



Volunteer Strategy

Volunteers play a vital part in the development and delivery of Sports Councils and Club Sport networks in Scotland. Without them our membership would not be where it is today. Volunteers who give their time to sport, clubs, events, sports councils and club sport networks enjoy many of the same benefits as participants, such as physical and mental wellbeing and personal development. Moreover, by volunteering, individuals help to facilitate social, community and economic development.

As sport continues to recover from the Covid-19 pandemic, there may be an increasing demand for volunteers within sports councils, club sport networks, clubs, committees and events. This Volunteering Strategy outlines Scottish ClubSport's vision and commitment to supporting our members with volunteering across the sports council and club sport network.

Our Commitment

Scottish ClubSport is committed to creating an environment where volunteers are engaged and supported, so that volunteers have a positive experience. To do this our members must recruit, support and develop their volunteer workforce so that they can achieve lifelong enjoyment from within sport.

We will work with our members to grow the volunteer workforce to meet the ever-increasing demand for volunteers across sport in Scotland. It is also important that we effectively monitor the support offered and evaluate the role of volunteers.

Mission

Scottish ClubSport aims to establish and develop tools and areas of work to support our members with the recruitment and recognition of volunteers across our membership.

Implementing the strategy

The identified strategic action areas and commitments set out in this Volunteering Strategy have been developed in line with Scottish ClubSport's Strategic Plan. We believe we have created a Volunteer Strategy which is supportive and relevant to members and will improve the recruitment and support of volunteers locally.



Scottish ClubSport has identified four strategic action areas for this Volunteering Strategy:

- 1. Advertise volunteer opportunities from within the membership**
- 2. Develop template role descriptors for key roles within sports council and clubsport committees**
- 3. Identify volunteer support workshops required by members and deliver nationally**
- 4. Champion volunteers contribution to sport in Scotland through the Service to Sport award**

1. ADVERTISE

Scottish ClubSport have a webpage allocated specifically to the recruitment of volunteers for members. It is important that all volunteer opportunities are attractive and accessible to all.

Recruitment or re-engagement of volunteers should be centred around the needs across the organisation and roles marketed appropriately to highlight the benefits of volunteering. Time should be spent identifying the potential barriers to volunteering and finding solutions where possible. Learning more about existing volunteers' experiences, will give insight into how to recruit or re-engage.

A template vacancy form has been created by Scottish ClubSport and is circulated to members regularly as reminder, the form is available to download on the Vacancies page of the website.

Our Commitment

- Offer advertising opportunities on the Scottish ClubSport website and social media channels
- Encourage members to review and adopt the Scottish ClubSport Volunteer Strategy locally
- Gather feedback from members to shape future volunteer development plans and improve volunteer support through the annual Membership Survey

2. TEMPLATE ROLE DESCRIPTORS

Develop template role descriptors for key volunteer roles within member committees, including Chair, Vice Chair, Treasurer and Secretary.

A strong volunteer workforce across our membership will ensure a positive, inclusive and supportive environment for volunteers at a local level. We recognise there are many barriers to volunteering, it is important to us that volunteers from under-represented groups are encouraged and able to apply for volunteer opportunities.

Our Commitment

- Develop template role descriptors for key roles which members can adopt locally, circulating these directly to members and making them available to download from the Scottish ClubSport website and Actify Hub
- Provide guidance for inclusive recruitment of volunteers



3. SUPPORT

Scottish ClubSport recognises that recruitment across the sports council and clubsport networks is vital, the demand across volunteers across all areas of sport is increasing. It is important that all volunteers have a meaningful and worthwhile experience. Successful recruitment is important, we will identify members needs for support with volunteer recruitment through the annual Membership Survey and commit to implement appropriate activities in response.

Establishing and developing partnerships locally will add value to the implementation of a volunteer strategy for our members. This will enhance opportunities for advertising opportunities locally, allow our members to identify local volunteer support available to them and will enhance the volunteer area of work. Partnerships with organisations such as local Third Sector Interfaces will be key to this success.

Our Commitment

- Effective training and development opportunities for members identified from the annual Membership Survey to support them with the recruitment of their volunteers
- Scottish ClubSport can work with local TSIs to identify local opportunities to support our members, such as identifying training opportunities available or submitting vacancy information on members behalf if required.
- Identify and deliver training and development opportunities with national partners such as Volunteer Scotland
- Create new tools as necessary to support members accordingly

4. CHAMPION VOLUNTEERS

Championing volunteers at all levels in sport is vital and an important role organisations such as Sports Councils and Club Sport networks have within their local communities.

Volunteers make a huge difference to sport and deserve to be recognised and rewarded for their effort and commitment. By championing volunteers, this will inspire new volunteers to come forward and existing volunteers will feel valued and are more likely to continue to volunteer for the organisation.

An important role many of our members undertake is the delivery of Annual Sports Awards, many of the categories awarded focus on volunteer contributions at a variety of levels.

Our Commitment

- Scottish ClubSport will continue to supply a Service to Sport award to all members annually
- An Award Survey will be undertaken by Scottish ClubSport to analyse the details of the Awards event organised by members, sharing result across the membership for the network to share good practice and ideas for future events
- Highlight opportunities where members can make regional and national nominations for volunteer winners at a local level
- Encourage and support members to make nominations to the UK Honours twice annually