

We Are Volleyball

Strategic Plan
2023-2027



Scottish
Volleyball





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Our 2023-27 Strategic Plan “We Are Volleyball” is the recentering of volleyball as a sport. Focusing on five key areas for the next four years: Workforce, Clubs, Community, Performance and Governance within the overarching delivery of equality, diversity and inclusion.

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Looking Back

Bigger Better Stronger

- The first 2009-13 plan established the foundations of growth in infrastructure, governance and international representation.
- Phase two, 2013-17, prioritised competitions, regional programmes and new membership in schools, youth and universities.
- Final phase, 2017-21 (extended to 2023), has seen the inclusion of Scottish Volleyball in the Commonwealth Games (beach), a re-brand of the organisation, and new World and European investment.

It was successful, it was ambitious and it has moved volleyball visibly onto a Bigger, Better and Stronger platform both in size and scope.

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Membership Consultation 2022



"Volleyball is more than sport and is a big part of our community.... we should champion this "

"Our indoor national teams need more support"

"The further we move from the center of volleyball, the harder it becomes to deliver our sport"

"Clubs are the heart of our sport and need support to recover from a difficult few years"

"We need more qualified coaches and referees "

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Our Vision

To engage the wider community in Scotland to inspire, promote and develop the sport of Volleyball whilst making an impact on the world stage.

Our Mission

Our mission is to promote and develop the sport of volleyball in Scotland. We will lead and engage through social change, diversity and inclusion.

Our Values

Everything the SGB and its members do will be underpinned by these principles:

Fairness, Equality and Respect.

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Moving Forward

- Consolidate what we have already achieved with a new team, who have fresh eyes and ideas on how to innovate and challenge ourselves to rebuild and refresh our approach.
- A key objective is to work smarter and focus on playing to our strengths and to utilise the incredible workforce of volunteers, coaches, and officials.
- To ensure that we capitalise on new opportunities and deliver on our priorities with transparency and honesty with all stakeholders.
- Place a significant focus on mental health and wellbeing and the benefits of sport and recreation on the mind and body.

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Moving Forward

With all challenges comes opportunity!

- The bigger picture and context for the new strategy is on the backdrop of war in Europe and huge increases in the cost of living and energy bills. We acknowledge the change in priorities and the decrease in available investment on spending within sport and recreation.
- Volleyball is well placed to be the vehicle for the population's recovery, physically and mentally against the damage of the pandemic.
- People are eager to get out, mix and participate in sport and physical activity again.
- We will engage with these initiatives by working in partnerships where we have shared objectives and goals.

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Recover, Rejuvenate and Refocus



Deliver a strong modern workforce across the nation supporting our membership and events

Support clubs to grow and flourish on and off the court

Develop Community Volleyball

Provide performance opportunities to allow our national teams to succeed

Everything we do will be based upon transparent and positive governance

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Workforce

Consolidate what we have already achieved with a new team, who have fresh eyes and ideas on how to innovate, and challenge ourselves to rebuild and refresh our approach.



**2023-24
Events
volunteer
programme**

**2024-25
SV learn - online
education
programme**

**2025-26
Brightspace
online
programme**

**2026-27
Commission
CPD
programme**

**Outcomes:
50% increase across
all programmes -
delivering for our
members**

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Clubs

We recognise clubs are the backbone of our sport and that we need to do all we can to support them to ensure the pathway into our sport is as strong as ever.



