



NOTTINGHAMSHIRE COUNTY NETBALL ASSOCIATION

COUNTY PLAN 2022/24 (April 2023)

Introduction

This document sets out our delivery plans for the period 2022/2023 and 2023/2024 and it also provides additional headline information about our plans beyond that period: it is for use in the planning processes at county and regional level and as such it takes into account England Netball (EN) strategies, policies and procedures. The current plan has been seen by our Committee members but it has not yet been shared with our wider membership.

Our governance structures are made up of a County Committee and the following Technical Support Groups: Coaching; Competition, Governance and Finance, Officiating, Performance and Schools. We don't have a Volunteer and Club Development (V&CD) TSG but we have county representation on the V & CD regional TSG. All members of our Committee sit on one or more of our TSGs

The detailed contents of the plan have been produced by our TSGs and they aim to set out what can be realistically delivered within our current level of resources. TSGs therefore have 'ownership' of their individual plans and are accountable to the wider Committee in terms of delivery.

We intend to review and update the plan on a regular basis to ensure that it continues to meet the needs of our members and any changes to EN requirements that may arise.

PROGRAMME AREA: COACHING

Programme Vision: To provide support to new and existing coaches in respect of coaching development opportunities in the county and region.

Possible Local Measures of Success:

1. An effective working TSG is in place
2. An updated Coaching plan has been produced
3. Increase in number of new coaches (level 1 and level 2)

THE PLAN

Ref	What are we going to do to achieve the vision?	How are we going to achieve it and by when?	Who will Lead?	What resources are available to us?	Who else do we need to consult? Who are our key stakeholders?
1	Work with the TSG Lead to develop role descriptions for all Coaching TSG members which reflect the current EN/county coaching position.	Meet the TSG Lead to discuss the current remit of the TSG and to support her in the development of updated role descriptions for all TSG members by July 2023.	County Chair/ G & F Lead/Coaching TSG Lead	Earlier versions of TSG role descriptions EN coaching website	TSG members; Coaching TSGs in other counties; regional coaching TSG
2	Work with the TSG to develop a more focused delivery plan for coaching in the period 22/24.	As above.	Chair/G & F Lead TSG Lead	Other TSG Leads; NCNA Committee members 2021 coaching county plan template; EN website.	Regional Coaching TSG

PROGRAMME AREA: COMPETITION

Programme Vision: A clear progressive pathway of competition opportunities across all age groups & abilities designed to meet the needs & expectations of the netball community.

- Possible Local Measures of Success:**
1. More Players/teams/clubs participating in County Competitions
 2. Increased player satisfaction
 3. Greater understanding of Rules and Regulations
 4. More volunteer participation in running of competitions

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1	The management & successful delivery of a portfolio of core competitions that increase participation and provide a progressive ompetition pathway to Regional/National Finals/Leagues	Annual delivery of the following- Countywide leagues for Winter Saturday, Sunday, Summer. Countywide rounds for National U14 and U16 Club Competitions By September of new season, 2022-23	TSG	EN Competition Rules & Regulations for Regional League, National Schools Competition & National u16 & u14 Clubs Competitions. EN Competition management Program www.englandnetball.co.uk/competitions/administration/	NNA, Clubs, Schools. Player Development pathway
2	An annual review of competition/league experiences to ensure we are meeting expectations.	Conducting competition audits to gain club, participant & official satisfaction ratings. Survey to be sent at the end of the season 22-23 Consider how host venue can be maximised to provide added value Investigation of other possible Countywide Venues July of season 2022-23	TSG		

