

Scottish Volleyball Equality Action Planning 2020

It is recognised that to continue to progress the work of Scottish Volleyball, and further develop its commitment to equality, diversity, and inclusion, SV should work towards achieving the Preliminary Level of the National Equality Standard for Sport again, before progressing on the National Equality Standard for Sport.

The Equality Action Plan 2021 – 2024 has been developed by the following:

- Review of previous Equality Successes and areas for improvement.
- Audit of SV Staff, Board, key volunteers, officials, coaches, players, and general members.
- Undertaking a Training Needs Analysis for all staff and Board and developing an Equality Training programme as a result of this analysis.
- Identifying staff responsibility for the delivery of the plan.
- Developing key objectives for the Equality Action Plan and setting short-term and long-term targets to enable the Preliminary Level to be achieved.
- Developing longer term targets withing the plan to achieve the Intermediate and Advanced Levels of the National Equality Standard.

The Scottish Volleyball Board will monitor the progress and achievements of the Equality Action Plan.

This Equality Action Plan will be linked in directly with the Scottish Volleyball Strategic Plan and various SV Policies. This plan will be reviewed regularly to ensure that it sits well within the strategic aims of the organisation.

Vision

Below is the general Vision, Mission, and Values Statement for Scottish Volleyball.

Our vision is to develop an industry leading support network for our players, coaches, clubs and officials, allowing everyone to reach their maximum potential and create national teams across all forms of the sport. Our mission is to promote and develop the sport of volleyball in Scotland. We want to inspire and engage with the wider community whilst making an impact on the world stage. Everything the association and its members do will be underpinned by these principles: **Fairness, Equality** and **Respect**. Our values are represented by the acronym PRICE: Professionalism, Resilience, Innovation, Communication, and Excellence.

The vision and aim for this Equality Action Plan is best characterised by Ambition and Sustainability. Our aim in this plan is to affect real change within our sport through ambitious goals that look to address inequalities at their root, whilst also creating goals that will give long-term, sustainable equality outcomes, as opposed to short-term figure-boasts. Whilst our goals in this plan are a mixture of short-term and long-term, we hope that all of them will provide long-term solutions to equity issues we face.

Monitoring and Evaluation

A number of monitoring and evaluation processes need to be created to ensure that this plan is implemented effectively, and that all staff develop and maintain ownership within this area of work.

The Monitoring and Evaluation process is as follows:

Overall accountability for the implementation of the Equality Action Plan	CEO
Ongoing monitoring and evaluation of plan progress	Board
Implementation progress	Equality Working Group
Quarterly Reporting (March 31 st , June 30 th , September 30 th , December 31 st)	Equality Working Group

Equality Successes and Areas for Continued Improvement

From previous Equality Action Plans, Scottish Volleyball has enjoyed a number of successes, as well as having highlighted some areas for continued improvement. Previously, we have aimed to increase club membership, and our targets here have been met. We have also aimed to increase Junior Beach Volleyball engagement, which we have achieved great success in, seeing the formation of two brand new beach volleyball group/clubs, which cater overwhelmingly to junior players. In our aim at tackling gender inequality in coaching in the past, we have achieved significant success with university students, however this has not extended to our other members, where we still see significant inequalities. This has pushed us to do more qualitative research in this area, which has guided these areas of the action plan below to continue to improve in this piece of work.

Key Areas

In delivering the Equality Action Plan, Scottish Volleyball has identified the following key six areas of work for the plan:

Workforce Development

Governance

Representation

Increasing Opportunities

Performance

Marketing and Communication

Workforce Development

A cornerstone for any piece of work around Equality, Diversity, and Inclusion will be education. The following Actions have been outlined to ensure that Scottish Volleyball staff, key volunteers, and general members are both able to meet minimum requirements for education on Equality, and also have access to further education and resources to improve their knowledge. The world of Equality, Diversity, and Inclusion is always changing, growing, and adapting, and SV should change, grow, and adapt alongside it.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
1	Ensure all staff and board receive general training in equality.	Ongoing	% completion among staff and board	
2	Perform a yearly staff equality training needs analysis to discern the bespoke training needs of staff, and sign post them to these opportunities.	Ongoing, first analysis the be done January 2021 First analysis moved to March 2021	Regular feedback gathered from staff on their comfort with their knowledge on equality, diversity, and inclusion.	
3	Every commission member to receive general online equality training. These volunteers are made up by our commissions and our National Team Coaching staff.	This will be ongoing, though we expect all key volunteers to have completed by December 1 st 2021.	% of completion among commissions	
4	To work to have every commission to have at least one representative trained in different areas of more specific equality training. Initially this requires staff to source these training opportunities and perform a training need analysis for commissions.	Consultation on this in 1 st 2 years, completion by March 1 st 2023.	% of completion among commissions	

