



## OLD CHELTS NETBALL CLUB, 2 Year Action Plan, 2018 – 2020

Aim	Objective	Action	Responsible	Timescale	Resources (INCLUDING COSTS £)	Review
<b>The Playing Programme</b>	<b>Coach Development</b>	Retain senior coach <ul style="list-style-type: none"> <li>- Ensure coaching package is sufficient to ensure Senior Coach returns for more than 1 season</li> <li>- Ensure coach is content and invite feedback to improve setup to ensure their retention</li> </ul>	Committee	<ul style="list-style-type: none"> <li>• September 2018 – September 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Reimbursement of reasonable expenses</li> <li>• Inclusion in committee meetings / decisions with regards to senior team</li> </ul>	End of each season
		Support current coaches to upgrade qualifications	Committee	<ul style="list-style-type: none"> <li>• September 2018 – September 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Club subsidy of Level 1 and 2 coaching qualification</li> <li>• Access to coach mentor</li> <li>• Advertise opportunities on Facebook, members newsletters, via coaches</li> </ul>	Quarterly
		Give junior players opportunities to step onto coaching ladder.	Junior Coaching Lead / Coach Mentor	<ul style="list-style-type: none"> <li>• September 2018 onwards</li> </ul>	<ul style="list-style-type: none"> <li>• Advertise opportunities on Facebook, members newsletters, via coaches</li> <li>• Offer free training in 2<sup>nd</sup> year of volunteering</li> </ul>	Quarterly



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<b>The Playing Programme</b>	<b>Official Development</b>	Increase number of umpires within club: <ul style="list-style-type: none"> <li>• Encourage members to get into umpiring</li> <li>• Advertise on Facebook &amp; in newsletters etc</li> <li>• Remind members that club will subsidise training</li> <li>• Ensure support / mentor available to those who show an interest</li> </ul>	Committee	<ul style="list-style-type: none"> <li>• September 2018 - before start of 2020/21 season</li> </ul>	<ul style="list-style-type: none"> <li>• Subsidise EN Courses</li> </ul>	Termly
		Liaise with James Thomas [GCNA] to explore possibility of running an Intro to Officiating course within the club for junior members.	Junior Coach Lead in liaison with James Thomas [GCNA]	<ul style="list-style-type: none"> <li>• September 2019 – before start of 2020/21 season</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Introduce officiating roles into all junior training from High Fives upwards to encourage a positive attitude to officiating.	Junior Coach Lead	<ul style="list-style-type: none"> <li>• September 2018</li> </ul>	<ul style="list-style-type: none"> <li>• Specific Hi Five Bibs</li> </ul>	Before each new season



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<b>The Playing Programme</b>	<b>Developing Young Volunteers</b>	Give junior players opportunities to help at junior training. <ul style="list-style-type: none"> <li>Rewards junior helpers with free training after 1yr</li> <li>Provide certificate to celebrate volunteers accomplishments in year</li> <li>Create junior volunteer network to support those players and offer encouragement / guidance</li> </ul>	Junior Coach Lead, Volunteer Coordinator & Junior Committee Member	<ul style="list-style-type: none"> <li>Throughout all training 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>Access to coach mentor</li> <li>Access to junior volunteer network</li> </ul>	Annually
		Encourage young volunteers to join England Netball Volunteer initiatives	All	<ul style="list-style-type: none"> <li>Throughout all training 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Termly
		Create opportunities for all volunteers to find placements within the club's training programme or at matches	Committee	<ul style="list-style-type: none"> <li>Throughout all training 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Termly
	<b>Facility Development</b>	Ensure risk assessments are completed and regularly reviewed for all training facilities	Committee and coaches	<ul style="list-style-type: none"> <li>Throughout all training 2018 – 2020</li> <li>Whenever venue changes or at the start of each season as a minimum</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Before each new season
		Retain current facilities and investigate if we can use them better. <ul style="list-style-type: none"> <li>Ensure groups respect training</li> </ul>	Committee and coaches	<ul style="list-style-type: none"> <li>Throughout all training 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	Before each new season



