

Volleyball Development Plan

2022-2025

Background

Volleyball Isle of Man Association was first formed in 2021 and approved as an Area Association of the North West by Volleyball England on 23rd July 2021. Volleyball Isle of Man Association is affiliated to Volleyball England and the North West Volleyball Association and currently has three teams playing in a local league on Friday evenings, as well as Isle of Man representative men's and women's teams who participate in Volleyball England's National Cup/Shield.

Volleyball Isle of Man Association was established to develop, promote and improve the sport of volleyball in the community for male and female participants, of all ages and abilities. The aims of the Association are to grow the game of volleyball on the Isle of Man, in all of its forms, including indoor volleyball, beach volleyball and sitting volleyball. This development plan has been created to plan a strategic vision for the next three years to help grow the sport, with the long-term aim of being able to have both an adult and junior league running on-Island, as well as creating a sustainable coaching and officiating workforce to enable the growth of the sport.

Welfare/Safeguarding

Volleyball Isle of Man Association currently have a Child Protection Policy in place (which is in alignment with the Volleyball England Child Protection Policy) and a Welfare Officer.

One of the key aims of the Association over the next three years is to establish regular junior training sessions with a view to building a sustainable and thriving junior section that supports and helps grow adult participation within the game as juniors transition into senior participation. In order to do this, safeguarding must be of paramount importance and all coaches, helpers and volunteers working with children and young people must be aware of our Child Protection Policy and agree to abide by it. All individuals involved with coaching children and young people must have the appropriate qualifications, including a DBS and have attended a relevant Safeguarding Awareness training course within the preceding three years, updating these qualifications as required.

Volleyball Isle of Man Association will keep records of qualifications of all coaches and individuals involved with junior training sessions in a register/database to ensure they can be monitored and timely reminders sent to individuals to ensure they remain appropriately qualified to be delivering sessions for juniors.

Governance

Volleyball Isle of Man Association is currently the recognised Governing Body of Sport on the Isle of Man for all forms of volleyball and is currently run by a Committee, who meet regularly to administer all business relating to the Association. The Association organises and administers the local senior volleyball league on the Island which is run on Friday evenings from September through to May.

Participation

The original club was formed with just 7 members several years ago and has developed to the point in 2021 of having 3 teams involved in the local mixed league run by the Association. In 2020, there were 34 senior members with no juniors and this has grown to 46 members, including 6 junior players in 2021. The Association is hoping to have sufficient interest to expand the local league further to 4 teams in 2022. In order to continue to grow the sport, the Association is committed to introducing regular junior sessions and to try to attract further senior players to play the game with a view to running separate women's, men's and mixed local leagues in the future.

This is the first year that there has been a summer break and we are looking to align our local leagues to the volleyball season in the UK, running from September to May in 2022. Over the summer break, we are running open senior sessions in the usual Friday NSC training slot to continue training in a more social aspect and to encourage new participants to join the game, prior to the season starting in September.

Performance

Isle of Man representative womens and mens teams were formed in 2021 and competed in the Volleyball England National Cup/Shield in 2021 for the first time. The intention is for these teams to continue to compete in these competitions to improve the standard of volleyball on the Island, whilst not affecting the local Isle of Man league.

In 2022, we are looking to attract and host more on-Island competition for both the Isle of Man representative teams and for local teams to encourage participation, improve performance and promote the game of volleyball. In May 2022, we hosted our first ever UK invitational tournament with one womens team and two mens teams competing against two North West regional clubs. In October 2022, we have arranged for Warrington Wolves club to bring multiple teams over to the Island to play against our local teams and clubs to provide greater opportunity for participation for all current members and to grow interest in the game.

Coaching

There are currently three coaches involved in facilitating volleyball sessions across the various teams. There is currently only one qualified Level 1 coach on the Island and this is a key area and focus of development to ensure we have appropriately qualified and experienced coaches to deliver sessions to grow the game. We are looking to organise a Volleyball England Level 1/assistant coach course in 2022 on-Island, with an aim of getting 10 additional coaches qualified to deliver volleyball to help grow the game. There is also the option to attend an assistant coach award in the UK if there are not sufficient numbers to deliver an on-Island course.

Coaching is a key area to develop our sport over the next three years and the initial focus in Years 1 and 2 is to grow the pool of Level 1/assistant coaches. In Year 3 and subject to interest, the aim will be to send current Level 1/assistant coaches to the UK to complete the Level 2 qualification.

Officiating

Currently there are no qualified referees on the Island but this is not a requirement for local leagues and the requirement from the Association is that each club must provide a referee to ensure local league fixtures can be run.

