

BEYOND THE COURT

Ten Year People Plan | 2026-2035

PLAYERS / COACHES / REFEREES / PARENTS / VOLUNTEERS /
SPECTATORS / BOARD OF DIRECTORS / MEDIA TEAM / TECHNICAL
COMMITTEE MEMBERS / EVENT COORDINATORS / HIGHER EDUCATION
DODGEBALL ACTIVATORS / STAFF MEMBERS / NATIONAL ACADEMIES

We're All In

Part 1

OUR PRINCIPLES

Vision: To foster a strong sense of community and purpose for everyone within British Dodgeball. We envision a diverse, inclusive, and engaged network of people who feel valued, supported, and inspired to contribute to the sport's growth and evolution.

British Dodgeball's People Plan is designed to support the individuals who make the sport thrive—from volunteers and coaches to officials and staff. It reflects our commitment to building a vibrant, inclusive, and sustainable community that empowers everyone involved in dodgeball across the UK.

Core Principles:

- **Person-First Approach:** Understand and respond to the needs of everyone involved in dodgeball, ensuring they feel heard, respected and empowered.
- **Include All:** Create welcoming environments that reflect the diversity of our communities. Embed inclusivity into every aspect of our operations, from recruitment to governance.
- **Celebrate & Recognise Contributions:** Acknowledge the efforts of people at all levels to build a culture of appreciation.
- **Build a Sustainable Talent Pipeline:** Develop clear pathways for volunteers, coaches and officials to grow within dodgeball. Support transitions between roles and encourage long-term involvement.
- **Balance Impact and Effort:** Recognise the finite resources available and prioritise initiatives that deliver meaningful outcomes without overburdening our people.

A Connected and Valued Community

- Foster collaboration between clubs and national bodies.
- Use digital tools to enhance communication and engagement.
- Create opportunities to say “thank you” and celebrate achievements.

Right People in the Right Roles

- Support retention through flexible and rewarding opportunities.
- Recruit based on current and future needs, with a focus on long-term involvement.

Skills and Development

- Provide accessible, high-quality training and mentoring.
- Encourage peer learning and shared experiences.
- Support deployment into roles that match individual strengths and interests.

Diversity and Inclusion

- Reflect the diversity of the UK in our workforce and volunteers.
- Promote inclusive behaviours and fair practices across all levels.
- Embed accountability for diversity in our systems and culture.

Safety and Wellbeing

- Ensure everyone understands their safeguarding responsibilities.
- Provide training and resources to support welfare and duty of care.
- Maintain robust risk management practices to protect all participants.

STRATEGIC ALIGNMENT

This People Plan is designed to work alongside Block By Block | 10-Year Strategy, and is aligned strategically in the following ways when it comes to our people:



Dodgeball For All

We will learn more about who our people are, where they play, work or volunteer and why people join in so we can effectively promote the opportunities which dodgeball provides for anyone, no matter their age, race, gender, ability level or background.

- **Inclusion** - We will look to tackle inequality directly and collaboratively with our partners.
- **Data & Insight** - We will place a higher priority on gathering and analysing data to form insights which guide our actions.
- **Campaigns & Projects** - We will use campaigns and projects when the opportunity arises to engage or retain specific audiences.
- **Evidence** - We will share our insights and demonstrate our successes to help others understand the benefits dodgeball can provide.



STRATEGIC ALIGNMENT



Set for Success

We will work hand in hand with inspirational leaders to create an environment where dodgeball can thrive. By supporting those at the heart of the game with tailored resources and strategic guidance, we aim to strengthen foundations across the UK and empower every club to achieve its full potential.

- **Recognising & Empowering Leaders** - We will aim to develop closer relationships with key dodgeball leaders so we can provide more tailored support to help channel their passion into success.
- **Clubs** - We will support clubs by working intensively with those which have key volunteers in place who are actively targeting growth, efficiency or sustainability.
- **Coaches** - We will support coaches by continually developing our coaching pathway and offering more resources which they can access.
- **Referees** - We will recruit & retain more referees by advancing our training pathways. We will also support referees to be treated with respect as people who give their time for the enjoyment of others.
- **Memberships** - We will constantly look to develop our membership offers whilst maintaining records of members and their history & qualifications to make sure the sport and its players are safeguarded.
- **Partnerships** - We will build valuable relationships with partners who can help us achieve our goals, whether by financial support, increasing delivery capacity or reaching those outside of our own community.