3	The Provision of Junior competition.	Assessing the demand/need for other competitions including – Consultation with all junior clubs in the county. Junior leagues for all age groups, Youth league to run alongside senior league, become a feeder into senior league. By July of season 22-23	TSG	NDO, Junior Clubs, Two Counties League.	
4	An annual review of competition/league rules and regulations to ensure they are fit for purpose and in line with any guidance shared by England Netball (EN) Saturday, Sunday and Summer leagues	Review Rules & Regulations annually to take account of any changes to EN/Regional guidance to include NetballHer Amend Scorecard to include Player of the Match and remove EN number to make them easier to use. Prior to July Clubs' meeting each season.	TSG	NDO, England Netball R & R for Regional Competitions.	Player Dev Pathway.
5	Pre season and end of season tournaments. Pre season to start Sept 9 th season 23-23 End of season tournament - possibly pick and mix to be more social and lead onto a social event.	Assess the desire for these tournaments at clubs meeting- March 23. Hope to implement Sept 23-24 Possible sub-committee to help run these tournaments and social event.	TSG		
6	To Increase Volunteer help Results Secretary - input results on a timely basis, also to shadow league secretary	League Secretary to discuss at clubs' meeting, advertised on fb.	TSG		

For delivery beyond 2023/2024:

- **Continual recruitment of volunteers to shadow current committee**
- **Continue to assess the possibility of mixed leagues, B2N and walking netball leagues**
- **Making sure we offer more than commercial leagues.**

PROGRAMME AREA: GOVERNANCE AND FINANCE

Programme Vision: *A first-class netball experience through effective county governance which follows all EN policies and guidelines.*

- Possible Local Measures of Success:**
1. Maintain or improve year on year annual health check score;
 2. A County Plan and an annual budget have been produced;
 3. Safeguarding, EDI and Disciplinary Procedures follow EN guidelines and regulations.

Ref	What are we going to do to achieve the vision?	How are we going to achieve it and by when?	Who will Lead?	Who else do we need to consult? Who are our key stakeholders?	What resources are available to us?
1	Complete the annual EN Governance Health Check self-assessment document and maintain or improve our ratings.	<ul style="list-style-type: none"> • Review progress annually against the governance Health Check criteria & the Governance Action Plan. • Review financial processes annually against the Charity Commission best practice checklist; • Produce a County Financial Policy Document by August 2023. 	G & F TSG Lead NCNA Chair	NCNA Committee; EN	<ul style="list-style-type: none"> • EN's How to Review Your Committee Governance tool • Charity Commission best practice checklist
2	Develop a robust County Plan for the period 2022 to 2024.	<ul style="list-style-type: none"> • Provide guidance to all TSGs on the structure of the County Plan, collate all returns and produce a final County Plan to send to region by 17th April 2023. • Review at Committee level on a six monthly basis and TSGs to review progress at least quarterly. 	G & F TSG Lead; NCNA Committee	CNA Members; EM Netball; EN	<ul style="list-style-type: none"> • Regional and County Strategic Planning Guidance
3	Recruitment of a robust, competent and diverse volunteer workforce with the appropriate skills and experience to serve on the CNA and its associated TSGs.	<ul style="list-style-type: none"> • Determine the skills required by the Committee and the TSGs to deliver the Strategic County Plan & prepare role descriptions. Review annually. • Develop a County Volunteer strategy which sets out clearly possible opportunities to recruit volunteers from the wider 	G & F TSG Lead; All TSG Leads	NCNA Committee; all TSGs; CNA members; EM Netball EN.	<ul style="list-style-type: none"> • Effective succession planning tool Steps 1-5 • Template role descriptions • EN Diversity and Skills matrix template; • Skills Audit Assessment