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		space and sessions don't overrun <ul style="list-style-type: none"> <li>• Continue to pay invoices in a timely manner</li> <li>• Look into storage options at all our facilities.</li> </ul>				
		Review training venues options as new facilities become available and monitor price increases to ensure costs continue to be reasonable whilst covering costs.	Committee	<ul style="list-style-type: none"> <li>• May – September 2019</li> <li>• May – September 2020</li> </ul>	•	Before each new season



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<b>Duty of Care</b>	<b>Safeguarding</b>	Ensure Safeguarding Officer has relevant, and up to date, qualifications.	Safeguarding Officer and Club Committee	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Time To Listen Course</li> </ul>	Annually
		Ensure Safeguarding Officer holds all coaches' information and that information is up to date and in date. This should include: <ul style="list-style-type: none"> <li>• CRB / DBS dates</li> <li>• Safeguarding Course attendance dates</li> <li>• Time To Listen attendance date</li> <li>• First Aid qualifications</li> <li>• Put process in place to ensure expiry dates are highlighted in time to renew</li> </ul>	Safeguarding Officer	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Ensure all relevant policies and training links are easily accessible to members <ul style="list-style-type: none"> <li>• Include on Facebook and on website</li> </ul>	Safeguarding Officer	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Create shared email addresses to retain volunteer's privacy and enable collaborative working within groups (e.g. U12, U14)	Volunteer Coordinator	<ul style="list-style-type: none"> <li>• Before start of 2019 – 20 season communications</li> </ul>	<ul style="list-style-type: none"> <li>• Wed domain email accounts (already included in package)</li> </ul>	Jul/Aug 19



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		<p>Ensure all members and parents are aware of key policies.</p> <ul style="list-style-type: none"> <li>• Create (and maintain) Welcome Pack (with link to documents) to be distributed to all existing members and to new members on starting.</li> </ul>	<p>Safeguarding Officer</p>	<ul style="list-style-type: none"> <li>• December 2018 – January 2019</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<p>Annually</p>
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Aim	Objective	Action	Responsible	Timescale	Resources	Review
<b>Club Management</b>	<b>Funding Opportunities</b>	Participate in local events e.g. run shooting competition at local school fairs.	Committee	<ul style="list-style-type: none"> <li>• Contact schools early in summer terms with view to attend fairs/fetes Summer 2019 and Summer 2020</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Consider running fundraising / sponsored events (e.g. tournament & BBQ, sponsored shoot-out) to raise funds for specific purchases.	Committee	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>		Termly
		Investigate Sportivate/Sport England and Active Glos incentives.		<ul style="list-style-type: none"> <li>• December 2018 – September 2020</li> </ul>		Annually
	<b>Committee</b>	Create website calendar of committee meetings and advertise to promote improved attendance		<ul style="list-style-type: none"> <li>• May – September 2019</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Advertise benefits of becoming a committee member at same time as job description. <ul style="list-style-type: none"> <li>- Consider job shares so volunteers can support each other rather than take on solo tasks</li> </ul>		<ul style="list-style-type: none"> <li>• May – September 2019</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually



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<b>Volunteering</b>	<p>Seek feedback from current volunteers to establish how to improve volunteers’ package.</p> <ul style="list-style-type: none"> <li>• Put out coaches’ feedback sheet</li> <li>• Ask parent helpers for suggestions for improvement</li> </ul>	<p>Volunteer Coordinator &amp; Coach Mentor</p>	<ul style="list-style-type: none"> <li>• June – August for 2019 – 20 season</li> </ul>	<ul style="list-style-type: none"> <li>• Specific committee meetings</li> <li>• Feedback from junior rep</li> </ul>	<p>Annually</p>
	<p>Review volunteer matrix and identify gaps / new roles:</p> <ul style="list-style-type: none"> <li>• Advertise vacancies amongst players and parents/guardians</li> <li>• Have open front-door “campaign” to encourage those who would want to volunteer but may not wish to take up an official post</li> <li>• Promote benefits of becoming a volunteer</li> </ul>	<p>Volunteer Coordinator &amp; Coach Mentor</p>	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Specific committee meetings</li> <li>• Feedback</li> </ul>	<p>Annually</p>