2023-24
**Club annual
conference -
"The
Gathering"**

2024-25
**Club
leaders
programme**

2025-26
**Club online
coaching and
official
courses**

2026-27
**Club
Governance
Project**

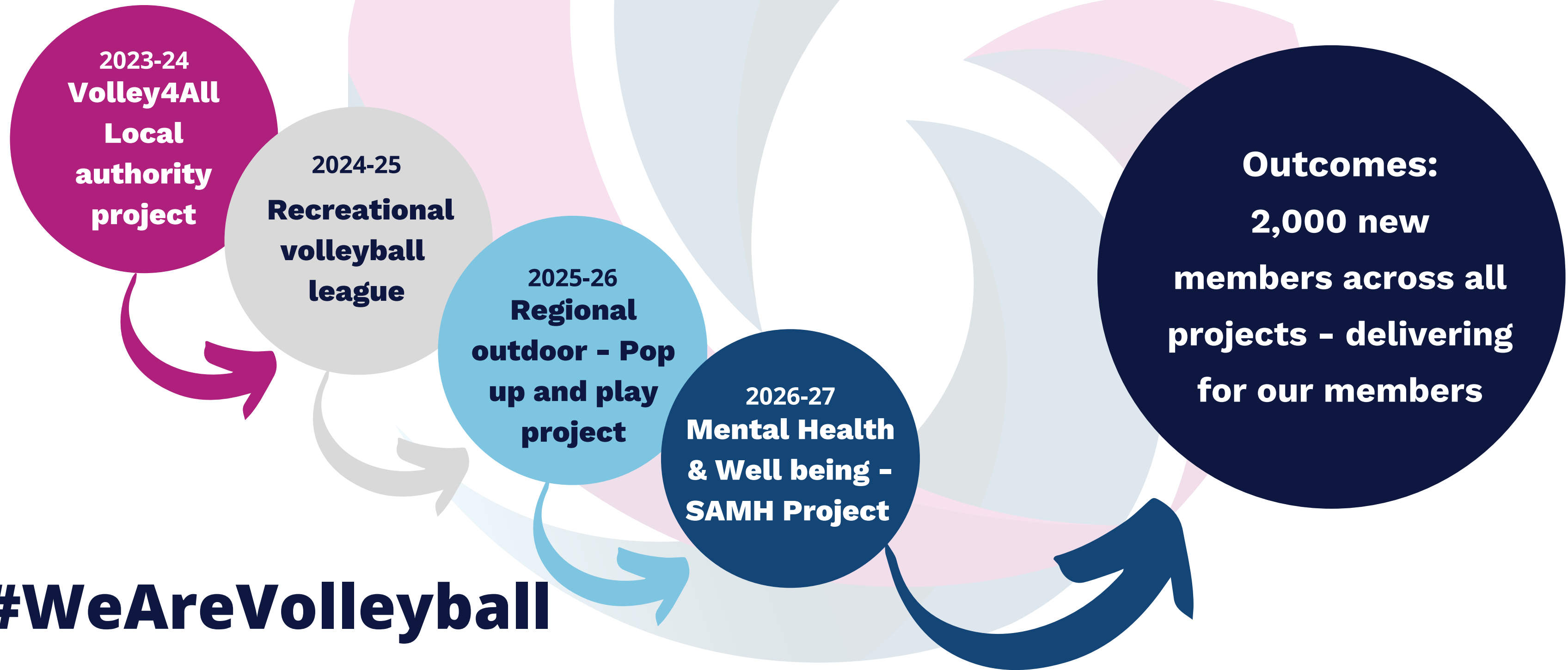
**Outcomes:
Sustainable club
development -
delivering for our
members**

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Community

Strengthening our links within the communities we operate in, whilst supporting our existing volleyball family in an ever changing world, is of upmost importance in our new plan.



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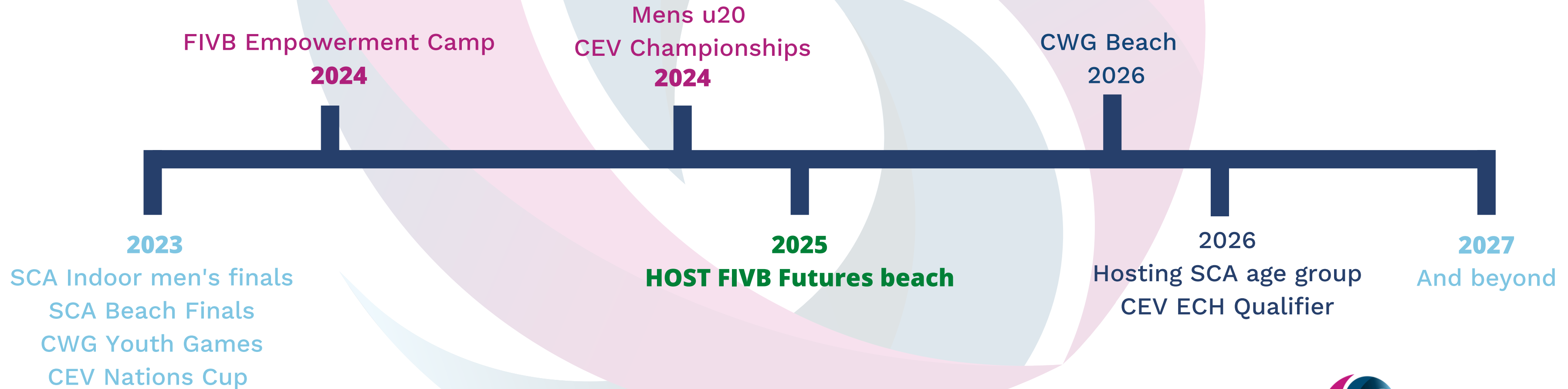


Performance

Performance is a key strand of our strategic plan, working closely with CEV and the FIVB empowerment project in the creation of new opportunities for our indoor and beach programmes, under the leadership of two high performance leads.



Outcomes: Opportunities - delivering for our members



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Governance

Governance is the integral part of our new plan and compliments everything we do over the other four strands. As founding members of the European good governance project Erasmus+ we aim to be industry leaders in all aspects of governance.