		<p>community. By March 2024</p> <ul style="list-style-type: none"> • Succession plans in place as part of the County Planning process to ensure seamless replacement of volunteers on the CNA and TSGs. • Complete an EN Diversity and Skills Matrix for the County Committee. By June 2023. 			<p>and Action Plan template</p> <ul style="list-style-type: none"> • EM Volunteer Strategy Document
4	<p>Publish, review & revise our policies and procedures to ensure the CNA adopts and shares good practice and are in full compliance with relevant legislation & EN Rules & Regulations.</p>	<ul style="list-style-type: none"> • Review and update all policies & procedures annually and introduce new ones where there are identified gaps. 	G & F TSG	<p>NCNA Committee; CNA Members; EM Netball; EN</p>	<ul style="list-style-type: none"> • How to Review and Regularly Update Policies and Procedures tool.
5	<p>Prepare an annual financial budget with supporting policies, procedures & controls to ensure assets are protected; risk is identified & managed/mitigated; reporting is robust and timely and; full compliance with financial law & regulations.</p>	<ul style="list-style-type: none"> • Ensure NCNA continues to carry out its financial objectives as set out in the Constitution and in line with EN guidance. Ongoing. • Seek annual budget proformas for each financial year from TSG Leads and collate an overall annual County budget. Ongoing. • Prepare an overall financial management plan to allow us to regulate profit and loss and stability and growth rates. Annually. • Manage financial matters quickly and effectively, including expenses and other payments. Financial records are kept securely. Ongoing. • Arrange an independent financial audit of the end-of year accounts. Annually. 	<p>Treasurer; G & F TSG NCNA</p>	<p>CNA Committee All TSGs; EN</p>	<ul style="list-style-type: none"> • Being Transparent About Your Finances tool • Using the Charity Commission Guidance on Financial Management to Help Your Committee tool

6	Act as first point of contact and provide advice and guidance to NCNA on safeguarding, EDI and disciplinary issues.	<ul style="list-style-type: none"> • Attend relevant EN training opportunities and keep up to date with EN guidelines on safeguarding, EDI and disciplinary issues. Ongoing. • Re-educate club Safeguarding/Welfare officers on current EN policies and guidelines. Starting in the 2023/2024 season. • Ensure that EDI is embedded in all of our policies and procedures. Ongoing. • An EDI section is included on our CNA website. Developed during the 2023/24 season. • Communicate information about the Codes of Conduct to all clubs on an annual basis. • Promote NetballHer to all of our clubs and provide a link on our website to the relevant EN pages. Summer 2023. 	G & F TSG	CNA Committee; Media and Publicity Secretary; CNA Members; East Midlands Netball; EN	<ul style="list-style-type: none"> • EN Rules and Regulations for: Disciplinary; Safeguarding; EDI. • NetballHer website
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PROGRAMME AREA: OFFICIATING

Programme Vision: To develop and support officials of all ages to perform to the highest standards and provide on-going CPD opportunities to maintain standards.

Possible Local Measures of Success:

1. Regular monitoring of members attending Into Officiating and C award courses.
2. Regular monitoring of officials progression from officiating course attendance to qualification.
3. Engagement of existing officials with on-going CPD.
4. Increased mentor workforce.

KEY : NCNA Notts County Netball Association
TSG Technical Support Group

AH Anne Henderson
JM Jane Morrell
SP Stef Pritchard

THE PLAN

Ref	What are we going to do to achieve the vision?	How are we going to achieve it and by when?	Who will Lead?	What resources are available to us?	Who else do we need to consult? Who are our key stakeholders?
1.	Reinforce to all members the EN officiating pathway from course application to qualification.	Regular updates to members at club meetings. Targeted emails Social media posts County website	NCNA Chair / Social Media Sec Officiating TSG Lead	County newsletter Social Media Website	EN County and regional officials.
2.	Encourage all officiating course attendees to complete qualification within the time frame allowed.	Allocate mentors – immediately on course completion. Maintain detailed records of each umpire’s progression – at each TSG meeting Practical assessment conducted in a timely manner	JM SP AH	Mentors Assessors EN officiating resources	NCNA leagues – Competition TSG NCNA Regional Officiating TSG England Netball

3.	Identify possible new mentors from existing C* umpires and offer training alongside shadowing of existing mentors.	Contact all eligible umpires to offer them the opportunity. Ideally recruit additional mentors by end 2024.	TSG Lead	Eligible umpire list Notts Mentor Programme	Mentor Programme Co-ordinator Mentors Officials
4.	Increase current TSG members to reflect the widest representation of all our stakeholders.	Contact all current stakeholders to identify representative aged 18-25 by August 2024.	TSG Lead	All county TSGs	Members
5.	Encourage all existing qualified umpires to maintain the highest standards.	Offer on-going CPD opportunities alongside current compulsory attendance at an umpire forum.	Officiating TSG	EN Region	NCNA Members Officials
6.	Create an annual budget	In line with timescales set by NCNA	TSG County Treasurer		NCNA
7.	Succession planning	Review annually	TSG members	Existing role descriptions NCNA policy	NCNA Members

For delivery beyond 2023/2024:

Increased opportunities for young officials (under 16) to practise in preparation for qualification and progression to next level.

