarina combines strong commercial, leadership, and stakeholder engagement experience with a collaborative and development-focused approach. Alongside her professional work, she is passionate about mentoring and supporting the next generation of officials and participants within volleyball. She is standing for election to help strengthen the visibility, sustainability, and long-term growth of the sport across England.

Julie Kouamo



Julie Kouamo brings more than 30 years of volleyball experience across France and England, having competed at junior championship, regional, London League, National League and Super League levels. She has also served as club secretary for White Eagles, officiated as a technical official at the London 2012 Olympic Games, and remains an active beach volleyball player with SideOut Volleyball Club. Her long-standing involvement across indoor, beach and sitting volleyball gives her a unique understanding of the sport from multiple perspectives.

Professionally, Julie is an Enterprise Manager at Queen Mary University of London, where she has spent over seven years leading inclusive programmes, securing funding opportunities, and contributing to organisational development and equality, diversity and inclusion initiatives. She has extensive experience in strategic programme design, stakeholder engagement, governance, and creating opportunities for underrepresented groups through education and entrepreneurship.

Julie is standing for election because of her passion for ensuring volleyball remains a sport for life and a place of belonging for everyone. Drawing on both her professional expertise and lived experience as a player, mother, volunteer and leader, she is committed to helping Volleyball England strengthen participation, inclusion, and long-term development across the sport.

Sophie Szysko



Sophie Szysko is a highly experienced finance and risk professional currently serving as Vice President – Risk Appetite Lead at J.P. Morgan Chase, where she works directly with Legal Entity Board Committees on governance, regulatory reporting, and strategic risk management. Prior to this, she held senior roles at Lloyds Banking Group specialising in financial recovery planning, analytics, and organisational transformation.

Alongside her professional career, Sophie has been an active member of the volleyball community for more than 20 years, progressing through grassroots, junior, senior, national league, and international pathways across both indoor and beach volleyball. She has also served as an executive member for leading UK clubs, giving her valuable insight into the operational and financial challenges facing the sport.

Sophie is standing for election to help support the long-term growth and sustainability of volleyball in England. She brings a combination of elite athlete experience, strategic oversight, financial expertise, and a strong commitment to ensuring future generations continue to benefit from the opportunities the sport can provide.

2. Reappointed Directors – For information only.

Jill Osleger



It has been a truly rewarding experience serving on the Board so far. As someone relatively

new to the sport, I have felt incredibly welcomed, reflecting what I so often hear, that volleyball is defined by its inclusivity, strong sense of community, and genuine feeling of belonging.

I have enjoyed contributing to Board discussions as we track progress against our ambitious 10-year *Game On* strategy, while listening to members' perspectives and shaping ways to further enhance our progress. There is tremendous potential across all formats of the game. I am particularly passionate about sitting volleyball, given my background in inclusive sport, and was inspired by the fantastic atmosphere at the Queen and King of the Court event in London.

Over the past two years, I have also worked closely with the Volleyball England Foundation, attending Board meetings, strengthening links with Volleyball England. There is significant potential to build on this work and I look forward to continuing to collaborate with Chair Greg, Secretary Janet and the wider team.

I am equally inspired by the Hub team, where individuals are developing their potential while making a meaningful contribution to the sport. It is an exceptional team, led by Charlie and Guin, whose passion, dedication, and commitment make a real difference and we are incredibly fortunate to have them.

Looking ahead I hope we continue to grow, challenge ourselves, and build on our journey to become the best version of our sport. I am motivated to play my part, inspired by volleyball and by the people who make it thrive.

3. Delivery Leads – In accordance with and in support of ordinary resolution group 3.

Richard Burbedge – Officials Delivery Lead



Volleyball has played a central role in Richard Burbedge's life for over 15 years, shaping both his personal and professional journey. The sport has broadened his horizons, created

lasting memories, and enabled him to build strong networks and relationships. In recognition of his contribution, he was named Referee of the Year in 2016.

As a Grade 1 (National) Referee, Richard has spent eight years contributing to the Officials Working Group, gaining a strong understanding of the vital role it plays in supporting volleyball delivery across England. He is deeply committed to the continued growth of the sport at both domestic and international levels.

Professionally, Richard has over 20 years' experience in financial services, leading complex projects and operational teams while working closely with senior stakeholders and regulators. Having recently taken a career break to focus on personal pursuits, he now seeks to dedicate more time to volleyball.

Richard would be honoured to serve as Officials Delivery Lead and contribute further to the sport he is passionate about.

Lenny Barry – Officials Delivery Lead



Lenny Barry is a Grade 1 (National) Referee officiating across Super League, all levels of the National Volleyball League, BUCS, and local leagues.

He is a Referee Tutor and serves as Regional Referee Administrator for the North West. Internationally, he is a CEV Supervisor and FIVB Technical Delegate Assistant, giving him extensive knowledge of the sport from grassroots to world level.

Lenny is passionate about growing and strengthening the referee workforce. He believes in recruiting, supporting, and developing referees at all levels to help them achieve their potential and ambitions.

He advocates for expanding the wider officiating workforce including Developers, Observers, and Referee Administrators to provide better support throughout referees'

careers. He also recognises the importance of creating flexible pathways that accommodate different goals, abilities, and levels of commitment.

Lenny believes that with sustained investment, collaboration, and clear progression routes, the officiating system can continue to improve, delivering a stronger service to clubs, competitions, and referees alike.

Jane Ashbrook – Children & Young People Delivery Lead



Jane Ashbrook is an experienced volleyball player, coach, educator, and healthcare professional with a strong commitment to the development of children and young people in sport. She is the Founder and Head Coach of Frodsham Junior Volleyball Club, where she has created an inclusive, supportive, and thriving environment for young athletes.

Jane also serves as Secretary and Coach for the North West Volleyball Association, contributing to athlete development across the regional pathway.

Alongside her work in volleyball, Jane is an Associate Professor of Physiotherapy at Liverpool Hope University and a practising physiotherapist. Her professional expertise informs her coaching approach, with a strong focus on physical literacy, injury prevention, and long-term athlete development.

Jane is passionate about creating positive sporting experiences that prioritise wellbeing, inclusion, belonging, and personal growth. She brings strong leadership skills, a collaborative approach, and a deep understanding of youth development, and is dedicated to helping young people realise their potential through volleyball.

Richard Harrison – Coaching Delivery Lead



Richard Harrison is a former player who competed at junior, regional, and National Volleyball League level, and has over 50 years' experience as a coach. He is also an established tutor and assessor for coaching qualifications.

His previous roles include Junior Development Officer and Regional Coaching Administrator for the Yorkshire Volleyball Association. He has also served on the former Coaches Commission, both as a member and lead, completing his term in 2015.

Richard joined the Volleyball England Executive Board in 2018 as Champion for Coaching and Diversity. Since the introduction of the Game Plan, he has chaired the Volleyball for Life Subgroup, and contributed to the development of the People Plan and Workforce Pathways, including coaching structures.

His current Board term concludes in June 2026.