



## Volunteer Strategy 2020-2023

### Our Vision

Camogie is at the heart of our communities, a game that inspires, an Association for all.

### Our Purpose

To develop and promote Camogie at all levels to inspire current and future generations and preserve the heritage of our game.

### Volunteering for the Camogie Association

The Camogie Association is a volunteer organisation that aims to promote woman in sport, lifelong participation and promote health and well-being for all our members. As an association, we want volunteers to feel supported and know that they are valued, in turn spreading the volunteering passion throughout our Gaelic games' community. Volunteers are essential to the running of the organisation and it continually to promotes inclusivity and diversity.

Volunteering has benefits for both the association and the individual by helping them to grow, develop and form positive connections with the community. Volunteers in Camogie can give back to a sport that has developed them personally through their relationships, confidence, communications and working as a team. Camogie relies on volunteers to enable the more than 100,000 members be involved in our game and have a quality sporting experience. The number and quality of volunteers recruited directly impacts the development and growth of our game. The aim of this strategy is to increase the number of trained, knowledgeable volunteers who will, in turn, improve the game both on and off the field.

There are a range of different roles that our volunteers can take including players, coaches, parents, referees, managers, administrator, committee members. Further to this, there are lots of reasons for people to volunteer:

- Give back
- Communities
- New Skills
- Passion for Camogie
- Feel valued
- Enjoyment
- Support their children
- Social
- Sense of belonging
- Teamwork and collaboration

## Our Vision for Volunteering

In 2020 a new National Development Plan was published by the Camogie Association, the focus for these 4 years are:



Passion: The Game



People: Volunteers



Pride: Identity



Place: Leadership

Full details of the National Development Plan can be accessed via this link: <https://camogie.ie/wp-content/uploads/2020/08/Camogie-Association-National-Development-Plan-2020-23.pdf>

To deliver the objectives of this plan the association will develop resources and training to support new and current volunteers with the main themes of:

1. Attracting, recruiting and retaining volunteers
2. Supporting and developing volunteers
3. Valuing and acknowledging volunteers

### **Attracting, Recruiting and Retaining Volunteers**

#### **Succession Planning**

Our volunteers will be provided with presentations, documentation, and workshops to aid the process of succession planning and guide them to practical tool guides to ensure they are supported in this difficult process for club, county, and provincial committees.

Succession plan can be accessed here: <https://camogie.ie/wp-content/uploads/2021/02/Succession-Planning-2021-1.pdf> and Retaining and Recruitment resources can be accessed here: <https://camogie.ie/wp-content/uploads/2021/02/Attracting-Recruiting-and-Retaining-Volunteers-2021.pdf>

#### **Role**

Our officers will be provided with clear role descriptors and guidebooks to help to navigate the procedures and processes required for their position to help ensure that all units work with the Association rules.

Role descriptors and guidebooks can be accessed here: <https://camogie.ie/development/learning-development/>

## **Supporting and developing volunteers**

### **Volunteer Administrators Training**

- ✓ CLDP Joint Camogie/GAA/LGFA training  
Camogie Officers are given the opportunity to attend a range of officer training courses each year for the roles of chairperson, secretary, PRO, Treasurer, development officer and cultural officer. This training provides support in their roles with effective communication training, leading effectively, creating a safe club, data protection and Microsoft application training.

These resources can be accessed here: [https://learning.gaa.ie/club\\_leadership](https://learning.gaa.ie/club_leadership)

- ✓ Camogie specific development training  
The Camogie Association also develop volunteers by providing a number of Camogie specific training sessions for administrators including PROs and Treasurers.

Information on courses can be found here: <https://camogie.ie/>

### **Coach Development and Support**

Coach education & development is an all-encompassing term that refers to the process leading towards enhanced expertise in coaching. This learning occurs from accessing a range of opportunities (informal to formal). To support this development, our Camogie coach education structures offer a variety of programmes, learning opportunities & resources for coaches of all levels to include:

- ✓ Coach Learning and Development booklets and webinars
- ✓ Caman get a grip foundation manual
- ✓ Camogie Injury Prevention
- ✓ Coaching skills and games
- ✓ 3<sup>rd</sup> level coaching academy
- ✓ Camogie coach developer in-service
- ✓ Reflective learning template
- ✓ Camogie skill cards
- ✓ GAA e-learning YouTube channel
- ✓ Coaching Bubble Podcast
- ✓ Ready Steady Go Series
- ✓ Camogie National Development Forum and the National GAA Coaching and Games Conference

More resources and information can be found here:

<https://camogie.ie/development/coaching/?highlight=coach%202021>

## Camogie Development Initiatives

### ✓ **Volunteer development initiatives**

There are a range of development initiative and resources for the Camogie Association which include an annual National Development Forum. These development initiatives range from Hurl with Me, Caman to Croker, Go Games, Caman 4 Fun and many more.

These resources can be accessed here: <https://camogie.ie/development/programmes-initiatives/> and <https://camogie.ie/development/development-forum/>

### ✓ **MNA Programme**

This programme focuses on female coaching and mentorship in partnership with Sport Ireland's Woman in Sport Policy. The aim of this initiative is to increase the number of women involved in coaching. This supports volunteers by assisting clubs to ensure retention of past players and recruitment of females that will pass on their knowledge, skills and experience to future players through coaching.