The Association will support any individual wanting to qualify as a volleyball referee and will actively look to recruit individuals to complete the Grade 4 Referee course. This will depend on course dates and organisation by Volleyball England, as there are currently no scheduled courses. The Association will also support any individual wanting to progress their refereeing qualifications and assist in arranging assessments to achieve Grade 3 Regional or Grade 3 National refereeing status.

Facilities

The Association currently utilises two venues for indoor volleyball on the Isle of Man, which include The Hub in Onchan and the National Sports Centre. The Association also utilises facilities at Port Erin Beach for beach volleyball.

The Association is due to undertake a facility audit to explore what other venues may be a possibility to use in the future as the sport expands and regional venues may be required, if available.

Equipment

There is limited equipment required to play volleyball which is what makes the sport easily accessible. The Association provides a volleyball net for use at The Hub in Onchan and volleyballs for both training and competition. As and when further facilities are required and available to be utilised, additional equipment (e.g. nets) may be required to be purchased to enable the continued growth of the sport.

Disability Sporting Opportunities

Sitting volleyball is an adaptation of indoor volleyball and is another discipline of the sport that promotes inclusivity to enable disabled players to participate. Volleyball Isle of Man Association would like to offer the opportunity for all individuals to play sitting volleyball within the next three years to ensure the sport is inclusive for all.

Anti-Doping Compliance

The Association adopts and complies with the National Governing Body of Sport (NGB), Volleyball England's Anti-Doping Policy which is detailed in Volleyball Isle of Man Association's Anti-Doping Policy.

Equality, Diversity and Inclusion

The Association has an Equality Policy to ensure that all present and potential members of Volleyball Isle of Man Association are treated fairly and that there is open access for all those who wish to participate in the sport.

Marketing/Communications

The Association currently appoints a Social Officer whose remit is to promote the activities of the Association, to deliver the fundraising strategy and to coordinate media and marketing campaigns with the aim of increasing membership.

Key priorities and objectives within this area include:

- Retaining and fostering the relationship with our current sponsor
- Setting up a Volleyball Isle of Man Association website to improve communication with members and the wider public
- Raise Volleyball Isle of Man Association's profile through submission of articles to newspapers and promotion of activities on social media, including live-streaming matches where relevant

Year	2022-2023					
Area of development	Key Objectives	Actions to Deliver Objective	Success Criteria for Actions	Person Responsible	Time Scale	Total cost to achieve objective
Welfare/ Safeguarding	Ensure all coaches working with children or young people have completed a relevant Safeguarding course within the last 3 years and have an appropriate DBS check	- Identify all individuals (coaches or volunteers) who will be in contact with children or young people - Utilise IOM Sport Coach Education Programme workshops/courses for Safeguarding training and VBE for DBS checks - Create database/register of all coaches/volunteers working with children and young people to monitor qualification expiry dates and send timely reminders to renew	All individuals that come into regular contact with children or young people have the appropriate and required qualifications	VBIOM Association Secretary	August 2022	£0
Coaching	Increase the number of VBE Level 1 coaches/assistant coaches	- Identify individuals interested in completing the course - Either send individuals away to a course based in the UK (less than 10) or host a course on-Island through a VBE tutor (if 10 or more individuals)	- All individuals that attend the course assist with delivery of training sessions throughout the year - Increase the number of L1 coaches on-Island by 3	VBIOM Association Secretary	March 2023	£1,350 (£150pp course costs, £300pp for off-Island travel)
Participation	- Increase the number of adult members and teams competing in the VBIOM Association league through running open sessions over the summer - Align the current VBIOM Association league to the same season as the UK - Host junior training sessions alongside Friday evening league to introduce junior participation within the sport - Arrange and host a friendly tournament on-Island for all adult	- Host open sessions on Fridays throughout summer and advertise these via social media to attract new players - Organise VBIOM Association league, aligning fixtures and dates to VBE - Gain commitment from current appropriately qualified coaches and volunteers to run regular junior sessions - Contact Warrington Wolves and arrange date for tournament, involving all clubs and teams from on-Island	- Grow the number of teams playing in the VBIOM Association League from 3 to 4 in 2022 and recruit a minimum of 4 new consistent adult members to the sport - The VBIOM Association league runs from September to May to come in line with VBE - Double number of junior members from 6 to 12 - All adult members from any club get the opportunity to play against an off-Island team and to raise the profile of the game of volleyball	VBIOM Association Secretary	March 2023	£600