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
5	Using completed university disability provision analysis, ensure Disability Inclusion Training for University Clubs, which will be the pilot organisations for Sitting Volleyball opportunities.	March 1 st 2022	Ensure 50% (Up to 8) Universities have signed up to the training	
6	Have Resources and Policies available for view online on SV website.	Ongoing, initially completed August 1 st 2021	N/A	

Governance

The way we govern our sport is the very core of our organisation, and we recognise that equality work cannot be achievable if it is not lead from the very top and threaded through all the work we do. This area seeks to ensure Good Governance for our equality work.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
7	Continue to recruit and develop skilled and focused Board/Commission members from minority communities. Engagement with diversity recruitment organisations for support.	Ongoing	Audit of board make-up	
8	Review and update commission Terms of Reference, ensuring that equality, diversity, and inclusion is a well-considered aspect of these documents. This should include equality training.	Ongoing, updated annually	Conduct an internal review of Terms of Reference documents.	
9	Ensure equality, diversity, and inclusion is a standing item on the agenda for Board meetings.	March 2021	N/A7	Complete as of February 2021
10	Continue to develop and improve a robust suite of HR policies that ensure equality within the organisation.	Ongoing	Regular review cycle conducted of policies in place.	

Representation

It is important that the organisational structure of our governing body provides opportunities for representation of the diversity of both our sport and wider society. This area seeks to ensure diverse and fair representation for different groups within our organisational structure, ensuring that every voice is heard.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
11	Form an Equality Panel , with representatives for areas of inequality in SV. This Panel will review documents in regard to Equality and make recommendations to board and staff on equality matters. Board director to sit on this.	September 1 st 2021 Moved to December 2021	N/A	
12	Form an Athletes' Commission to support tackling inequality at performance level. This Commission will also help strengthen our Performance Pathways, and athlete experience, such that we can apply a person-centred approach to performance volleyball. This would also help to create parity between different volleyball disciplines.	January 1 st 2022	N/A	
13	Form a Disability Inclusion Working Group which will sit under the Equality Panel. This group will be formed of a diverse group of disabled representation, as well as key organisers for all disciplines of volleyball.	March 1 st 2021 Moved to August 2021	N/A	

Increasing Opportunities

As the staff looked at addressing the inequalities highlighted in our audit, we noted that many of these inequalities were due not to discrimination, but to a lack of opportunity. This area aims to increase opportunities for participation, both in general, and in ways specifically targeting existing inequalities.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
14	Launch Volley4All (working title), a community participation programme for youth, designed to develop emotional, social, and cognitive skills, using volleyball as the vehicle to do so. This piece of work would be aimed at creating a Scotland-wide network of community-based opportunities which are both local and low-cost. The goal with this project is to remove common barriers to participation across multiple marginally represented groups, which are cost, locale, and time-commitment.	Launch pilot programme by September 2021, aim to have full programme in place by January 1 st , 2024.	By increasing opportunities in this way, equality monitoring of this programme in itself will be conducted to ensure it is catering to a diverse group. Much like our overall equality audit, we will conduct similar audits of the programme to measure its successes in equality, diversity, and inclusion.	
15	Engage with Scottish Disability Sport to help roll out Sitting Volleyball Coaching Courses at SDS branch level, such that we have the ability to train coaches in this discipline.	June 1 st 2022	Creation of resources page on SV Website and Intro to Sitting VB Coaching	
16	Establish regular, sustainable Sitting Volleyball participation opportunities , initially using universities as the vehicle for delivery. Our goal is to have regular sessions running within three years, by helping universities to develop their structures in order to run these.	December 1 st 2023		
17	Put in place a mentoring programme for Women in Coaching. Through focus groups conducted with female players and coaches, and a qualitative survey on gender in volleyball coaching, two common issues arising were a lack of knowledge of pathways and progression	Launch programme March 1 st , 2023, running the pilot for 1 year, with a review period from March 1 st 2024 until 1 st December 2024.	Conduct a thorough review of the programme to ascertain its effectiveness and improve it	

