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Forward

The vision for Volleyball in England is a vibrant and modern sport, thriving at all levels from grass roots participation to high performance and in many and diverse communities. In this future local, regional and national leagues flourish and deliver an attractive and marketable product and our national teams are competing with credibility on the World stage. The sound of hand on ball can be heard in the school playground and college gym, from the beaches and parks to city centres and village halls. In the civil services and in the corporate sector, boys, girls, men, women, young and old, sitting and standing, people are playing everywhere.

Volleyball today is in the enviable position of having secured a significant increase in central funding for grass roots and community development through its Whole Sport Plan. This signals the start of a programme of serious reform and regeneration with the aim of laying foundations for an Olympic legacy and moving Volleyball closer to realising its vision. At the heart of this process is the need to provide clear and seamless pathways for players to participate and develop to an agreed technical model from their first exposure through to the moment they retire and beyond. The delivery of these pathways is the primary challenge for the sport and requires a real understanding of the interdependence of all the contributing factors. Success will be defined by our ability to work together to ensure the integration of key partners to deliver both infra-structure and supporting resources.

Clubs, Education and Talent Development provide the three primary strands for the delivery of Volleyball and the further development of the existing infra-structure within each of these will undoubtedly move volleyball forward. However, the development of structures that are both robust and sustainable in the long-term will depend on the links that can be built between each of these at every level of the player pathway. Success in the implementation of this structure also depends on the provision of a number of key support elements that operate across each of these areas. The provision of appropriate and well administered **Competitions & Events** is a critical aspect of the sports future development and with growth in all of these areas comes a need to anticipate demand in terms of the supporting workforce that is required. In this way the development of **Coaching, Refereeing & Officiating** and **Volunteers** should look towards servicing the needs of the developing structures in the three strands and more closely align itself to future growth in these related areas. Finally, the diversity of our sport and the number of contributing elements highlighted above demands an active approach towards effective **Communication & Promotion, Equity** and **Administration**.

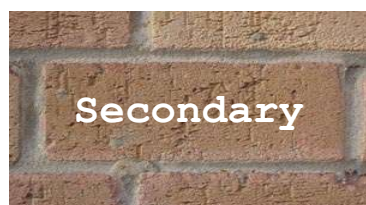
This ambition is a challenging one indeed and will require us to do things differently and do different things. It needs an investment of energy and support that surpasses all previous efforts galvanising all of those with a stake in the future of our sport. Regional/County Associations and local clubs are the key agents in delivering this change and the degree of engagement here will ultimately determine the success of the outcome.

Craig Handford
National Development Manager

SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)



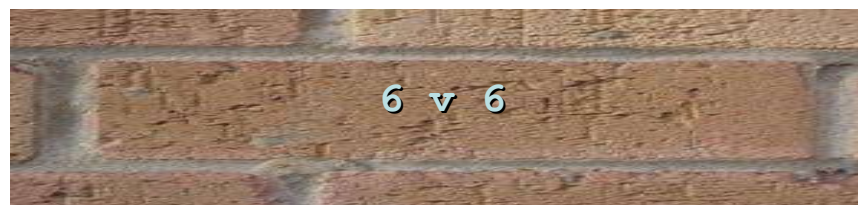
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coaching - refereeing - volunteers - competitions - events - promotions -



competitions - events - refereeing - promotions - finance - administration -



Introduction

The South West Volleyball Association is one of the strongest in the country. It has a well structured, hard working and effective executive committee that meets regularly to administer the delivery of volleyball across the region. There are strong links between the Regional Association and the National Governing Body and every effort is made to stay abreast of the developments that are occurring in our own and indeed every sport across the country.

We have an enviable record in every facet of the committee's work and are proud to have:

- amongst the highest number of registered players, coaches and referees across the regions each year
- a strong regional competition structure with junior grand prix events, junior championships, senior leagues, an annual senior championship for men and women and an annual veterans event
- an excellent history of success in national junior competitions
- the best natural facilities in the country for the development of Beach Volleyball

We recognise the need to work hard to maintain this record and to this end the Association has committed its efforts to the creation of a new Development Plan that will take it forward over the next three years.

We need to adapt our existing good practice to ensure that it meets the new demands of the modern sports' structure. This will include establishing clear and coherent links between the Region's plans for the future and the WSP of the EVA. Furthermore, it will require us to make sure that all plans are disseminated to the "areas" across the region so that the national picture is delivered at a local level.

We must ensure that we create and develop contacts with each of the County Sports Partnerships within the region and in so doing offer innovative ideas that will help meet the targets that have been set by Sport England.

Finally we must create a rigorous monitoring process that will help gather the information that is required to provide evidence of our success.

Our aims are in keeping with those of all NGB's across the country but we will keep in mind that all good intentions are measured by actions.

