



# CLUB DEVELOPMENT UPDATE

Safeguarding the Future of Club Dodgeball



# INTRODUCTION

This update has been compiled in response to feedback given via member consultation regarding the planned introduction of the requirement for all British Dodgeball member clubs to have an active junior section by the start of the 25/26 season. The purpose of this update document is to outline the results of member feedback and outline the British Dodgeball Management Committee and development staff response and updated plans for the formation of a strategy which ensures improved club sustainability, leading to a future where dodgeball clubs can thrive in the UK.

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# CONSULTATION OUTCOME

## RESPONDENT INFORMATION & REQUIREMENT FEEDBACK

### Total Respondents

- 120 total respondents
- 9.6% of all current British Dodgeball members responded to the survey
- An estimated 11.9% of club organisers/committee members responded to the survey

### Club Organisers: Barriers to Setting Up a Junior Section

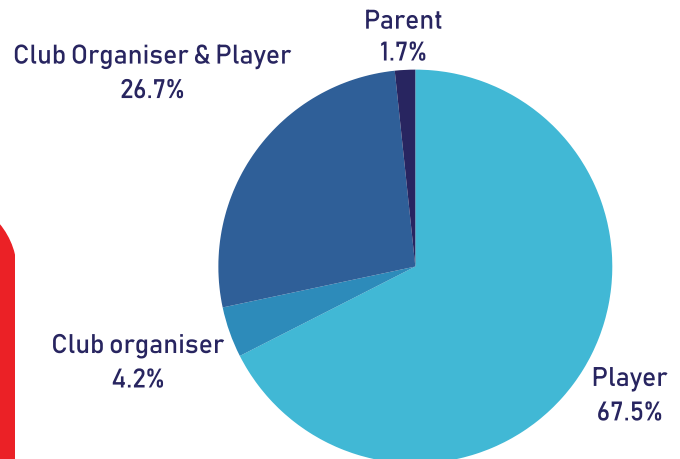
#### Mean Score

7 (Biggest Barrier)

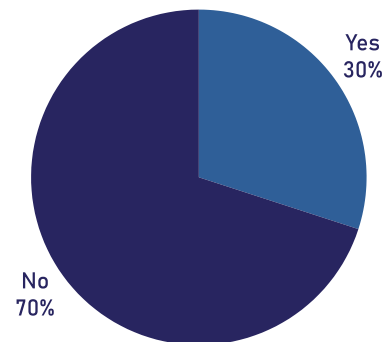


1 (Smallest Barrier)