Review umpire forum requirements in Notts.

PROGRAMME AREA: PERFORMANCE PATHWAY – U13 and U15 Nottinghamshire County Netball Player Development Pathway and intermediates

Programme Vision: To continue to increase the number of high-performance athletes within the County; and to ensure that delivery is in line with the requirements of the EN/County Player Pathway Performance Agreement (PPPA).

Possible Local Measures of Success:

1. Number of athletes who progress through to the next pathway stage (U15 county player pathway / intermediates to Loughborough Lightning).
2. Number of athletes who progress through to the next pathway stage (intermediates to U15 county player pathway)
3. Number of athletes who progress through to the next pathway stage (U15 county player pathway to intermediates / U15 county player pathway)

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1.	Produce players ready for the next level of the Pathway	Open screening for any athlete from any county. Deliver 30 x 2 hour session from Sept-May for U15 player development pathway and 15 x 2 hour session for U13 player development pathway and intermediates for selected athletes. All athletes (and coaches) selected are to be full members of England Netball, East Midlands Region and Nottinghamshire County, and affiliated to the appropriate level of the pathway on engage, so we can supply our athlete and coach data to England Netball.	TSG Lead – Pauline Shipman, Michelle Turgoose, Nicola Ford, Maisie Bunting, Victoria Thornton, Claire Bowen.	EN PPPA, EM Performance structures	NCNA, EM regional counties.
2	Target younger athletes for the U13 player development pathway to encourage participation within Notts netball	Get in touch and work with Notts primary schools to help feed our U13 player development pathway. Give all trial details to both senior and junior schools in a timely manner so it can be passed onto their students before the deadline.	Tori Heaps, TSG, Schools' rep on TSG.	Schools TSG	Schools, clubs with juniors.

3.	Build collaborative partnerships with stakeholders to deliver an effective and sustainable Pathway (i.e. schools, Clubs, U13 player development, intermediates, U15 player development and NSL teams)	Work with Notts coaching TSG partners to aid our current coaches and any coaches potentially looking to join the performance pathway. Work with Notts schools TSG to get our trial information out to schools. Work with Loughborough Lightning to make sure our coaching / the measures we use allow our athletes to progress through the system. Work with Notts officiating TSG to help out with umpires for the various match days / tournaments.	TSG		Coaching TSG Schools' TSG LL Franchise Officiating TSG
4.	Ensure all parts of the pathway (U15 player development, intermediates and U13 player development) are accessible to all socio-economic populations.	Operate a 'Here to Help' fund to support athletes who may otherwise be prohibited from accessing the County Performance Pathway Programme and help create Payment Plans for those athletes / parents to help with their contribution towards the access costs.	TSG Lead	NCNA Committee, Treasurer.	Participants in the county player pathway; parents and guardians etc.
5.	Encouraging and supporting individuals to achieve formal and informal learning. Make sure scouts / selectors to be used at 23/24 trials been on new updated selectors course.	Explore local coach development / workshops available through Notts Coaching TSG. Any CPD that is offered from Loughborough Lightning to lead coach to be offered out to coaching team within the Performance system. As part of their CPD make sure selectors who may help with the trials have been on the new selectors' course. Email all selectors with the details / where they can book on.	Michelle Turgoose Michelle Turgoose		Coaching TSG LL Franchise England Netball
6.	Review delivery against the requirements of the EN/County Player Performance Pathway Agreement and revise/update delivery as necessary.	TSG meetings held quarterly to review progress. NCNA Chair to be invited to attend meetings. TSG lead to produce a progress report following the meetings.	TSG Lead/Michelle Turgoose	TSG members; the PPPA document.	NCNA Chair, Regional Performance TSG, EN.