Graham Pearson
Chairman SWVA

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)*

1. Club Development

Clubs are traditionally the bedrock of Volleyball in England and will continue to form a critical strand of the infra-structure for delivery. The future of clubs lies in their ability to provide a quality environment for players and to develop partnerships with other key agencies to extend provision throughout the player pathway.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths: Clubs are able to access good competition in a strong regional structure

Weaknesses: No paid professionals, distances between centres of population

Opportunities: Chance to promote Volleyball 1,2,3 awards

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**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

1.1 Youth					
Objectives		Actions	Partners	Timescale	Resources
1.1.1	Increase the number of young people playing club volleyball	<ul style="list-style-type: none"> Encourage existing clubs to set up club/school links 	Local Authority SDGs PDMs CSCs	10% of region's clubs per year starting in 2007	Self funding
		<ul style="list-style-type: none"> Work with SSCO's to promote volleyball within partnership 	Major regional clubs	As above Start of 2007	Self funding
		<ul style="list-style-type: none"> Establish talent identification days 			3 days hall hire £750
1.1.2	Increase leadership development opportunities	<ul style="list-style-type: none"> Run CSLA volleyball courses 	Sports Colleges EVA	3 of each of these across the region each year starting in 2007	Tutors and hall hire £2,700
		<ul style="list-style-type: none"> Run junior/level 4 referee courses 	EVA		Tutors and hall hire £2,700
		<ul style="list-style-type: none"> Run level 1 coaching courses 			As above £2,700
1.1.3	Increase competition opportunities	<ul style="list-style-type: none"> Increase number of club junior entries to local competitions Increase number of club junior entries to regional competitions Increase number of club junior entries to national competitions 	Local assoc's CSCs EVA	1 per local league for 3 years 10% up each year for 3 years As above All starting in 2007	All self funding

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)*

		1.2 Adult			
Objectives		Actions	Partners	Timescale	Resources
1.2.1	Increase the number of accredited clubs in the region	<ul style="list-style-type: none"> Major clubs to gain accreditation (3 initially for the region) Establish a concessionary rate scheme for accredited clubs Publicise the benefits of accreditation on the SWVA website and Time Out magazine 	<p>Volleyball England</p> <p>SWVA website SWVA</p> <p>SWVA</p>	<p>Starting in 2006, 3 by 2007 season June 2007</p> <p>Oct 2007</p>	<p>NGB funding?</p>
1.2.2	Increase the competitive playing opportunities for clubs within the region	<ul style="list-style-type: none"> Create novice events in specific areas of the region Create women only novice events Create a county championship 	<p>SWVA</p> <p>SWVA</p> <p>Area Assocs</p>	<p>Starting 2007</p> <p>2007 with 1 per year</p> <p>2007 with identified AA's and all areas by 2010</p>	<p>£150</p> <p>£150</p> <p>£3,000</p>

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

1.2.3	Increase the volunteer workforce and improve the knowledge base of club members	<ul style="list-style-type: none"> • Create links between each area and it's appropriate CSP 	SWVA Area Assocs	2007 ongoing	Self funding
		<ul style="list-style-type: none"> • Ensure access for all affiliated clubs to information about generic and sport specific NGB courses 	SWVA website	2007 ongoing	
		<ul style="list-style-type: none"> • Major clubs to share good practice with smaller clubs in each area 	Area Assocs	2007 ongoing	

2. Schools & Education

Education has always valued Volleyball as an ideal vehicle for meeting its aims and has huge potential to contribute to the growth of the sport. Work must continue to develop within this important strand for delivery and should seek to better involve all routes including primary, further and higher education. This said, player development is most effective when further opportunities for extending participation are integrated into an overall provision, here the benefits of linking educational programmes with clubs is clear.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths: A number of very strong volleyball schools in which the sport is established within the core curriculum programme

Weaknesses: Facilities, Higher Education establishments and staff expertise

Opportunities: Broadening of the SSCO programme and inclusion of volleyball in the Active Sports programmes

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

2.1 Youth					
Objectives		Actions	Partners	Timescale	Resources
2.1.1	Increase the number of students that have access to volleyball within their schools' PE programmes	<ul style="list-style-type: none"> Use existing volleyball specialist schools to share good practice with neighbours 	Sports specialist schools	2007 ongoing	Self funding
		<ul style="list-style-type: none"> Create road shows to take volleyball to the schools during the summer term 	Volleyball England	2007 ongoing	Equipment £200 X 3 Transport £200 X 3
2.1.2	Increase leadership development opportunities	<ul style="list-style-type: none"> Organise and run regular CSLA volleyball courses Organise and run level 1 coaching courses Organise and run level 4 refereeing courses 	Sports Specialist Colleges EVA EVA	3 of each of these across the region each year starting in 2007	As per 1.1.2
2.1.3	Increase competition opportunities	<ul style="list-style-type: none"> Work with Local Authorities to establish volleyball as a sport within central league structures Create county schools' competitions Promote regional age group competitions to a wider audience 	LA SDG's County sports assoc SWVA website CSP's	2007 ongoing 2007 ongoing 2007 ongoing	Self funding
2.2 Adult					