STRATEGIC ALIGNMENT



On The Ball

We will continue to deliver and constantly develop the products and services that benefit our clubs, schools, members, players and partners. We will ensure income is managed appropriately and reinvested sensibly to grow dodgeball in the UK.

- **National Academies** - We will build strong National Academies through collaboration between staff members and experienced volunteers to develop talent & achieve success on the international stage.
- **Promotion** - We will promote the sport and success stories of members of the dodgeball community to engage and inspire new audiences through the use of social media, video, live-streaming and collaboration with partner organisations.
- **Governance** - We will maintain a suitable board structure which follows best practice and allocates responsibilities for governing specific elements of the sport (such as disciplinary offences) where appropriate.
- **Volunteer Management** - We will look to increase our capacity through the recruitment and management of volunteers, forming teams with the relevant skills and experience to support our staff members to achieve the outcomes listed in the other two strategic priorities.
- **Communication** - We will look to foster our relationship with members, affiliate organisations and partner organisations through the use of a strong membership platform and a variety of communication methods including email, messaging platforms and social media.



Part 2

OUR PEOPLE: **Players**

Connected & Valued:

- Celebrate players and teams' achievements to the community and a wider audience through use of social media posts, membership updates and British Dodgeball awards.
- Consult players and member clubs on current issues so they can have an active role in shaping our decisions.

Pathways & Progression:

- Work to grow the Dodgeball For All pathway and provide opportunities for all ages and ability levels.

Support & Development:

- Train coaches & provide ongoing CPD to support high quality coaching for all players.
- Provide opportunities to join National Academies and develop within the Talent & Performance systems.

Safety & Wellbeing:

- Maintain robust safeguarding and disciplinary procedures which all players can access at any time.
- Offer personal accident insurance and public liability insurance via membership.

Inclusion & Representation:

- Promote player diversity across gender, ethnicity, disability & socio-economic background.
- Learn more about the demographic of dodgeball players within British Dodgeball and beyond and use this information to create insights which can support in tackling inequality.



OUR PEOPLE:

Coaches & Coach Educators

Connected & Valued:

- Celebrate coaches' achievements to the community and a wider audience through use of social media posts, membership updates and British Dodgeball awards.

Pathways & Progression:

- Offer industry-recognised and endorsed coach education, and look to break down barriers (e.g. cost, geography) that may prevent someone from becoming a coach.
- Highlight opportunities for progression such as working in high-performance environments with national academies or paid coaching opportunities.

Support & Development:

- Create & maintain a coach education system which provides quality assurance and regular opportunities for CPD beyond initial training via a membership scheme.
- Support the ongoing development of coach educators by providing regular opportunities for CPD beyond initial training.
- Work with the NGB Coaches Forum and align to a recognised NGB Coaching Plan.

Safety & Wellbeing:

- Maintain robust safeguarding & disciplinary procedures which coaches can access at any time.
- Require registration of coaches as coach members on our membership platform.
- Offer personal accident insurance, public liability insurance and professional indemnity via coach membership.

Inclusion & Representation:

- Promote coach diversity across gender, ethnicity, disability, and socio-economic background.
- Learn more about the demographic of dodgeball coaches (within British Dodgeball and beyond), and use this information to create insights which can support in tackling inequality.



OUR PEOPLE: Referees

Connected & Valued:

- Celebrate referees' achievements to the community & a wider audience through use of posts, updates and awards.
- Consult referees on potential changes & consider impact on referees when planning rule updates.

Pathways & Progression:

- Continue to update the Referee Standards to highlight the values we look for in a referee.
- Offer tailored referee education using a blended learning approach and look to break down barriers (e.g. cost, geography) that may prevent someone from becoming a referee.
- Highlight opportunities for progression such as officiating at major events or becoming an event coordinator or joining the Technical committee.
- Provide the opportunity for people to become match referees (to officiate individual matches at events they are already attending as a player).