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
	opportunities, and a lack of female role-models, creating the perceptible barrier that “women can’t be coaches at a higher level”. This programme aims to address these issues by providing a progression framework to mentees and reaching outside of the volleyball world to assign mentors that serve as role models for women in sport where currently we have a lack of these figures within volleyball. The long-term aim would be that successful participants in this programme could themselves go on to become mentors.			
18	Ensure there is an allocated budget for any reasonable accommodations to be made for participants with disabilities who might attend our events and courses.	In place by March 2021	N/A	

Performance

It is important for us to seek equality and diversity in all areas of our sport, including at the highest level. The actions in this section are in place to ensure that all of our athletes are treated with fairness and respect, and to ensure that our performance programmes are the best they can be, by ensuring equality and diversity.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
19	Review and update National Team voluntary staff recruitment policies and processes to ensure fairness and diversity in the recruitment of these key volunteers.	March 1 st 2021 Moved to September 2021	Conduct an internal review of these documents.	
20	Recruit and develop a skilled and focussed group of network coaches and support staff from diverse backgrounds. Engage with diversity recruitment organisations for support.	Ongoing	Conduct audits of National Programme coaching and support staff	
21	To ensure parity across programmes, create long term performance plans across all disciplines offered, beginning with beach and then with Sitting. (It is recognised that Sitting volleyball itself will need more general development in Scotland before performance planning can have any real impact).	Expect beach to be completed by 1 st March 2022, with Sitting completed by 1 st December 2024.	Completed and reviewed performance plans in place.	
22	Ensure that the route into and growth within performance sport is as accessible as possible to a diverse group of athletes by creating clearly outlined performance pathways for all disciplines.	Completed and published by 1 st December 2021. To ensure all disciplines are included, moved to June 2022.	Conduct surveys of athletes to see their understanding of performance pathways.	

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
23	Invest in performance facilities for all disciplines, focusing on areas of deprivation. This will benefit both our performance athletes, by ensuring their safety and development, as well as provide opportunities and growth to local communities who can also benefit from facilities.	Ongoing – it is our aim to be regularly expanding in this area, however we would hope to have both an indoor and a beach facility open by June 2024.	Facilities open.	

Marketing and Communication

Good communication with members and other key stakeholders is a vital piece of work in ensuring equality, diversity, and inclusion with our organisation. It is also important that our we are advertising and marketing our sport in way that reaches out to a diverse group of people who feel welcomed and engaged in our sport.

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
24	Ensure equal access to our clubs by having an easily viewed Club Finder on our website.	1 st August 2021	Club finder up and running.	
25	Provide a 6-monthly Equality update to members, via our website, informing them of new initiatives, and progress on our Action Plan, offering them opportunities to get in touch and provide insight and feedback.	1 st to be publish July 2021, and then every following January and July.	N/A	
26	Create diverse marketing material , representative of the diversity we both have and seek in volleyball.	Ongoing	Collect feedback from members on marketing materials	
27	Create a communication strategy that has inclusion and diversity at its core, incorporating elements such as closed captioning and screen reader accessible text.	Strategy to be completed and implemented by 1 st January 2022.	N/A	
28	Run a publicity campaign to encourage women into coaching. This goal is influenced by the <i>This Girl Can</i> campaign, with the working title <i>She Can Coach</i> . This campaign would require sports organisation partners, as well as funding applications, and is the most long-term aim in the plan, with the majority of this time being	Aim to launch this campaign from December 1 st 2022	Collect data throughout the campaign to discern its impact.	

	HOW (Action: Strategy and Process)	WHEN (Expected completion date)	MEASURABLES (How will you know?)	Completed
	<p>spent on preparation of the programme, finding partners, and procuring funding. <i>This Girl Can</i> was incredibly successful in its aim of getting more women participating in sport and physical activity, and with the right partners and adequate funding, we believe that <i>She Can Coach</i> can be successful in its aim of reducing the deficit of women in coaching, particularly at Senior and Performance levels.</p>			