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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Objectives		Actions	Partners	Timescale	Resources
2.2.1	Increase the number of volleyball proficient staff in the teaching profession	<ul style="list-style-type: none"> • Work with HE establishments to ensure that EVA coaching courses are run regularly for students entering teaching 	HE sports programmes Volley 1.2.3 clubs CSP's	2007 ongoing Identify appropriate centres to establish 1 per year	Self funding
		<ul style="list-style-type: none"> • Run regular CPD courses for existing staff 	Sports specialist college CPD programmes	2007 ongoing Identify appropriate centres to establish 1 every 3 years	LA CPD provision
2.2.2	Improve the structure of volleyball delivery within HE establishments	<ul style="list-style-type: none"> • Make contact with local HE establishments to conduct a survey of Volleyball opportunities • Provide student associations with access to coach development opportunities • Link coaches with HE establishments to work with specific levels of performance 	Volleyball 1.2.3 clubs Area associations Volleyball 1.2.3 clubs	2007 2007 ongoing Identify appropriate centres to establish 1 per year 2007 ongoing	Admin costs

3. Talent Development

For those who demonstrate a talent, additional opportunities to maximise potential need to be established. Talent Development programs provide a third key strand to the infra-structure and are an important motivation for players to gain additional and unique experiences not available elsewhere in the pathway. Again there is a need to develop within this strand and continue to explore ways to more closely involve the activities of both clubs and education with the development of talent.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths: Good structure in place for girls' squads

Weaknesses: Structure for the boys' squads

Opportunities: Develop a scheme using assistant coaches for each of the squads

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

3.1 Youth					
Objectives	Actions	Partners	Timescale	Resources	
3.1.1 Create new coaching structure for the region including an expansion of the coaching team to include assistant coaches for each squad	<ul style="list-style-type: none"> • Advertise/promote on the SWVA website • Write new programme 	Coaching officer SWVA Squad coaching teams	June 2007 for following season As above		
3.1.2 Raise the profile of the RTDP with the region's schools and clubs	<ul style="list-style-type: none"> • Establish a presence at the region's junior events • Identify appropriate schools in the region and establish direct contact 	Squad coaching teams Squad coaching teams	2007 ongoing 2007 ongoing		
3.1.3	<ul style="list-style-type: none"> • • 				

4. Competitions & Events

Competitions & events are critical elements in the player development pathway, for many they provide the primary motivation for participation and can in themselves drive progression in other areas. The evolution of this element should service the needs of the player pathway and should proceed hand-in-hand with development of each of the parts of the delivery structures outlined in the previous sections.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths Excellent senior league and cup competition structure

Weaknesses County based competitions

Opportunities Work with CSP s to create county competitions and “beach” events

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

4.1 Youth					
Objectives		Actions	Partners	Timescale	Resources
4.1.1	Create a county based league for U19 boys and girls	<ul style="list-style-type: none"> Audit the potential for U19 leagues in each of the Area Associations Establish common competition format Advertise competition in appropriate area associations 	SWVA JDO SWVA competition secretary CSPs	3 counties for 2007/08 season Increase by 1 county each year	
4.1.2	Create an Inter-County Championships for the league winners from each area association	<ul style="list-style-type: none"> Organise competition at a central venue 	SWVA JDO	End of 2007/08 season.	
4.1.3	Create a "beach" competition series	<ul style="list-style-type: none"> Audit area associations to seek support for the running of events Establish common competition format Advertise competition in appropriate area associations 	SWVA beach rep SWVA competition secretary and beach rep CSPs and SWVA	3 events by the end of 2007/2008 season	
		<ul style="list-style-type: none"> 			

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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5. Coaching

The development of coaching should aim to deliver the right coach to the right place at the right time. As with competitions, the needs of the player pathway should dictate both the development and deployment of appropriately trained coaches in each of the delivery strands and at each level.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths The region has amongst the highest number of registered coaches in the country

Weaknesses We have only a few top level coaches to develop the performance level of our sport

Opportunities To establish regular coaches' conferences and a mentoring system to work with the top teams and players in the region