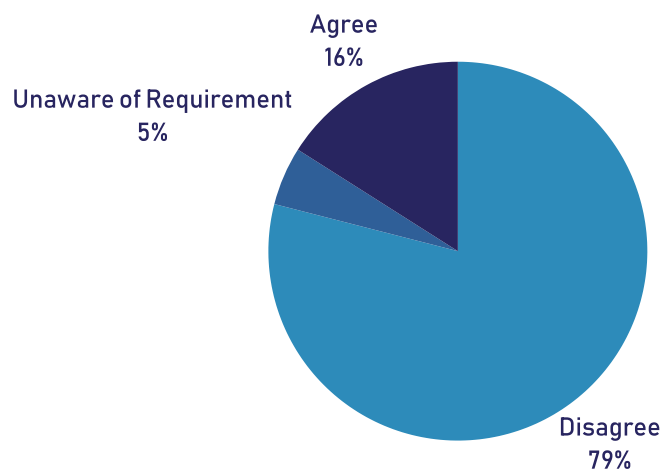
### Make up of Respondents



### Does your Club Already have a Junior Section?



### Agreement with the New Requirements

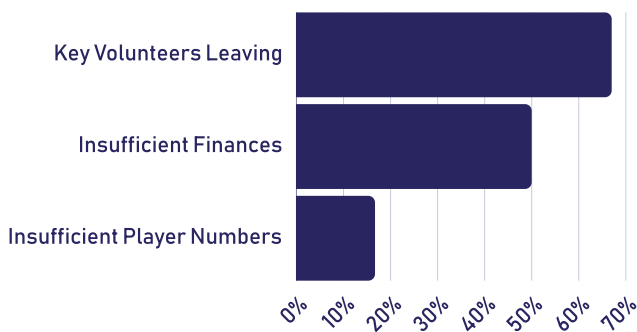


# CONSULTATION OUTCOME

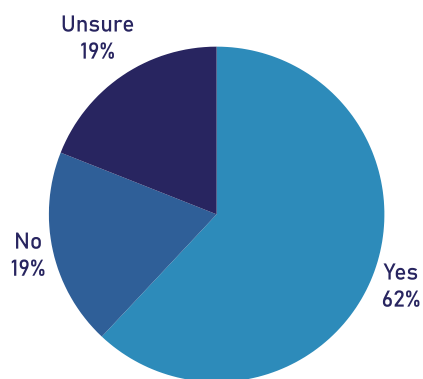
## CLUB SUSTAINABILITY FEEDBACK

### Risk Factors for Clubs

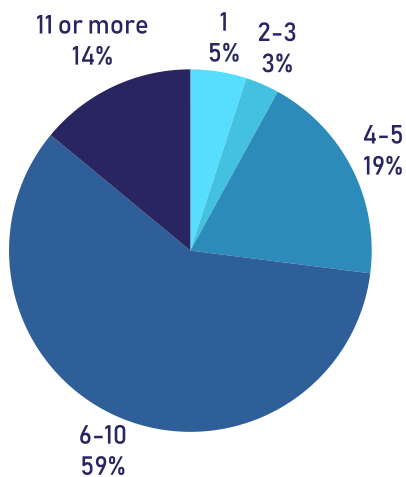
Those that did not think their club would exist in 5 years' time considered the following as the main reasons why:



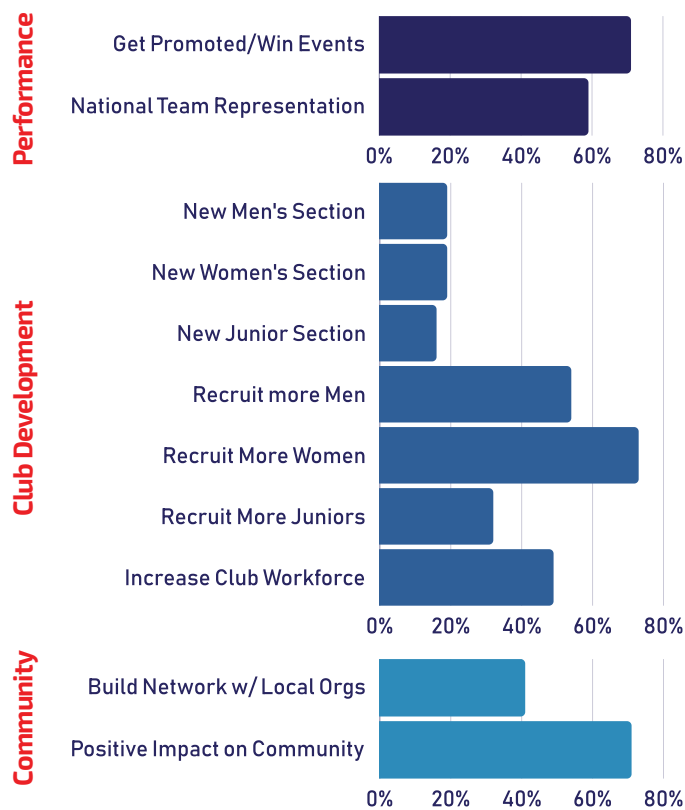
### Current Club Organisers: Do you Think You Will Still Be a Club Organiser in 5 Year's Time?



