What is the programme?

The Higher Education Volleyball Officer (HEVO) Programme empowers university students to increase volleyball participation at their institution. It also provides essential professional development for students to gain life and employability skills during their time at university. The HEVO Programme enables Volleyball England to create and develop a yearly workforce of students across the country who are all focussed on growing the sport in the student sector.

The role of a HEVO

To lead and co-ordinate the development of recreational volleyball at their host university in order to encourage new participants into the sport, ensuring a quality experience for all players, regardless of their ability. HEVOs have four key objectives:

- Deliver a weekly recreational volleyball session
- Run a minimum of one mass participation volleyball event per academic year
- Report participation figures to Volleyball England every term
- Upskill at least two students within their university to support officiating through the Grade 4 Referee course

Key attributes of a HEVO

- Willingness to mentor others
- Excellent communicator
- "Can do" attitude
- Be the volleyball voice at University
- Organisation Skills
- Motivational to other students
- IT and Social Media Literate
- Enthusiastic to develop sport
- "Erhan volunteers his time regularly to promote Volleyball and never asks for any help. His time management and application is incredible."
Why choose volleyball?

- It’s social
- It’s inclusive
- It’s adaptable
- It’s a great workout

Volleyball can provide your university with a range of opportunities to broaden your options to students, staff and the wider community. Volleyball is the only high energy, zero contact, mixed team sport that can be played indoors and outdoors – whatever the ability of your participants. Volleyball is the top of the class in terms of inclusivity.

From introductory social sessions, intra-mural leagues to UV volleyball parties, volleyball can be adapted to meet virtually any scenario, setting or participant group you have on campus. It’s been said that there’s always two things you’ll see and hear on a recreational volleyball court – smiles and laughter. Happy participants are content participants who you have a better chance of retaining in sport and physical activity.

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Participate gender split

Senior HEVOs appointed to mentor HEVOs

% of HEVO participants went on to represent their University in volleyball

Impact of the programme

Are likely or very likely to continue playing volleyball after university

Participants who had never played volleyball before university

Universities are part of the programme

Diverse HEVO workforce

Average number of students engaged per HEVO session

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*Reuben has nearly doubled the participation rates at Sussex and his student retention is amazing. People come to Reuben sessions love him and he helps them to fall in love with volleyball*.
HEVO of the Year 17-18

Name
Tim Baetiong

University
Anglia Ruskin University, Chelmsford

Time as a HEVO
2 Years

- Tim is very passionate about volleyball and is an outstanding role model for future HEVOs. He leads by example upholding the highest possible standards of performance and behaviour.

- He has successfully bridged the gap by developing a pathway way from the recreational sessions and the Men’s BUCS team offering competitive opportunities to everyone.

- Tim has excelled this year in forging fruitful links with the local volleyball community. He has developed good relationships with local coaches, which has provided more opportunities for people to get involved in volleyball.

- Tim always delivers high standards of work. He keeps up to update with the HEVO register and submit the termly reports on time. This year he has additional responsibilities being a Senior HEVO, which he has thoroughly enjoyed.
HEVO Programme 2018-19

To become part of the HEVO programme, universities are required to achieve four key requirements throughout the academic year.

1. Deliver a weekly recreational volleyball session
   • This needs to be additional to competitive squad training.
   • Typically the sessions are focussed around a fun, weekly social session aiming to engage and retain the less competitive group of students within the university.

2. Run a minimum of one mass participation volleyball event per academic year
   • Typically hosted either during Freshers Week, after the Christmas break or during the summer.
   • The aim is to increase the exposure of volleyball, open to all.
   • Provides an opportunity to try different formats such as UV Volleyball or the speed cage (below).

3. Report participation figures to Volleyball England every term
   • This requires the HEVO to complete the reporting document and return it to the Senior HEVO three times a year. The dates are to be confirmed, but likely to be December, March and May.

4. Upskill at least two students to support officiating through the Grade 4 Referee course
   • An extensive calendar of courses are scheduled from October—December.
   • Each HEVO University are offered two free places on a grade 4 referee course.

"Sarah is a great ambassador for HEVOs and Volleyball England, she has a great attitude, and has thrived within the second year of the role of a HEVO."
Recruit one or more students to become your HEVO/s who have the attributes identified on page 1 and the role description. Recruitment can be done through a formal interview or application process.

Complete the application form alongside the HEVO/s. The form can be found on the Volleyball England HEVO Page. The form is online therefore it will be automatically submitted.

On acceptance, complete the Service Level Agreement and return to Volleyball England by the HEVO conference at the latest.

Make travel arrangements for your HEVO/s to attend the HEVO Conference. All other arrangements will be made by Volleyball England.