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)**

5.1 Youth					
Objectives		Actions	Partners	Timescale	Resources
5.1.1	To stimulate the interest of young people in Coaching	<ul style="list-style-type: none"> Ensure all SWVA personnel associated with youth development (under 18) complete a CRB check 	EVA, SWVA, CRB	End of 2007	£250
		<ul style="list-style-type: none"> Provide Coaching Classes / workshops at SWVA Youth competitions, Tournaments and training camps 	JDO, Competition organisers, Junior coaches, Coaches Sec, Senior SWVA coaches	<ul style="list-style-type: none"> 2 sessions by end 2007 on-going 2 sessions per year 	£100 £100
5.1.2	Increase adult coaching development opportunities	<ul style="list-style-type: none"> Support the running of CSLA volleyball courses Support the running of level 1 coaching courses Run level 2 coaching courses, to be moved around the region 	Sports Colleges EVA EVA	3 CSLA and level 1 each year starting in 2007 1 level 2 each year in the region	£25 £25 £25
5.1.3	Raise the profile of volleyball coaching in schools by providing opportunities to support the delivery of units of work in BTec qualifications	<ul style="list-style-type: none"> Identify Sports Specialist Colleges CSP's Audit schools where volleyball is played to ascertain which ones deliver BTec qualifications Support establishment of courses in specific schools that cover this work 	Sports Specialist Colleges CSP's	Audit in 2007 with first courses of this kind delivered in 2008	£25 £100 £25

6. Refereeing & Officiating

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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In a similar way to coaching, the development of refereeing and officiating should be needs other areas of the player pathway. In other words, the driving force behind the development of referees should be the evolution and operation of competition programmes that support player development. There is a need to anticipate demand and ensure that programmes are in place to deliver appropriately trained personnel at each level.

CURRENT PROVISION

SWVA recognises the fact that its referees are a valuable asset. It is imperative for the game as a whole that all referees involved with SWVA league and tournaments attain the Grade 3R referee certificate or Grade 3 (Beach). All referees are encouraged to register with the EVA to further develop their refereeing skills.

Impetus will also be achieved by utilising the experience of the referees we already have in the Region. The present referees will be encouraged to form a mentoring partnership with others who wish to reach higher levels and they can also assist members of clubs in the SWVA Region in understanding the laws of the game.

In addition to referees in the SWVA Region, we would also wish to target ex-players and University / higher / further education students undertaking sports related awards, teachers and young players who would wish to work towards a refereeing qualification.

Strengths: SW Region has a high level of Indoor qualified referees.

Weaknesses: A high proportion of Referees in SWVA region have no aspiration to progress.

SWVA only provides limited regional support for referees in the area. There are only a few qualified beach volleyball referees in the SWVA region.

Opportunities: Get officials involved at SWVA-organised events, and identify potential. Ensure there are sufficient Staff referees available in the SW region to support effective referee and official development at all levels and disciplines.

Threats: Progression of referees and officials must be within a yet to be defined National referee and official development framework.

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
(COLLATED SEPTEMBER 2007)*

6.1 INDOOR VOLLEYBALL					
6.1.1 YOUTH					
6.1.1.1 REFEREEING					
Objectives			Partners	Timescale	Resources
6.1.1.1.1	To stimulate the interest of young people in Refereeing	<ul style="list-style-type: none"> Ensure all SWVA personnel associated with youth development (under 18) complete a CRB check 	VE, SWVA, CRB	<ul style="list-style-type: none"> End of 2007 	£250
6.1.1.1.2		<ul style="list-style-type: none"> Provide Officiating Classes / workshops at SWVA Youth competitions, Tournaments and training camps 	JDO, Competition organisers, Junior coaches, Officials Sec, Senior SWVA referees	<ul style="list-style-type: none"> 2 sessions by end 2007 on-going 2 sessions per year 	£100 £100
6.1.1.1.3	To give youngsters the confidence to Referee	<ul style="list-style-type: none"> Encourage Youth/School team members to officiate at junior matches / competitions with support and guidance 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, Senior SWVA referees	<ul style="list-style-type: none"> 1 event by end 2007 on-going 1 event per year 	£25 £25
6.1.1.1.4	To start them on the Refereeing Ladder	<ul style="list-style-type: none"> Organise Referee junior award Courses 	JDO, SWVA Officials Sec, Ref Com	<ul style="list-style-type: none"> Run 1 award Course in 2007 On-going as required afterwards 	£25 Course self financing
6.1.1.1.5	It is required that an SWVA Referee accompanies each Junior Squad to the Junior Championships and their costs must be	<ul style="list-style-type: none"> Secure sufficient SWVA funding for 2 referees 	JDO, SWVA, Officials Sec, SWVA Referees	<ul style="list-style-type: none"> Provide referees by 2007 and on-going 	£50