	members involved in the game to play against off-Island competition					
• Performance	• Enter an Isle of Man representative senior mens and womens team into the VBE National/Cup Shield	• Host trials and training sessions for team selection • Have a minimum of one training session per week for each team	• Entering IoM representative mens and womens teams into the competition and achieving an opportunity to play in a second round	• VBIOM Head Coach	• March 2023	£16,800
• Facilities	• Undertake facility audit across the Island	• Identify and undertake audit of all facilities across the Island that could host any disciplines of volleyball (sitting, indoor or beach)	• Create a directory of all possible venues that can host any discipline of volleyball, as well as identifying any equipment or changes required to enable them to do so	• VBIOM Association Secretary	• March 2023	£0
• Marketing/Communication	• Set up a website for VBIOM Association • Retain/foster relationship with current sponsor	• Source website provider/host and decide content/design of website • Meet regularly with sponsor to discuss expectations	• Have a functional website where members and non-members can go to find out further information about volleyball on the Island • Continue to receive funding from sponsor	• VBIOM Social officer	• March 2023	£144
2022-23 Total costs to achieve objectives				£19,494		

Year	2023-2024					
Area of development	Key Objectives	Actions to Deliver Objective	Success Criteria for Actions	Person Responsible	Time Scale	Total cost to achieve objective
• Welfare/ Safeguarding	• Ensure all coaches working with children or young people have completed a relevant Safeguarding course within the last 3 years and have an appropriate DBS check	• Identify all individuals (coaches or volunteers) who will be in contact with children or young people • Utilise IOM Sport Coach Education Programme workshops/courses for Safeguarding training and VBE for DBS checks • Monitor qualification expiry dates and send timely renewal reminders to coaches/volunteers working with children and young people	• All individuals that come into regular contact with children or young people have the appropriate and required qualifications	• VBIOM Association Secretary	• March 2024	£0
• Coaching	• Increase the number of VBE Level 1 coaches/assistant coaches	• Identify individuals interested in completing the course • Either send individuals away to a course based in the UK (less than 10) or host a course on-Island through a VBE tutor (if 10 or more individuals)	• All individuals that attend the course assist with delivery of training sessions throughout the year • Increase the number of L1 coaches on-Island to 10	• VBIOM Association Secretary	• March 2024	£2,500
• Officiating	• Train a number of members as VBE Grade 4 referees	• Identify individuals interested in completing the course • Identify relevant VBE Grade 4 course for members to attend in the UK	• All individuals that attend the course assist with refereeing in the VBIOM Association league throughout the year • Increase the number of qualified Grade 4 referees on the Island to 4 (one per club)	• VBIOM Association Secretary	• March 2024	£1,440 (£60pp course fee, £300pp off-Island travel)
• Participation	• Introduce volleyball to Island secondary schools • Run regular youth sessions (within a defined season) • Continue to increase adult membership and host an annual friendly tournament on-Island	• Provide volleyball training, equipment and coaching resources (£55 per resource pack) to school coaches • Offer VBIOM coaches to run sessions in schools • Determine length and format of junior season (timings of regular training sessions and competition format) as well as age range and split of teams	• Host at least one volleyball session in a secondary school on-Island, ideally targeting trying to reach 3 schools in the first year • Facilitating regular junior sessions throughout the year and introducing a competitive element (league or end of season tournament) • Aim to have close to 18 regular junior players involved in the sport	• VBIOM Association Secretary	• March 2024	£1,750

		• Contact Warrington Wolves or other local club regarding bringing teams to the Island and arrange tournament in conjunction with local clubs and teams • Continue to advertise open sessions for beginners/new members to attend	• Grow adult membership of the game to over 50 • All adult members from any club get the opportunity to play against an off-Island team and to raise the profile of the game of volleyball			
• Performance	• Enter an Isle of Man representative senior mens and womens team into the VBE National/Cup Shield	• Host trials and training sessions for team selection • Have a minimum of one training session per week for each team	• Entering IoM representative mens and womens teams into the competition and achieving an opportunity to play in a minimum of the second round	• VBIOM Head Coach	• March 2024	£16,800
• Governance	• Development of more clubs on-Island	• Determine if there are sufficient volunteers across clubs to constitute clubs properly • Assist clubs with set-up and affiliation to VBIOM Association and VBE	• Aim to have a minimum of 3 fully constituted clubs running on-Island, with a view to setting up a fourth club in the near future	• VBIOM Secretary	• March 2024	£0
• Marketing/Communication	• Retain/foster relationship with current sponsor • Maintain website and social media to raise presence of volleyball on the Isle of Man	• Meet regularly with sponsor to discuss expectations • Ensure social officer is posting regular website and social media updates	• Continue to receive funding from sponsor • Have a functional website and social media presence that promotes the sport of volleyball on the Island	• VBIOM Social officer	• March 2024	£0
2023-24 Total costs to achieve objectives					£22,490	