Details on this programme can be found here: <https://camogie.ie/news/2021-m-n-a-programme/>

### ✓ **PR-Óg Programme**

This programme has been developed to aid engagement and recruitment of young members to become future PROs. This initiative aims to provide training on social media, conducting interviews, writing reports, live streaming matches and much more to volunteers aged between 15-21 years.

Details on this programme can be found here: <https://camogie.ie/administration/communications/the-pr-og/>

### ✓ **Coach Me Webinar series**

The Camogie Association will offer a guided learning opportunity for coaches with interactive online sessions with staff and guest presenters. This process gives coaches the chance to gain more knowledge and confidence on relevant topics allowing their skills to progress and improve training sessions for their players.

The relevant resources are available here: <https://camogie.ie/development/coaching/coach-me-programme/?highlight=coach%20me>

## **Inclusion**

- ✓ **Disability inclusion policy**  
<https://camogie.ie/wp-content/uploads/2020/10/Camogie-Association-Disability-Inclusion-Policy.pdf>
  
- ✓ The Camogie Association will work with external partners to ensure our volunteers receive relevant, up-to-date and professional training on a range of inclusion to include:
  - Disability awareness training (CARA)
  - Autism awareness training (CARA)
  - LGBTQ+ awareness training (ShoutOut)
  - Good relations training

Details of this training can be found here: <https://camogie.ie/development/learning-development/>

## **Volunteer Event Planning Training**

Some of the valued volunteers of the Camogie Association are responsible for running events including matches in grounds around the country. To support and ensure compliance of health and safety new training for event planning will be launched by the Camogie Association in 2021.

Details of training can be found here: <https://camogie.ie/development/learning-development/>

## **THDC Training**

As a national governing body, the Camogie Association have rules and procedures in place develop and promote it and ensure that the principles of democracy, independence, fairness, solidarity, and transparency are respected. There are committees (THDC) in place at different levels to ensure compliance of these rules and procedures. The volunteers of these committees will be developed and trained with to ensure that all matters are dealt with in a fair and consistent manner within the rules of our sport.

Details of training can be found here: <https://camogie.ie/development/learning-development/>

## **Referee Pathway**

The game of Camogie is fast, skilful, and competitive and so to keep play fair it is imperative that we have trained and knowledgeable referees for our matches. As part of the National Development Plan the aim is to implement a referee development plan at club, county and national level. The referees will receive training through:

- Peter Downey referee academy
- Level 1 Junior Club referee
- Level 1 Club referee
- Level 2 Advanced referee course (provincial)
- Level 3 National referee academy

Details can be accessed here: [www.camogie.ie](http://www.camogie.ie)

## **Child Welfare**

The Camogie Association is committed to creating and maintaining the safest possible environment for all young people who wish to participate in our association. The safeguarding of our underage players is of paramount importance so as that they can flourish within our sport in a positive and safe environment.

The association provide a range of Safeguarding training to our volunteers, through face-to-face workshops or virtual online workshops.

- Safeguarding 1
- Safeguarding 1 Online Refresher
- Safeguarding 2 (Childrens Officers)
- Safeguarding 3 (Designated Liaison Persons)
- Anti-Bullying
- Informal information webinars offered during the year to children's officers.

Further information on child welfare procedures available here:

<https://camogie.ie/administration/child-welfare>

Further information on Safeguarding training available here:

<https://camogie.ie/administration/child-welfare/safeguarding>

Safeguarding Training Policy ; <https://camogie.ie/wp-content/uploads/2020/04/Gaelic-Games-Safeguarding-Training-Policy.pdf>

## **Fundraising Toolkit**

The Camogie Association Fundraising Toolkit offers a library of fundraising ideas and projects, coupled with practical information around how effective fundraising is carried out. The toolkit is designed to support volunteers in effective fundraising for their team, club or county.

All resources and updates will be available here: <https://camogie.ie/>

## **Clubmark**

The Camogie Club Development Award is an opportunity for developing clubs to engage in a process which lends assistance to the club in putting pillars of sustainability in place for the betterment of the club going forward. The award programme, designed in line with the current National Development Plan, and aims to promote a strong sense of community within the club and the forge of new relationships. Clubs are incentivised to take part and achieve the award.

All resources and updates will be available here: <https://camogie.ie/>

## Valuing and Acknowledging Volunteers

### Volunteer Awards

The Camogie Association holds an annual awards ceremony to recognise the contributions of volunteers within the Association. Each county nominates a volunteer and those selected are recognised individually at the awards ceremony. The Volunteer Awards are celebrated on the night alongside the Camogie Media Awards in what always proves to be a memorable evening.

More information can be accessed here: [www.camogie.ie](http://www.camogie.ie)

Camogie as a sport values all our volunteers. We aim to continue to recruit, develop and retain those who give of their time to help develop our game and enjoy the sport.

Further information and details of our National Development Plan, initiatives and programmes can be found on our website: [www.camogie.ie](http://www.camogie.ie)