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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6.1 - INDOOR VOLLEYBALL					
6.1.1 - Youth					
6.1.1.2 - Scoring					
Objectives		Actions	Partners	Timescale	Cost
6.1.1.2.1	To stimulate the interest of young people in scoring	<ul style="list-style-type: none"> Encourage Youth/School team members to score at junior matches / competitions with appropriate support and guidance 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, SWVA scorers / referees	<ul style="list-style-type: none"> 1 event by end 2007 	£25
				<ul style="list-style-type: none"> on-going 1 event per year 	£25
6.1.1.2.2		<ul style="list-style-type: none"> Provide junior scorers training at SWVA Youth competitions, Tournaments and training camps 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, SWVA scorers / referees	<ul style="list-style-type: none"> 1 event by end 2007 	£25
				<ul style="list-style-type: none"> on-going 1 event per year 	£25

6.1 - INDOOR VOLLEYBALL				
6.1.2 - Adult				
6.1.2.1 - Refereeing				
Objectives	Actions	Partners	Timescale	Cost

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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6.1.2.1	To evaluate the need for referees across the SWVA region	<ul style="list-style-type: none"> Determine registered referee population across SWVA region Determine qualified (non-EVA registered) referee population in SW Compare with club distribution Examine potential for establishing / maintaining a register of active SWVA referees Identify shortages by grade 	SWVA, VE Referee commission	<ul style="list-style-type: none"> Complete by mid 2007 	£20 £50 Nil Nil Nil
6.1.2.2	To improve the standard & quality of Referees in the Region.	<ul style="list-style-type: none"> Encourage attendance at Referee Conference Examine potential to Subsidise/Pay for travelling expenses of Grade IV Referees to attend Referee Conference Set up Web Forum for all active SWVA Referees to exchange ideas & receive advice on Refereeing. All Grade 3N and above referees commit to helping with the improvement of the standard of Grade 3R & 4 refereeing in the SWVA Region 	SWVA, Officials Sec, VE Referee commission, Sponsors/Grant providers	<ul style="list-style-type: none"> 2007 Referee Conference, then ongoing Set up by end of Dec 2006) – SWVA Website & VE Website Monitor hit rate & set goals for access 	Nil £100/yr £50 Nil
6.1.2.3	To raise the profile of Refereeing	<ul style="list-style-type: none"> Target publicity on Competitions and publications (e.g. Newsletter, Website, and Referee of the year). 	SWVA, Officials Sec, Competition organisers	<ul style="list-style-type: none"> Start with next Newsletter Link to Referee workshops 	£25

**SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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6.1.2.4	To encourage all SW clubs to have at least 1 referee qualified to Grade 3R or above.	<ul style="list-style-type: none"> Provide opportunities for referee development across the Region 	SWVA, Officials Sec, Competition organisers, VE Referee Commission, Staff Referees	<ul style="list-style-type: none"> 10% increase in G3R referees by end 2007 	£25
	SW Team Coaches to commit to helping with the improvement of the standard of refereeing in the SW Region.	<ul style="list-style-type: none"> Liaise with coaches across the Region <p>Provide referee input to coach training & development</p> <ul style="list-style-type: none"> Establish an annual SWVA Regional coaching & referee conference (link with SWVA referee conference) 	SWVA, Officials Sec, Coaches Sec, Team coaches, SW Staff referees, EVA Referee Commission SWVA coaching & referee officers	<ul style="list-style-type: none"> Referee representation provided for SWVA region coaches forums and training by end 2007 	£250

6.1 - INDOOR VOLLEYBALL					
6.1.2 - Adult					
6.1.2.2 - Scoring					
Objectives		Actions	Partners	Timescale	Cost
6.1.2.2.1	To stimulate interest in scoring	<ul style="list-style-type: none"> Encourage team members to score at matches / competitions with appropriate support and guidance 	Clubs, Competition organisers, Coaches, Officials Sec, SWVA	<ul style="list-style-type: none"> Encourage use of full score sheets at SWVA Div 1 matches by end 2009 	Nil
6.1.2.2.2	To become self-sufficient in the provision of Scorers within the Region	<ul style="list-style-type: none"> Provide scorers training / awards at SWVA competitions / Tournaments 	Clubs, Competition organisers, Coaches, Officials Sec, SWVA scorers / referees	<ul style="list-style-type: none"> 1 event by end 2007 on-going 1 event per year 	£25 £25

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6.1 - INDOOR VOLLEYBALL					
6.1.2 - Adult					
6.1.2.3 – Staff Referees					
Objectives		Actions	Partners	Timescale	Cost
6.1.2.3.1	To become self-sufficient in the provision Staff referees in the Region	<ul style="list-style-type: none"> Encourage SWVA Region-based Referees to progress through the Referee structure, with appropriate support and guidance 	Officials Sec, SWVA, VE Referee Commission	<ul style="list-style-type: none"> TBD number of staff referees by end 2008 	£25
6.1 - INDOOR VOLLEYBALL					
6.1.2 - Adult					
6.1.2.4 - Mentors					
Objectives		Actions	Partners	Timescale	Cost
6.1.2.4.1	To become self-sufficient in the provision Mentors within the Region	<ul style="list-style-type: none"> Encourage SWVA Region-based Referees to become Mentors, with appropriate support and guidance 	Officials Sec, SWVA, VE Referee Commission	<ul style="list-style-type: none"> TBD number of mentors required by end 2008 	£20