Support & Development:

- Continue to update the Referee manual to provide procedures which all referees can follow.
- Provide regular updates and opportunities for CPD to referees.

Safety & Wellbeing:

- Maintain robust safeguarding & disciplinary procedures which all referees can access at any time.
- Highlight the importance of respecting all referees and maintain a system where referees can report instances of abuse which will not be tolerated.
- Offer personal accident insurance and public liability insurance via coach membership.

Inclusion & Representation:

- Promote referee diversity across gender, ethnicity, disability, and socio-economic background.
- Learn more about the demographic of dodgeball referees (within British Dodgeball and beyond), and use this information to create insights which can support in tackling inequality.



OUR PEOPLE:

Volunteers

Club / National Academy / Activators /
Technical Committee / Media Team

Connected & Valued:

- Celebrate volunteers' achievements to the community and a wider audience through use of social media posts, membership updates and British Dodgeball awards.
- Consult volunteers when considering changes to their area of responsibility.
- Advocate for volunteers through line management systems.

Pathways & Progression:

- Map out clear roles & responsibilities for volunteers so they understand expectations.
- Highlight opportunities for progression such as promotion within a National Academy setup, or gaining additional responsibilities within a British Dodgeball volunteer team.

Support & Development:

- Continue to update procedural documents such as the National Academies Guidelines to provide clear guidance which all volunteers can follow.
- Maintain and create new resources to provide club volunteers with easy access to templates and guides for running successful and sustainable clubs.
- Provide the opportunity for regular line manager check-ins for volunteers to access support.

Safety & Wellbeing:

- Maintain robust safeguarding and disciplinary procedures which all volunteers can access at any time.
- Maintain clear conflict of interest, whistleblowing and systems to ensure mechanisms are in place which protects volunteers and players alike.

Inclusion & Representation:

- Promote volunteer diversity across gender, ethnicity, disability & socio-economic background.
- Learn more about the demographic of dodgeball volunteers (within British Dodgeball and beyond), and use this information to create insights which can support in tackling inequality.



OUR PEOPLE:

Staff Members

Connected & Valued:

- Hold regular staff meetings and maintain regular communication to encourage collaborative working.
- Consult staff when considering changes to their area of responsibility.
- Advocate for staff through line management systems.

Pathways & Progression:

- Map out clear roles & responsibilities for staff members so they understand expectations.
- Highlight opportunities for progression such as promotion or gaining additional responsibilities.

Support & Development:

- Encourage staff CPD and ongoing training in areas of safeguarding, equality & diversity, digital skills and leadership in addition to a staff member's area of work.
- Continue to update internal procedural documents to provide clear guidance which all staff can follow.
- Look to recruit staff members in new roles when appropriate. Priority staff members could be development officers, administrators and bid writers.

Safety & Wellbeing:

- Maintain robust safeguarding and disciplinary procedures which all staff members can access at any time.
- Maintain clear conflict of interest, whistleblowing and appeals systems to ensure mechanisms are in place which protects staff members.

Inclusion & Representation:

- Promote staff diversity across gender, ethnicity, disability, and socio-economic background.



OUR PEOPLE: Board of Directors

Connected & Valued:

- Celebrate directors' achievements to the community and wider audiences through use of social media & membership updates.
- Hold regular board meetings and maintain regular communication to encourage collaborative working.

Pathways & Progression:

- Map out clear roles, terms & responsibilities for board members so they understand expectations.
- Work to meet Tier 3 Requirements of the Code for Sports Governance.

Support & Development:

- Encourage directors to undertake CPD and ongoing training in areas of safeguarding, equality & diversity, digital skills and leadership in addition to their specific area of responsibility.
- Continue to update internal procedural documents to provide clear guidance which all directors can follow.
- Provide the opportunity to request support from other directors when required.

Safety & Wellbeing:

- Maintain robust safeguarding and disciplinary procedures which all directors can access at any time.
- Maintain clear conflict of interest, whistleblowing and appeals systems to ensure mechanisms are in place which protects directors.

Inclusion & Representation:

- Promote director diversity across gender, ethnicity, disability, and socio-economic background.
- Encourage all Home Nations to have a participant representative on the board at all times to advocate for members in their Home Nation.