### Amount of Active Volunteers/Committee Members at Respondent Clubs



### Club Organisers' Club Goals Over Next 5 Years:

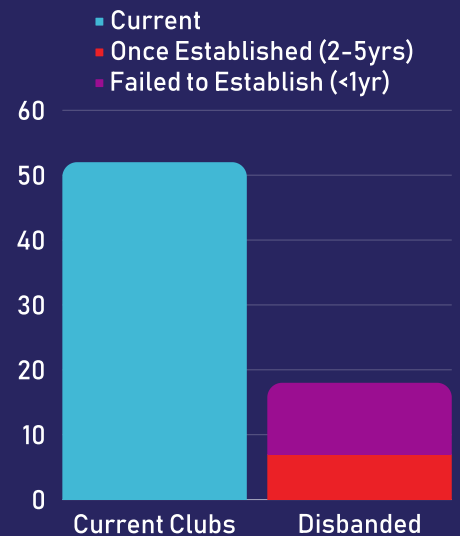


# CONSULTATION OUTCOME

## ADDITIONAL INFORMATION

- There are currently 52 community dodgeball clubs competing in the 2023/24 British Dodgeball season. In the last 24 months, 18 British Dodgeball-affiliated clubs have disbanded (25% of all clubs). 61% of these failed to become established in their first year and the remaining clubs disbanded within years 2-5. This is an extremely concerning number as it severely limits the opportunity for individuals to participate in dodgeball at a local level, the primary mechanism for growing the game. The first 5 years are vital for ensuring a club is sustainable.
- In the last two month period, three established clubs (who have operated for over 5 years) with representation in both men's and women's National Leagues have cited a lack of club finances as the reason for having difficulty paying for services such as regional league entry. The fact that more established clubs are struggling financially highlights potential fragility in the current community dodgeball system.
- The information above and the concerns raised don't have to be the norm; many of our newer member clubs, who have focused on creating strong community links, a sustainable pathway and multiple sections within their first 2-3 years, are in a financially healthy position and thriving.
- Support by British Dodgeball staff towards the formation of new dodgeball clubs will still continue and be joined by a further focus to work with long existing clubs to increase their sustainability.

### British Dodgeball Community Member Club Numbers Over Last 2 Years



# CONSULTATION OUTCOME DISCUSSION

## 9.6% OF MEMBERS RESPONDED TO THIS CONSULTATION

This is a good amount considering the consultation was only open for a period of one week due to our desire for a fast turnaround time, however it must be noted that limitations exist considering the amount of responses received.

## TIME, FINANCES AND HALL SPACE WERE CITED BY CLUB ORGANISERS AS THE BIGGEST BARRIERS TO SETTING UP A JUNIOR SECTION

This is where British Dodgeball plan to focus support going forwards: Improving workforce capacity at each club; improving club finances and club financial systems; and venue access. The most effective way of supporting with venue access will be to facilitate each club growing relationships with local organisations.

## REASONS WHY PEOPLE BELIEVED THEIR CLUB WOULD NOT EXIST IN 5 YEARS TIME

1. Key volunteers leaving (67%)
2. Insufficient finances (50%)
3. Insufficient player numbers (17%).

38% of current club organisers are either unsure or do not think they will still be a club organiser in 5 years' time. These key volunteers are vital to the simple existence, much less growth and success, of any club. Clubs must reach a point where they can survive this significant amount of key volunteers leaving the sport by becoming sustainable. This is something British Dodgeball's new club development strategy must offer support towards.

## THE THREE MOST POPULAR GOALS FOR CLUB ORGANISERS

- o Recruit more women (73%)
- o Get promoted or win events (71%)
- o Have a positive impact on your local community (71%)

## ADAPTING OUR REQUIRMENTS

British Dodgeball will adapt our club development strategy towards supporting those clubs with aims to develop women's sections by making the creation of a women's section a more formal milestone in a club's development journey. A key part of having an impact on your local community means providing a place for people of all ages and backgrounds to participate in sport; we will further define different levels of club with a key part of this being what the club offers to the local community beyond those that want to play dodgeball competitively.

## 79% OF RESPONDENTS DISAGREED WITH THE NEW REQUIREMENT TO START A JUNIOR SECTION

In response to this, the British Dodgeball development staff team will alter our strategy: the requirement for clubs to have a junior section by the 25/26 season, or within 2 years of set-up, will be postponed until such a time that this request will have a minimal impact upon community clubs. Instead, a new strategy to both ensure clubs can be supported to develop whilst safeguarding the future of the sport has been developed. This is outlined overleaf.