*SOUTH WEST VOLLEYBALL ASSOCIATION REGIONAL DEVELOPMENT PLAN
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6.2 - BEACH VOLLEYBALL					
6.2.1 - Youth					
6.2.1.1 - Refereeing					
Objectives		Actions	Partners	Timescale	Cost
6.2.1.1.1	To stimulate the interest of young people in Refereeing	<ul style="list-style-type: none"> Ensure all SWVA personnel associated with Beach youth development (under 18) complete a CRB check 	VE, SWVA, CRB	<ul style="list-style-type: none"> End of 2007 	£250
6.2.1.1.2		<ul style="list-style-type: none"> Look at the possibility of providing Beach referee workshops at junior Beach competitions in the SWVA region 	JDO, Competition organisers, Junior coaches, Officials Sec, VE Beach referees	<ul style="list-style-type: none"> 1 session in Summer 2007 on-going 1 session per year 	£25 £25
6.2.1.1.3	To give youngsters the confidence to Referee Beach volleyball	<ul style="list-style-type: none"> Encourage Youth/School team members to officiate at junior matches / competitions with appropriate support and guidance 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, Senior SWVA referees	<ul style="list-style-type: none"> 1 event by Summer 2008 on-going 1 event per year 	£25 £25
6.2.1.1.4	To start young people on the Refereeing Ladder	<ul style="list-style-type: none"> Organise Beach Referee junior award Course 	JDO, SWVA Officials Sec, Ref Com, Beach Com, Senior Beach Referees	<ul style="list-style-type: none"> Run 1 award Course in 2008 On-going as required afterwards 	£25 Course self financing £25

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6.2 - BEACH VOLLEYBALL					
6.2.1 - Youth					
6.2.1.2 - Scoring					
Objectives		Actions	Partners	Timescale	Cost
6.2.1.2.1	To stimulate the interest of young people in scoring	<ul style="list-style-type: none"> Encourage Youth/School team members to score at junior Beach matches / competitions with appropriate support and guidance 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, SWVA Beach scorers / referees	<ul style="list-style-type: none"> 1 event by end 2007 on-going 1 event per year 	Nil Nil
6.2.1.2.2		<ul style="list-style-type: none"> Provide junior scorers training at junior/senior Beach competitions, in the SWVA region 	JDO, Clubs, Competition organisers, Junior coaches, Officials Sec, SWVA scorers / referees	<ul style="list-style-type: none"> 1 event by end 2008 on-going as necessary 	£25 £25

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6.2 - BEACH VOLLEYBALL					
6.2.2 - Adult					
6.2.2.1 - Refereeing					
Objectives		Actions	Partners	Timescale	Cost
6.2.2 .1.1	To evaluate the need for beach referees across the SWVA region	<ul style="list-style-type: none"> Determine registered beach referee population across SWVA region Determine qualified (non-EVA registered) beach referee population in SW Compare with competition and club requirements Examine potential for establishing / maintaining a register of active SWVA beach referees Identify shortages by grade 	SWVA, VE Referee commission, Beach Commission	<ul style="list-style-type: none"> Complete by mid 2007 	£25 Nil Nil
6.2.2 .1.2	To encourage the development of Beach Referees at all levels and improve the standard & quality of Beach Referees in the Region.	<ul style="list-style-type: none"> Set up Web Forum for all active SWVA Beach Referees to exchange ideas & receive advice on Refereeing. 	SWVA, Officials Sec, EVA Referee commission, Beach Commission	<ul style="list-style-type: none"> Set up by end of Dec 2006) – SWVA Website & VE website Monitor hit rate & set goals for access 	£50 Nil
6.2.2 .1.3	To raise the profile of Beach Refereeing	<ul style="list-style-type: none"> Target publicity on Beach Competitions Work with Team Bath at Bath University 	SWVA, Officials Sec, Competition organisers, Team Bath	<ul style="list-style-type: none"> Start with next Newsletter Provide player / Referee workshops 	Nil £25
6.2.2 .1.4	To become self-sufficient in the provision of	<ul style="list-style-type: none"> Look at possibility of running of Grade 3 Beach Referee Course (consider subsidising 	SWVA, Officials Sec, Local/Area Associations, EVA Referee & Beach	<ul style="list-style-type: none"> Summer 2008 Formali 	£100