Ensure that your HEVO/s have at least a one hour weekly slot in your Sport Hall for the weekly recreational sessions.
Expectations for HEVO support

**KEY**

SH—Senior HEVO  
U—University  
VE—Volleyball England

**Strategy**

**SH** - Regional level support.  
**VE** - HEVO conference seminar on how to plan your sessions within your university.  
**U** - Dedicated weekly sports hall usage at an appropriate time for the target audience.  
**U** - HEVO to plan the roll out of sessions with university.

**Promotion**

**VE** - Fresher's Pack provided with tips for recruitment.  
**VE** - HEVO conference seminar on making yourself visible.  
**VE** - Downloadable posters and marketing materials.  
**U** - Presence on university website and social media.  
**U** - Celebration of successes within the university.

**Workforce**

**SH** - Senior HEVOs will organise a regional Grade 4 Referee Course.  
**VE** - HEVOs will be allocated two free places on the referee course.  
**VE** - Activator Award and Speed Cage training for all HEVOs attending the conference.

**Resources**

**VE** - HEVOs provided with a Fresher's Pack at the start of the academic year.  
**VE** - HEVOs will attend a two-day conference which provides a wealth of resources.

**Equipment**

**VE** - HEVOs provided with a grant (£150-£300)  
**VE** - Provide additional support for HEVOs looking to apply for Sport England Small Grants.  
**U** - Universities to support HEVOs in applying for additional funding, e.g. localised sources

**Branding**

**VE** - HEVOs provided with free Volleyball England branded hoodie and polo shirt.  
**VE** - HEVO sessions published on the Volleyball England website.  
**VE** - Use of Volleyball England logos, and social media support.  
**U** - Recreational sessions made part of the university’s wider recreational student offer.

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**UNIVERSITY OF EAST ANGLIA**

‘As a ‘This Girl Can’ ambassador Georgia was instrumental in helping us organise volleyball UV sessions as part of the initiative. She is literally ‘Miss Volleyball’.”
The HEVO conference will take place on Saturday 15th and Sunday 16th September at the National Volleyball Centre in Kettering. The conference is mandatory for HEVOs and the focus over the two days is to provide training, resources, inspiration and motivation to grow volleyball at their respective universities. Below are some highlights from our 2017 conference

“A great chance to meet other HEVOs and discuss ideas. A must for all HEVOs”

“Fantastic, worthwhile experience that I would recommend to everyone”

“Really well organised, it was clear how much time was spent on the materials for the workshops”.

“It was a lot of fun and so much playtime! Perfect for volleyball junkies”.

“The staff / deliverers were all knowledgeable and helpful”

“A weekend packed full of laughs and skills learning blended into a weekend of anecdotes”.

Josh has assisted in the development of our Inter College Program where players from the development team play fortnightly fixtures representing the college they study/live at during their time at University”.

UNIVERSITY OF KENT
HEVO Programme Transitions

New for 2018-19

Volleyball England will be supporting HEVOs to transition out of their role in the University setting and into the community.

Key insight

Earlier this year we surveyed the 400 HEVOs that have been part of the programme over its seven year duration. We received 51 responses. The results have found some really interesting findings which will help to shape the transitions programme.

66% are still involved in Volleyball since leaving their HEVO role

90% are still involved as players, 47% are still active as coaches and 30% volunteer in volleyball. This demonstrates that HEVOs are a good target audience to work with to grow the sport. HEVOs across the country engage a total of 6000 students on a yearly basis, 30% of which have never played the sport before. The role of Volleyball England is now to harness this success into wider environments such as; their workplace or their community setting after leaving university.

30% of HEVOs are aware of how to set up their own club

Leaving university into a new setting is a hard transition for students. Despite having the desire to set up a club, many external factors can effect their time and confidence to do so. Therefore, the role of Volleyball England and other local partners is to break down barriers and provide the support necessary to make it happen.

13 HEVOs have considered setting up a club since leaving their role, only 2 HEVOs were successful

This figure represents 25% of the HEVOs that answered the survey. There is a feeling that the cohort of HEVOs from 2017-18 will significantly increase this percentage. With only 2 successful HEVOs, there is clearly a role for Volleyball England to provide guidance, training and funding.

HEVO Conference seminar

All previous HEVOs will be invited to the HEVO conference in September. Volleyball England will be holding bespoke seminars for the HEVOs to provide guidance and resources around setting up a club.

- Funding
- One to one guidance with Volleyball England
- Resources available to HEVOs
- Who their key partners are
- Best practice examples
- Dealing with specific scenarios

‘Tom set up a recreational club at Northumbria University. He did it all by himself, with no support, members and no resources. He never failed to show his dedication to volleyball.’
National Staff

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‘From previously nothing, Sarah has established volleyball at the university. Her Campus 330 Recreational Volleyball that has seen 119 unique participants take part this year’.