# UPDATING OUR CLUB DEVELOPMENT STRATEGY 2024

We at British Dodgeball would simply not be doing our jobs if we were not trying to push the envelope and grow the sport. We are committed to developing the dodgeball scene in the UK so that as many people as possible can enjoy the benefits of the game in the future. The British Dodgeball Management Committee is proud of the fact that we act quickly on member feedback, as evidenced by this member consultation going out just one day after concerns were raised by members regarding the implementation of the new requirements. Our Club Development Strategy is being designed in response to the member's consultation, to better support the range of clubs and wonderful volunteers that are the foundation of the community game. But it is not yet complete; we want to design this strategy in partnership with club organisers, and so will be shortly arranging meetings with each club to gain further feedback and collate their views and goals into one coherent strategy. Please continue reading for the plan so far...

## Provide more places for all to play by opening up Regional Leagues to informal groups

Some groups of players just want to play dodgeball, and don't have wider ambitions of creating a place for others to have a place to play. Even though such groups will not aim to benefit their local communities or grow the game of dodgeball, their continued participation in our sport is valued. Giving individuals belonging to informal groups the chance to participate in dodgeball aligns with our commitment towards Sport For All. As such, Regional Leagues will now be open to entries from informal groups without the need for Club Membership, so these informal groups have additional opportunities to play.

## Categorise different stages of club development

The categorisation of different stages of club development will better allow club organisers to see what they can do to develop to the next level, and help us at British Dodgeball offer support. Club stages can be seen overleaf.

## Assign a British Dodgeball Development Officer to every member club

Each British Dodgeball member club will be assigned a British Dodgeball Development staff member who will:

- Be a point of communication between each club committee and British Dodgeball.
- Conduct regular meetings with the club to offer support and guidance, and support with progress towards the next stage of club development.

Staff members will reach out to clubs in the very near future to arrange meetings to set up direct lines of communication; assess where clubs are on their development journey; offer relevant support; and gain feedback in order to finalise these amendments.

## Improve Communication with Members

British Dodgeball is an organisation which highly values its members, as we would not exist without you. In efforts to provide members with the latest happenings at British Dodgeball, we have sent out monthly membership update emails using the Just go platform throughout this season. These will now go out on our website and social media also.

Good communication is a two-way street, however. We'd like to use this opportunity to clarify our stance on social media: it is unlikely you'll get a response from our team on these platforms. If you'd like to provide feedback or ask a question, then we ask you to send these enquiries via email to [hello@britishdodgeball.com](mailto:hello@britishdodgeball.com).

# CATEGORISING CLUB STATUS



Affiliated Club Status:		Informal Group	Developing Club	Sustainable Club	Established Club	Dodgemark Club
<b>CLUB MANAGEMENT</b>	<b>Governance</b>					
	Constitution or articles of association		☾	☾	☾	☾
	Club email address		☾	☾	☾	☾
	BD Support Meeting attendance (6 monthly)		☾	☾	☾	☾
	Sustainability plan			☾	☾	☾
	A board or management team made up of at least three nonrelated, non-cohabiting people			☾	☾	☾
	Key committee roles fulfilled as outlined on workforce sheet			☾	☾	☾
	Regular minuted committee meetings (at least 4 per year)					☾
	Manage conflicts of interests appropriately in line with a statement/ policy					☾
	<b>Finances</b>					
	An organisation bank account		☾	☾	☾	☾
	A basic financial record of income and outgoings		☾	☾	☾	☾
	Working towards building up 3 months of average outgoings in savings			☾	☾	☾
	An accurate financial record				☾	☾
	Working towards building up 6 months of average outgoings in savings				☾	☾
	Benefits/expenses policy for relevant roles and/or payment terms outlined for paid roles				☾	☾
Annual accounts prepared, scrutinised independently and made available to members					☾	
<b>MEMBER ENGAGEMENT</b>	<b>Inclusion</b>					
	Hold inclusive sessions for the local community (min. 1 section)		☾	☾	☾	☾
	Have an inclusion policy			☾	☾	☾
	Min. 2 sections (men/women/u11/u13/u15/u17)			☾	☾	☾
	Min. 3 sections (men/women/u11/u13/u15/u17)				☾	☾
	Have processes in place for supporting players with physical and mental disabilities					☾
	Recognise & reward the hard work of your club's volunteers					☾
	<b>Communication</b>					
	Ensure competing players hold the appropriate level of British Dodgeball membership	☾	☾	☾	☾	☾
	Ensure competing players register an additional club/group where necessary	☾	☾	☾	☾	☾
	Hold British Dodgeball club membership		☾	☾	☾	☾
	Hold coach membership or other insurance for coaches working outside of a club setting		☾	☾	☾	☾
	Promote sessions to local community		☾	☾	☾	☾
	Ongoing communication with existing members regarding British Dodgeball & club updates			☾	☾	☾
Have at least one level of player membership			☾	☾	☾	
Assigned point of contact for new members				☾	☾	
Collect regular member feedback to inform change and address concerns where relevant					☾	