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6.2 - BEACH VOLLEYBALL					
6.2.2 - Adult					
6.2.2.3 - Staff Referees					
Objectives		Actions	Partners	Timescale	Cost
6.2.2.3.1	To become self-sufficient in the provision of beach volleyball Staff referees within the Region	<ul style="list-style-type: none"> Encourage SWVA Region-based Referees to progress through the Referee structure, with appropriate support and guidance 	Officials Sec, SWVA, VE Referee & Beach Commissions	<ul style="list-style-type: none"> TBD number of staff referees by end 2008 	Nil

6.2 - BEACH VOLLEYBALL					
6.2.2 - Adult					
6.2.2.4 - Mentors					
Objectives		Actions	Partners	Timescale	Cost
6.2.2.4.1	To become self-sufficient in the provision of Beach volleyball Mentors within the Region	<ul style="list-style-type: none"> Encourage SWVA Region-based Beach volleyball Referees to become Mentors, with appropriate support and guidance 	Officials Sec, SWVA, VE Referee & Beach Commissions	<ul style="list-style-type: none"> TBD number of mentors required by end 2008 	£50

7. Volunteers

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Like many sports in the UK, Volleyball is acutely aware that much of it's player pathway has and always will be delivered by volunteers be it at club, regional or national level. Future development work in this area should assess the needs of the player pathway in terms of a volunteer workforce and address issues involving both recruitment and retention of key personnel.

CURRENT PROVISION

The South West Volleyball Association would simply not exist without the many volunteers that are involved in the sport and its administration throughout the SW Region.

Strengths: SWVA has what is probably the strongest regional committee in English volleyball. It is entirely composed of a large number of volunteers who donate their time in support of volleyball development in the SW region.

Weaknesses: The time given up by SW Volunteers is completely unfunded. Expenses are largely met through the SWVA League fees paid by member clubs.

Opportunities: Attract & retain volunteers to support Volleyball development in the SWVA region and provide support to SWVA club volunteers.

Look at ways to reward and recognise SWVA Region volunteers

Share good practice with other Regions

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7.1 Youth					
Objectives		Actions	Partners	Timescale	Resources
7.1.1	Broaden the involvement of young people in SWVA activities.	<ul style="list-style-type: none"> Investigate use of the Step into Sport Programme Investigate possibility to involve SW schools Appointment of a schools liaison officer Encourage school staff to become involved with SWVA as part of a two way exchange of skills and abilities to the mutual benefit of both organisations. 	SWVA EVA Workforce Dev	Start 2007	Admin costs £100 Travel costs of volunteer coordinator £500
7.1.2		<ul style="list-style-type: none"> 			
7.1.3		<ul style="list-style-type: none"> 			
		grow and develop in the future			
7.2.3	Retention	<ul style="list-style-type: none"> To ensure effective support and management is available in support of SWVA activities 	EVA	Start 2007 and ongoing	Courses £500 Admin £1000 Travel £1000

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7.2.4	Recognition and Reward	<ul style="list-style-type: none"> • Encourage all SWVA volunteers to register with volleyballengland. • To develop and provide appropriate recognition and rewards SWVA volunteers • To ensure that volunteers, managers, coaches and club officials receive adequate training to undertake their roles. • Make financial support available and encourage SWVA officers to undertake a variety of qualifications and acquire skills which can be utilised SWVA. • Create and maintain a register of skills and qualifications for SWVA volunteers 	EVA	Summer 07	<p>Grants to allow SWVA & Area Association officers to take training courses £2000</p>
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7.2.5	Succession planning	Ensure that each SWVA committee position has a job description that includes a responsibility to identify a replacement and complete a suitable handover with that person to ensure management continuity of that committee position.	EVA	Summer 2007	Appoint a deputy for each committee position Self funding
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8. Communication & Promotion

The ability to engage all the major stakeholders in contributing to each of the various areas outlined previously will be significantly enhanced by the development of effective means for communicating and promoting activity. Work in this area also needs to consider working with key partners as well as use of technology in providing improved access to a variety of media.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths The region's association has a long standing newsletter that has a wide distribution.

