**Equity Action Plan**

Recruiting and Retaining Members from your local community

**NAME OF CLUB: CD Phoenix Netball Club**

**What type of club are we?**

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| e.g. performance/development/recreational/otherNetball Club providing coaching and match play for members of the local community. Ages from 8 years upward through to adults. The club aims to promote netball for all. The club has 16 teams including all levels of play for all ages: recreational, development and performance. The club believes all players should be able to fulfil their individual’s potential in a safe and encouraging environment. |

**What are the barriers/issues that stop us growing as a club?**

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| 1. Number of qualified volunteers e.g. coaches, assistant coaches and umpires – lack of courses to improve their current qualifications and more and more coaches are looking for payment.
2. Number of indoor training facilities available locally for winter training sessions – costs of courts are too expensive and don’t have availability on the evenings that we require. Already booked years in advance makes finding new venues hard. Venues are stopping private use (schools etc) so we are losing venues
3. Financial i.e funding / sponsorship – in current economic climate harder to get funding / sponsorship from people
4. Recruiting Volunteers – we find it hard to find new people to help, so the people we have got our stretching themselves too thin. Means we cant expand the club as we don’t have the support to help us
5. Club is currently full to capacity – we currently have maximum numbers in all age groups and with no additional coaches / volunteers we are unable to expand our numbers. Also we don’t have the indoor training venues to accommodate more teams.
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**Where are we now?**

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| **Category** | **Number** | **Category** | **Number** |
| Adult male | 5 | Male under 16 | 0 |
| Adult female | 63 | Female under 16 | 130 |
| Junior male | 0 | Male under 11 Black and ethnic minority Community | 0 |
| Junior female | 130 | Female under 11 Black and ethnic minority Community | 5 |
| Male under 11 | 0 | Male under 18 Black and ethnic minority Community | 0 |
| Female under 11 | 62 | Female under 18 Black and ethnic minority Community | 15 |
| Do we accommodate any disabled young people (either participants or volunteers)? Not at present |

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| Description of current situation (eg details of your current membership levels, location and overall population, secondary and primary schools and/or similar clubs in your community from your sport):The junior section of the Club is up to its full capacity due to restrictions of no’s of coaching volunteers available and is made up largely from two larger secondary schools in the local area – Imberhorne and Sackville plus independent Lingfield Notre Dame. The U11 section of the club are from a cross section of all the local primary schools – Halsford Park, Escots, Meads, Blackwell, Felbridge Lingfield Notre Dame. Most members are from the local community within a range of 10 miles. The club, over the last few years due to successes in regional and national competitions has started to attract players from further afield – more like a 30 mile radius in our U14, U16 and U19 regional age groups. |

For further information of where your club is situated go to http://www.neighbourhood.statistics.gov.uk/dissemination/

To find out the names of the primary and secondary schools within a catchment area of your club you can contact your local education authority or go to <http://www.education.gov.uk/schools/performance/>

**Where are we going?**

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| Having identified the location of our club and its community compared to our current membership who do we realistically want to encourage into our club?**Main area that we have highlighted for Club development is in retention of young adult age group i.e 15-19 years old, and encouraging more female adults back into netball.****Also increase volunteer and coaching positions so we can increase the number of juniors we have in the club at different age groups.** |
| Do we feel able as a club to increase the opportunities for disabled participants? | The club believes here is the potential for increasing the opportunities for disable participants but is currently restricted in doing so by the lack of qualified coaches in the area. |
| If so, what can we offer? | Clubs can offer to develop specific coaches and contribute towards costs for coaches training courses. |

**How will we get there?**

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| . **Aim**  | **Objective**  | **Action**  | **Responsible**  | **Timescale**  | **Resources**  | **Review** |
| To encourage young adults and adult females to participate in Netball | To increase club membership of the 16 years and over sections at the club | Retention of 15/16 year age group – find out why they are leaving and try to address problems.Target return of university / college students. | Chairs and committees | Ongoing | Self financing from membership fees – possibility of a grant to aid this, as there is capacity in our senior / U19 sections to expand. | At regular committee meetings |
| Expand the junior section of the club | To increase the numbers playing at junior level in the club by expanding age groups | Find new coaches / volunteersAdvertise for new players | Chairs and committee members | By end of next 2 year cycle | Coaching coursesEquipmentVenues to train | At regular committee meetings |
| Introduce a back to netball session at home venue | To increase the number of people being introduced to netball or returning to the sport | Find coach to coach the sessionFind an appropriate day that doesn’t clash with other netball dates in the area | Chairs and committee members | By end of next 2 year cycle | CoachEquipmentVenue | At regular committee meetings |