# CATEGORISING CLUB STATUS



Affiliated Club Status:		Informal Group	Developing Club	Sustainable Club	Established Club	Dodgemark Club
<b>PLAYING PROGRAMME</b>	<b>Workforce</b>					
	Club referee lead	☾	☾	☾	☾	☾
	A trained coach (min. 1 British Dodgeball Level 2 coach)		☾	☾	☾	☾
	Appropriate coaching structure in place (e.g. head coach, team coaches, assistant coaches)			☾	☾	☾
	Enough British Dodgeball qualified coaches to adhere to minimum coach:participant ratios			☾	☾	☾
	A British Dodgeball Level 3 qualified coach				☾	☾
	<b>Sessions &amp; Competitions</b>					
	Hold regular sessions at local venue for all existing club sections		☾	☾	☾	☾
	Regularly enter British Dodgeball competitions and/or other events			☾	☾	☾
	High-quality sessions accessible for all ability levels			☾	☾	☾
	Have a competition calendar accessible for all ability levels					☾
	Promote opportunities to train and work as event referees & coordinators					☾
<b>DUTY OF CARE</b>	<b>Policies &amp; Procedures</b>					
	Adherence to British Dodgeball code of conduct	☾	☾	☾	☾	☾
	Safeguarding policy & procedures		☾	☾	☾	☾
	Data protection policy		☾	☾	☾	☾
	Club code of conduct			☾	☾	☾
	Health and safety procedure in line with accident and injury policy			☾	☾	☾
	Complaints and disciplinary procedure				☾	☾
	Follow British Dodgeball safe recruitment practices for coaches & those in authority roles					☾
	<b>Safety &amp; Safeguarding</b>					
	Access to first aid at competitions	☾	☾	☾	☾	☾
	Appointed welfare officer with recommended safeguarding training		☾	☾	☾	☾
	Access to first aid at sessions		☾	☾	☾	☾
DBS checks for coaches who regularly work with under 18's		☾	☾	☾	☾	
Policies accessible to members				☾	☾	
Record of committee members' and coaches' training, qualifications and DBS checks					☾	

A club's development journey is dependent upon club leadership (availability, knowledge & motivation of club organisers), workforce recruitment, player numbers, player & committee member values, financial constraints and more. As such, no two club's journeys will be the same. Some clubs may have an exceptional workforce but lack the finances to properly train them and move to the next level, whilst others may have 2 sections of high-performing players but be overly reliant on one or two people who perform the bulk of club operations. The criteria above will assist in the creation of balanced, well-rounded clubs who can operate sustainably and match operational performance to growing participation levels.



## What is left to discuss with club organisers?

Now we are providing extended opportunities for informal groups to participate in competitive dodgeball (via opening up Regional Leagues), we need to ascertain from clubs what stage they currently sit at and what their future development goals are. This will allow our development team to adapt the initially-proposed requirement to something which more club organisers support, and aligns with their own development goals. Club organisers will therefore play a key part in the finalisation of this strategy.

## Will there be a requirement for clubs to reach a certain level by a certain time like the initially-planned requirement?

This will depend on the views given to us by club organisers during and after our initial meetings. It is unlikely at this stage that any mandatory requirement will be given to clubs as a condition of continuing to receive club membership, however requirements may be put in place for clubs to reach a specific development stage by a certain time if they are to continue to participate at a certain level of competition. Any such decision will be made to ensure that the sport is progressing at community level as a whole.

## What is next?

Once we've conducted initial meetings with clubs, we will collate this information use this to inform our Club Development Strategy 2024. We look forward to sharing it with you.