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Aim	Objective	Action	Responsible	Timescale	Resources	Review
<b>Recruiting and Retaining Volunteers</b>	<b>Recruiting New Members</b>	Continue recruitment campaign to increase the number of participants at junior and senior level <ul style="list-style-type: none"> <li>• Advertise on GCNA website</li> <li>• Advertise on Facebook</li> <li>• Email local Primary Schools</li> <li>• Take posters into Secondary Schools</li> </ul>	All members but club committee to lead	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Look to engage with local schools to offer taster sessions / short-term after-school club (with a view to recruit new members from those who attend) Actively promote club, its positive values and playing opportunities.	Coaches & Parent Helpers	<ul style="list-style-type: none"> <li>• December 2018 – September 2020</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
	<b>Retaining Current Members</b>	Recognise skillsets and seek to utilise them in best way to support club and match volunteers' aspirations	Committee	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually
		Celebrate and reward success <ul style="list-style-type: none"> <li>• At AGM</li> <li>• In Newsletters</li> <li>• On Website, Twitter and Facebook</li> <li>• At End of Season Awards</li> </ul>	All	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Annually



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		<ul style="list-style-type: none"> <li>• Continue to provide free training to children of volunteers</li> <li>• Recognise and thank those who don't have children in training.</li> </ul>	Committee	<ul style="list-style-type: none"> <li>• Continual 2018 - 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Thank you gifts, (flowers etc)</li> </ul>	Annually
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<b>Recruiting and Retaining Members</b>	<b>Recruiting New Members</b>	Continue recruitment campaign to increase the number of participants at junior and senior level <ul style="list-style-type: none"> <li>• Advertise on GCNA website</li> <li>• Advertise on Facebook</li> <li>• Email local Primary Schools</li> <li>• Take posters into Secondary Schools</li> </ul>	All members but club committee to lead	<ul style="list-style-type: none"> <li>• Ongoing as needed</li> </ul>	<ul style="list-style-type: none"> <li>• FB campaigns (£40 per campaign)</li> <li>• GCNA website (free)</li> <li>• Printing costs</li> </ul>	Annually
		Offer discounts <ul style="list-style-type: none"> <li>• trial sessions</li> <li>• sibling discount</li> </ul>	Committee	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced fees</li> <li>• £3.50 - £5.00 per free session</li> </ul>	
		Regular contact with those on waiting lists so they don't feel forgotten.	Parent Helpers	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain email distro lists</li> </ul>	
		Produce a Welcome Pack <ul style="list-style-type: none"> <li>• Points of Contact</li> <li>• Useful Links</li> <li>• What you can expect from the Club EG:               <ul style="list-style-type: none"> <li>○ Attendance at training</li> <li>○ Where to buy Kit</li> </ul> </li> <li>• What the Club expects from you?</li> </ul>	Committee	<ul style="list-style-type: none"> <li>• As soon as possible (before September 2019)</li> </ul>	<ul style="list-style-type: none"> <li>• Printing costs</li> </ul>	Annually before the start of each season



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<b>Retaining Current Members</b>	Investigate if senior training clashes with academy programme (e.g. ensure talented players aren't blocked from attending due to timings)	Chair	<ul style="list-style-type: none"> <li>June 2018 – September 2018</li> </ul>	•	End of each season
	Celebrate and reward success whenever possible <ul style="list-style-type: none"> <li>via Facebook posts, newsletters etc</li> </ul>	All	•	•	Regularly
	Ensure opportunity to participate in competitive netball is open and available to all who train <ul style="list-style-type: none"> <li>Look to regain position in Regional League</li> </ul>	All	•	•	
	Consider changing size of Elite and general groups so coaches have more time to focus on talented players as well as enable all players to get good training		•	•	
	Provide excellent training facilities and retain good coaches. Seek feedback on ideas for improvement, ensure coaches feel valued.	Committee	•	•	
	Continue to enter team(s) in the Summer League (and continue to offer opportunity to U16s to play in this league).	Committee	•	•	



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		Consider entering a team (or multiple teams in different leagues) in a Fun League. This could help develop younger / less confident players as well as bolster more talented players (if challenged in correct division).		•	•	
		Ensure channels of communications are open and easily accessible to all	Committee	•	•	