Core Market Sub Group Meeting

Date: 10th June 2018
Time: 1pm
Venue: GoTo meeting online

Present: Freda Bussey, James Murphy, Bryan Youlden, Janet Inman, Sam Jamieson, Rob Payne.

Apologies: Carol Gordon, Jonathan Moore, Steve Evans

Meeting notes and actions:

Update from Working Groups
See minutes from the Regional Working Group and the Competitions Working Group for more information.

In addition to this JM updated in detail on the Cup Finals project and reported that discussion indicate that there will be some dissatisfaction due to the split in opinion over the format of the event. The group agreed that it is inevitable that this will be the case due to the historic scale of the event. SJ updated on the Student Cup project and stated that further discussions are due to take place in the coming weeks to rationalise the budget for the event. JM requested closer working between the regional group and competitions group in relational NVL entries to support assessment.

BY reported that the meeting at Inter Regionals had gone well and the regions are working to contribute to the annual report. It was noted that the group enjoy the opportunity to share best practice and learn from one another. BY took an action to communicate further support for the club survey to encourage more responses.

Update from Volleyball England
SJ updated on Volleyball Futures and reiterated the discussion lead by GH and BO at the inter regionals meeting. It was noted that working with a cross section of regions would be recommended as we evolve the programme.

SJ updated on volleyball competitions by focusing on the VEBT and reiterating the process by which events can register to join.

JI updated on the Volleyball Culture programme and the formation of the Disciplinary working group with the aim of developing a holistic code of conduct and sanctioning procedure.

RP updated on the Volleyball Insight programme reporting 74 responses so far with ratings generally averaging around the 6-7/10. RP noted that there are a wide range of qualitative responses to be collated in addition to the quantitative scores. RP updated that Bruna Cruz would be coming back to support insight development on non-affiliated clubs in September 2018. BY stated we must use this insight to inform product development, individual registration in particular.

RP updated on Volleyball Environments in that the HEVO programme is open to applications now for 2018/19 and the HEVO conference will be on Sept 15th & 16th at Kettering. RP reiterated that the focus of the HEVO programme will be in developing new HEVOs and connecting existing HEVOs and participants to the wider volleyball community. RP updated on the Premier League Primary Stars
programme following the first education session delivered with football clubs. 24 coaches attended the course delivered by Nick Shaffery in Leicester. These coaches are now equipped to deliver volleyball in primary schools linked to their football clubs. RP has conducted feedback with these coaches following the course and 18 of the 24 stated they are likely or very likely now to deliver in schools as a result of the course. The next steps are to use this feedback to support Premier League Primary Stars in future training courses. There is tentative scope to run up to 4 more events of this type. RP stated that once the FIVB Hub project junior volleyballs have been received they will be added to this offer to better equip coaches to deliver.

FB took the opportunity to highlight the success of the new level 1 award and suggested this should be the next step for any budding coaches from this cohort.

Volleyball Culture

SJ facilitated a session on SWOT analysis of the Volleyball Values and how they are or are not reflected in the network currently.

The group focussed on the opportunities available to influence future development of the Volleyball Values and ensure that they are reflected in the next generation of volleyball enthusiasts.

A summary of the comments can be see here:

**HOW DO WE ENSURE THAT THE VOLLEYBALL VALUES ARE REFLECTED IN OUR NETWORKS?**

**STRENGTHS: How do you see the volleyball values reflected in our network?**

- Positive: In the form of passionate advocates of the sport
- Inclusive: Diversity of participants
- Supportive: Values are a high priority to leadership of the organisation
- Innovative: Better blend of volleyball and non-volleyball expertise across the hub and board
- Active: The ‘you said we did’ philosophy of listening coming into play

**OPPORTUNITIES: What are the biggest opportunities we have to reflect the VE values?**

- Embed the volleyball values into our education courses
- Reward good practice
- Using insight to develop an individual registration and use the funds from the to further enact the wishes of the membership
- A fresh start and consistent application of a ‘just’ culture
- New SMT and board to lead the change and set the tone
- Sharing best practice and highlighting great work
- New way to link with and support regions and the wider network
- Pool of experts give opportunity to access change management support
- A chance to place greater emphasis on the roles of clubs and club personnel as advocates

**WEAKNESSES: What are the challenges we face in developing and delivering our values across the network?**

- Little hierarchy and ability to apply sanctions outside the NVL
- Lots of volunteers and hence difficult to apply outside players
- History of acceptance of poor behaviours and therefore embedded culture which is hard to change
- Codes of Conduct lack sanctions and are not equal or consistently applied
- Lack of experience in delivering culture change programs and delivery
- Lack of funding to implement this type of programme
- Gatekeepers and barriers to accessing a wide range of participants.
- Lack of consistency in structures across regions and local areas
- Lack of trust group group and group hub

**THREATS: What are the consequences if we don’t address the issues that we have in this area?**

- Poor behaviours causing referees to quit
- Poor coach behaviours influence poor player behaviour
- Poor player behaviour (slippage) are a barrier to new players potentially leading to teams eventually folding
- Poor volunteer behaviour leading to unacceptable unsustainability
- Lack of trust in structure to decay
- People with high influence working against the values of volleyball
- Poor spectator behaviour
- Resource & cost to implement could be unmanageable
These comments will be fed forwards in the disciplinary working group and shared with leads and directors to help inform future development across the respective areas.

With a particular focus on opportunities, all to consider how these can be reflected/embedded into future activities of respective groups or departments in the core market.

AOB

Date of next meeting:
Suggested the evening of Monday 6\textsuperscript{th} or Tuesday 7\textsuperscript{th} August at 7pm
SJ to arrange.

Meeting closed at 3:45pm