Weaknesses Electronic communication

Opportunities The SWVA has a website that is ready to develop. There are also a number of clubs that have begun the same process all of which can be supported by a SWVA exemplar of good practice

Objectives	Actions	Partners	Timescale	Resources

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8.1.1	Improve SWVA electronic communication	<ul style="list-style-type: none"> • SWVA website to expand to include all information contained within the association handbook and newsletters • Individual officers working for the association to develop sections for the website 	EVA	Summer 2007	£1000
8.1.2	Develop links with NGB forum for the SW	<ul style="list-style-type: none"> • SWVA executive officer to attend NGB forum meetings • Minutes from meetings to be placed on the SWVA website • Link officer to disseminate SWVA business amongst NGB forum colleagues as and when appropriate 	NGB regional forum	Summer 2007	£600

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8.1.3	Develop links with CSP's	<ul style="list-style-type: none"> • All area officers to establish formal communication with relevant CSP • Post relevant information on the website • Feedback in reports to include communication with CSP's 	CSP's	Summer 2007	£160
8.1.4	Promotion of sport	<ul style="list-style-type: none"> • Improvement of media coverage by production of a media package to assist Area Associations 	VE Area Associations	Summer 2008	£500

9. Equity

Volleyball is one of the most popular sports in the world. Like all true world sports much of its success is due to its inclusiveness and ability to appeal to a diverse populace that cuts across age, ability, gender, race and religion. This valued feature of our sport should be reflected in all areas of the game and work in each aspect should take steps to ensure that where sectors of the membership are under-represented measures are taken to redress the balance.

INSERT RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths All area associations in the region already subscribe to the philosophy of equity

Weaknesses The regional and area associations have no written policies in place

Opportunities To adopt, publicise and promote equity issues and create a regional mechanism for dealing with matters that arise in the SW

Objectives		Actions	Partners	Timescale	Resources
9.1.1	Establish a clear working equity policy for the SWVA	<ul style="list-style-type: none"> Policy to be considered by the executive committee 	EVA	January 2008	Travel to meetings
		<ul style="list-style-type: none"> Policy to be published in the Association's newsletter with an accompanying statement of support by the executive 		May 2008	Officers' time Postage
		<ul style="list-style-type: none"> Equity policy downloads to be made available from the SWVA website 		May 2008	£30
9.1.2	Carry out research to establish which groups are under-represented in the region / local areas	<ul style="list-style-type: none"> Research sample of member clubs to identify participation by target groups 	Local Authorities CSPs Local Associations Volleyball Clubs	September 2008	Postage £30

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9.1.3	Draw up Action Plan based on findings in 9.1.2	<ul style="list-style-type: none"> • Draw up plan • Establish intervention programmes 	A University Sports Department or similar partner	January 2009	Publication and distribution of plan £50 Funding for intervention programmes to be agreed
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10.Administration

Effective leadership and business management is critical in any organisation but particularly in one who's workforce is widely dispersed and at some distance. The success of converting plans into action will depend on the recruitment of key personnel and the ability of those involved to coordinate, motivate, monitor and support. In addition to the engagement of more local organisations, future growth in this area may include the development of action groups perhaps with a remit for development in particular niche elements.

RESEARCH & ANALYSIS OF CURRENT PROVISION

Strengths Strong regional association, commitment of local areas and clubs to the region. Strong local associations. High quality and committed officers.

Weaknesses Association thinly spread, some major areas not covered by organised official volleyball associations, including major city: Bristol, large county: Somerset and large parts of Devon and Dorset. Links with other sports organisations eg CSPs are not well developed

Opportunities Establish new local associations and develop and extend existing local associations to provide wider coverage. Build on good communications to improve with new databases and contacts. Improve benefits of membership and increase numbers of affiliated / registered clubs, coaches and referees

Objectives	Actions	Partners	Timescale	Resources
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10.1.1	Ensure that strong, active local associations exist across the whole region and take responsibility for volleyball development.	<ul style="list-style-type: none"> Develop new official local associations in Bristol and Somerset Ensure that existing local associations serve wider areas eg parts of Devon and Dorset Develop improved links with CSPs, schools and other relevant partners in most areas 	Clubs, Community Sports Partnerships, Local Authorities, Universities	2008 (Bristol) 2009 (Somerset) ongoing ongoing	Officers time – regional and local
10.1.2	Provide enhanced communication – both traditional and on-line.	<ul style="list-style-type: none"> Survey members to establish their communications needs Promote involvement of local associations in the work of SWVA, networking with the region and each other by attending regional meetings Establish and make available robust and effective database of contacts Improve communication via enhanced web site 	Volleyball England Local Associations Volleyball England Office, Local Associations Volleyball England, Clubs, Local Associations	2007 Ongoing 2007 2007	Postage £30 Travel expenses - £150 per regional meeting Room hire £50 per room Officers time Website hosting / management charges £200

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10.1.3	Increase the number of active volunteers and to provide them with high quality training and support	<ul style="list-style-type: none"> Encourage former players and former members of SW Squads to become active volunteers Provide training and support through "Running sport" courses and similar and through mentoring programmes. To re-establish and update good practice guides / handbooks / job descriptions for volunteers (linked to database and web site as above) 	Squad Staff	Ongoing	Officers time
			Sports Coach UK, Sport England, Volleyball England	2008	Subsidy of £100 per course – 5 courses
				2008	