For delivery beyond 2023/2024:

Look for a permanent 'home' for the player development pathway

PROGRAMME AREA: SCHOOLS

Programme Vision: - The schools’ area of the county plan produced in March 2021 has been reviewed; the vision remains the same in principle, however, to enable the new TSG to progress and actually implement some of our vision, we need to focus on the following two areas during 2022-2023 and 2023-2024

- To increase school participation in netball over and above the curriculum requirement.
- Develop a competition structure with Equity, Diversity and Inclusivity at the forefront. The process should be SIMPLE and FUN for all concerned.

Possible Local Measures of Success: -

- Increased number of schools entering Notts. Schools’ Competitions.
- Monitor the school entries: Categorise by NEW, EXISTING, RETURNING. Flag schools that are withdrawing from our competition and establish why?

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1a	Review previous County Plan from March 2021 and assess progress.	Read, review and assess how the new TSG can move forward. Keep NCNA committee informed	TSG July 2023	The County Plan	NCNA Committee, all TSGs, England Netball, East Midlands and Regional Counties.
1b	Ensure that the Schools’ TSG is thriving and members feel valued for their contribution.	Rebuild the TSG and ensure that all members understand clearly their roles and responsibilities within the TSG structure.	All stakeholders		
1c	Motivate schools to become EN members and to participate in Notts. Schools competition programme.	Reverse the reduction in competition entry overall. Investigate EN membership requirements for all levels of competition to compare with now and historically.	TSG Lead By July 2023		Stakeholders: Schools Netball and England Netball

1d	Aim to deliver the remaining schools' competitions in 22/23 and plan for a more streamlined delivery in 23/24.	Review and evaluate schools' competition delivery in 2022/23, identifying key strengths and areas for development. Decide what can and can't be delivered in 2023/24 based on the current level of resources available. Develop a revised programme for competition delivery.	TSG Lead	NCNA Committee	Schools
1e	Identify other priority areas for delivery in 2023/24 and beyond..	As above - Review and evaluate the delivery of CPD offerings for schools and also delivery of the Schools' Netball Development Programme.	TSG Lead		
2a	Formulate a new method of entry into Notts. Schools Competition. Ensuring EN requirements are met.	Resolve EN Membership/Insurance queries relating to non-national schools' competitions. Collect and collate information from all stakeholders, including, but not solely EN, East Midlands, Regional Counties, NCNA, Schools TSG, and Secondary Schools, Finance, PE Staff and participants.	TSG May 2023	What do other counties do?	Stakeholders:
2b	Differentiate between Grassroots netball and National qualifying rounds.	Use this information to plan future competitions. Provide choices based on school standard of netball, making entry desirable, accessible and fun for all.	Season 2023-24 TSG		Schools Netball and England Netball
2c	Ensure competitions are value for money, with a simple payment method.	Cup and Plate sections maybe an option. Consider creating a handbook.			
		Ensure EN Insurance cover still protects our volunteers organising and delivering these tournaments.	TSG Lead	EN Guidance	
		Review the school budget. Take into account profit and loss during the last two years and prior.	TSG Lead, NCNA Treasurer		

3a	Ensure that individual volunteer roles are clearly defined and understood by all personnel involved in delivering schools' netball. Identify and implement appropriate and effective communication channels between the relevant groups.	Agree work allocation of volunteers and preferred method/s of communicating. Meaning: Who is responsible for doing what? To include: School's TSG Other TSGs NCNA Committee Regions County Committees Regional Management Board (RMB) England Netball	TSG Lead	TSG members	All governing bodies as listed in column 3. Key Stakeholders It could be everyone involved that has a genuine love of our sport.
3b	Review all TSG role descriptions	New Role Descriptions can be written and agreed after 4a has been completed in full, agreed in principle and finalised by the new Role Descriptions.			

For delivery beyond 2023/2024:

During 2023/2024 survey schools to ascertain if Coaching/Officiating courses would be popular with teaching staff and/or pupils. If a positive response plan to deliver in 2024/2025 in consultation with Coaching and Officiating TSGs.

Re-start the Schools Netball Development Programme for Primary Schools. Investigate current Primary participation, and design and trial a pilot scheme to support primary level netball. 2024/2025