Year	<u>2024-2025</u>					
Area of development	Key Objectives	Actions to Deliver Objective	Success Criteria for Actions	Person Responsible	Time Scale	Total cost to achieve objective
• Welfare/ Safeguarding	• Ensure all coaches working with children or young people have completed a relevant Safeguarding course within the last 3 years and have an appropriate DBS check	• Identify all individuals (coaches or volunteers) who will be in contact with children or young people • Utilise IOM Sport Coach Education Programme workshops/courses for Safeguarding training and VBE for DBS checks • Monitor qualification expiry dates and send timely renewal reminders to coaches/volunteers working with children and young people	• All individuals that come into regular contact with children or young people have the appropriate and required qualifications	• VBIOM Association Secretary	• March 2025	£0
• Coaching	• Provide opportunity for current VBE Level 1 coaches to upskill and attend a VBE Level 2 course	• Identify individuals interested in completing a L2 course • Identify a suitable VBE L2 course in the UK for individuals to attend	• All individuals that attend the course assist with delivery of training sessions throughout the year • Have a minimum of one VBE Level 2 qualified coach on the Island	• VBIOM Association Secretary	• March 2025	£1,050 (£450pp course fee, £300pp off-Island travel x 2 trips)
• Officiating	• Train further members as VBE Grade 4 referees • Offer opportunity to any Grade 4 referees to qualify as a Grade 3	• Identify individuals interested in completing the Grade 4 course and any individuals suitable to be upgraded to Grade 3 • Identify relevant VBE courses for members to attend in the UK and VBE observation for those wishing to progress to Grade 3	• All individuals that attend the course assist with refereeing in the VBIOM Association league throughout the year • Increase the number of qualified Grade 4 referees on the Island to 8 (two per club) • Have a qualified Grade 3 referee on-Island	• VBIOM Association Secretary	• March 2025	£1,440 (£60pp course fee, £300pp off-Island travel)
• Participation	• Expand volleyball in Island secondary schools	• Provide volleyball training, equipment and coaching resources (£55 per resource pack) to school coaches	• Increase volleyball being played at secondary schools, with a target of facilitating sessions in 5 schools	• VBIOM Association Secretary	• March 2024	£1,550

	• Run regular youth sessions (within a defined season) • Continue to increase adult membership and host an annual friendly tournament on-Island • Consider splitting the adult league into a mixed, mens and womens league season if sufficient numbers to do so	• Offer VBIOM coaches to run sessions in schools • Determine length and format of junior season (timings of regular training sessions and competition format) as well as age range and split of teams • Contact Warrington Wolves or other local club regarding bringing teams to the Island and arrange tournament in conjunction with local clubs and teams • Continue to advertise open sessions for beginners/new members to attend	• Continuing regular junior sessions throughout the year and running a regular junior league or end of season festival/tournament • Aim to have close to 24 regular junior players involved in the sport • Grow adult membership of the game to over 60 (5 teams within adult league) • All adult members from any club get the opportunity to play against an off-Island team and to raise the profile of the game of volleyball			
• Performance	• Enter an Isle of Man representative senior mens and womens team into the VBE National/Cup Shield	• Host trials and training sessions for team selection • Have a minimum of one training session per week for each team	• Entering IoM representative mens and womens teams into the competition and achieving an opportunity to play in a second round	• VBIOM Head Coach	• March 2025	£16,800
• Disability Sporting Opportunities	• Offer sitting volleyball sessions to enable disabled participants to take place, as well as offering the third discipline of the sport to ensure VBIOM Association is a fully inclusive sport	• Upskill current L1 coaches and Grade 4 referees by providing CPD as required to understand the rules and requirements of sitting volleyball to enable delivery • Hire out hall and advertise sitting volleyball sessions widely within the community to attract new participants (both able and disabled) to play the sport	• Host one sitting volleyball session per month • Attract 12 new players to the game via this alternative discipline in Year 1, looking to grow this in future years with a view to organising a sitting volleyball end of season festival or regular league	• VBIOM Association Secretary	• March 2025	£500
• Marketing/Communication	• Retain/foster relationship with current sponsor • Maintain website and social media to raise presence of volleyball on the Isle of Man	• Meet regularly with sponsor to discuss expectations • Ensure social officer is posting regular website and social media updates	• Continue to receive funding from sponsor • Have a functional website and social media presence that promotes the sport of volleyball on the Island	• VBIOM Social officer	• March 2024	£0
2024-25 Total costs to achieve objectives					£21,340	