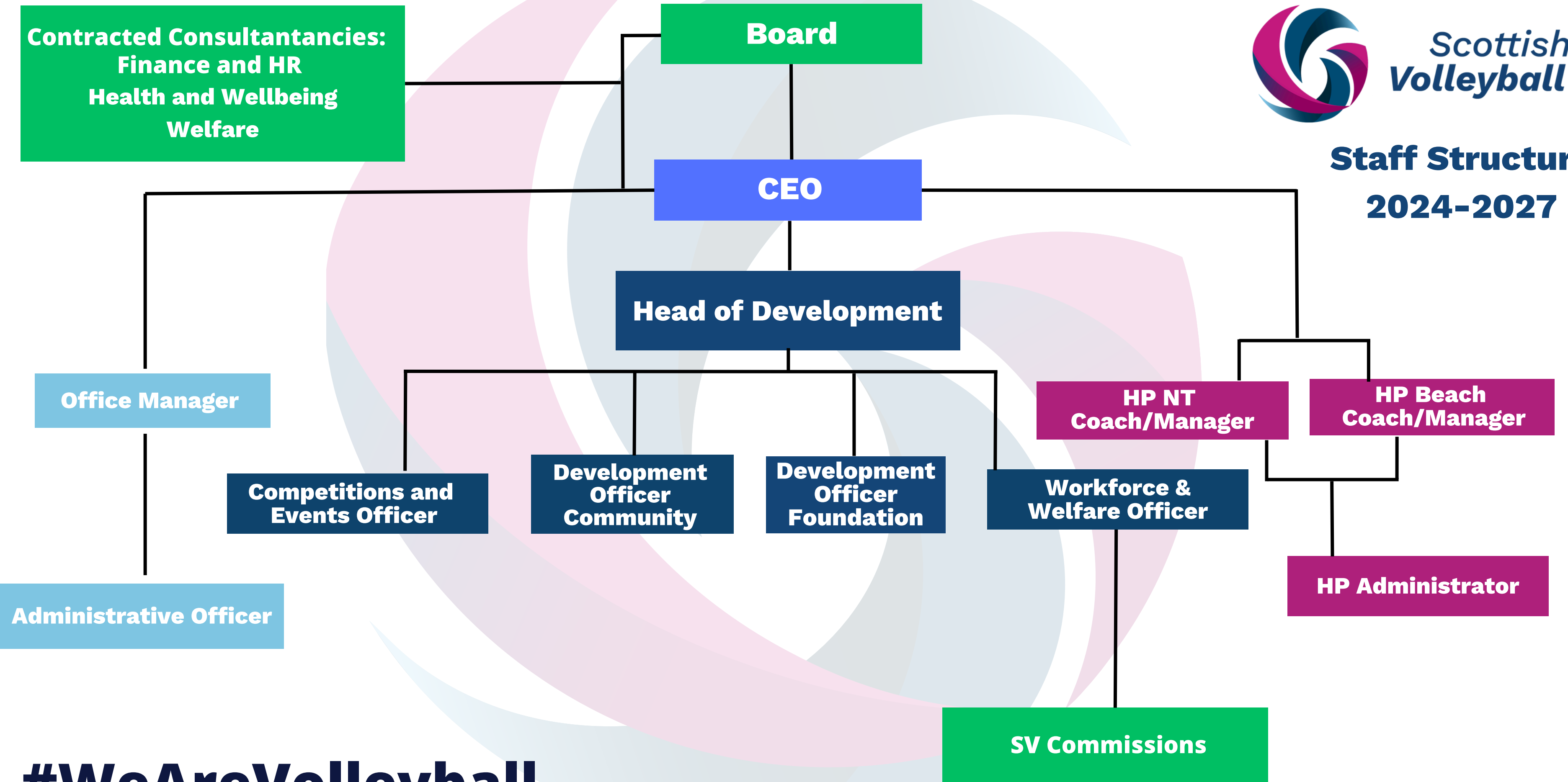
Outcomes: Transparent and positive governance - delivering for our members

- Organisational restructuring
- Child protection and welfare
- External auditors compliance
- Financial sustainability
- New website design
- UKAD Anti-doping
- FIVB project platform
- Equality, Diversity and Inclusion

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Staff Structure 2024-2027



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Partners



FIVBTM

FÉDÉRATION INTERNATIONALE
DE VOLLEYBALL



**TEAM
SCOTLAND**



**Confédération
Européenne de
Volleyball**

sportscotland
the national agency for sport



EDINBURGH
THE CITY OF EDINBURGH COUNCIL

UNIVERSITY OF THE
WEST of SCOTLAND
UWS



THE UNIVERSITY
of EDINBURGH

ZEON[®]

SAMH

for Scotland's mental health

**SCOTTISH
STUDENT SPORT**



Erasmus+

UKBT



www.volleyballphotos.co.uk



**SportsAid
Scotland**

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Appendix A

Additional Information

Board positions:

- President
- Vice President

- Chair of the Board
- HR Director
- Legal Director
- Technical Director
- Marketing and Sponsorship Director
- Finance Director
- Education and Welfare Director
- Performance Director
- Chief Executive Officer

Commissions:

- Coaching
- Referees
- Events
- Students
- Beach
- Young Persons

Address:

Scottish Volleyball
48 Pleasance,
Edinburgh,
EH8 9TJ

Website + Phone Number:

www.scottishvolleyball.org
0131 556 4633

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