

**WE ARE
ALL
ROUNDERS**



**People Plan
2024-2027**

ROUNDERS: RECONNECTED 2022-2032

OUR PURPOSE

Over the next decade we will grow and develop the Nations much loved game into a thriving, modern, inclusive sport that can be enjoyed by everyone.

HOW WE BEHAVE

We have established a set of behaviours and values that help guide us as an organisation and a sporting community. These will underpin everything we do, not only in delivering our strategy, but also to develop and showcase our personality and culture as a sport.

OUR STRATEGY

Rounders: Reconnected acknowledges the great work that has taken place and is the start of a new journey. One where players voices count, where we work closely with stakeholders and partners, where inclusivity is baked in and values matter and where the park is your playing field, where having fun is a rule and competition is celebrated and where Rounders is at the beating heart of communities.

This People Plan has been created by our staff, our board and our community following drafting our new strategy, Rounders: Reconnected. The full strategy can be found [here](#).

WE KEEP MOVING ROUNDERS FORWARD

- We are collectively ambitious
- We remain relevant and adaptable
- We are optimistic and promote progress
- We are brave

WE ARE IN THIS TOGETHER

- We listen to and serve our community
- We bring people together
- We are the best we can be, together
- We reflect and act for our community

WE ARE FOR ALL

- Equality and diversity is a given
- We are open, inclusive and accessible to all
- We have fun getting active
- We are fair and respectful

WE DO THE RIGHT THING

- We create a safe and trusted environment
- We are accountable through a sense of openness and honesty
- We take responsibility for our actions
- We deliver on our promises

EXECUTIVE SUMMARY

We are excited to share with you our newly developed People Plan and its integral role within our community and overarching strategic plan.

Our commitment to the sport of rounders goes beyond the field; it extends to the very core of our community - our people. The People Plan is a strategic initiative designed to recognise and prioritise the individuals who make up our vibrant community. This plan acknowledges that our success as an organisation is inherently tied to the growth, well-being, and satisfaction of our members, volunteers, players, and staff.

People are the lifeblood of our sport. They bring passion, dedication, and diverse skills that collectively shape the present and future of Rounders England. By creating the People Plan, we aim to foster an environment that not only values each individual but actively invests in their development, ensuring a positive and fulfilling experience within our community.

Our People Plan is not a standalone initiative but rather an integral component of our overarching strategic plan. Recognising the crucial link between our people and our strategic goals, we understand that a motivated, empowered, and diverse community is essential for achieving long-term success. By aligning our People Plan with our broader strategic vision and being guided by our values, we ensure that the growth and well-being of our community are central to every decision and action we take.

Through this People Plan, we strive to enhance communication, collaboration, and inclusivity within our community. Whether you are a player, coach, volunteer, or staff member, your contributions matter, and our success is intertwined with your experiences and satisfaction.

Thank you for being a vital part of Rounders England. Together, through our People Plan, we aim to build a stronger, more connected, and thriving community that propels our sport to new heights.

Best regards,



Natalie Justice-Dearn
CEO, Rounders England

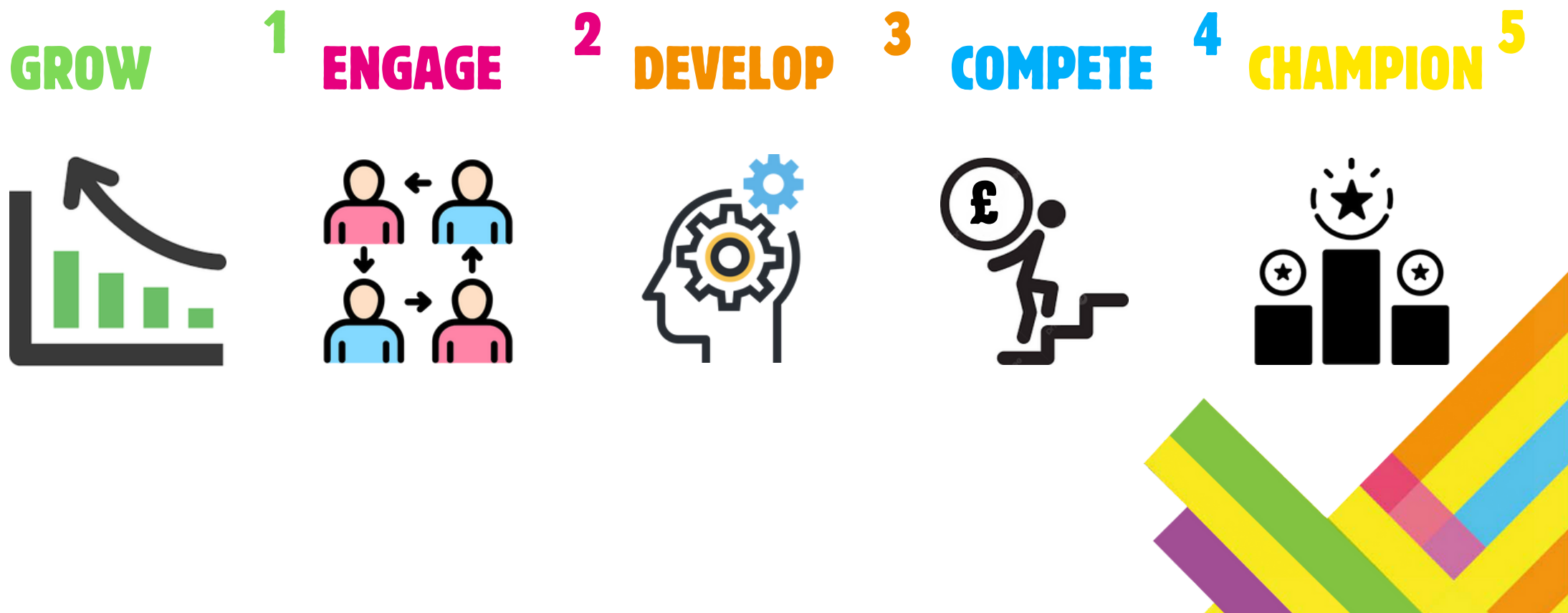


OUR PEOPLE PLAN

This plan sets out actions to support our workforce (paid or volunteers) within rounders. It focusses on who we currently have within our rounders community and the roles they undertake. It provides guidance on how we recruit and involve people within our community but also how we look to grow our workforce, including training our people for them to feel confident and supported in the role they play.

Rounders England is made up of different roles, within different settings, employed/volunteer/partners within the community. We benefit greatly from the contributions from those in volunteer roles.

Themes that make up our People Plan



OUR PEOPLE PROMISE

Our People Promise will be one of the outputs from the People Plan. The promise will be formed from the values that we represent as an organisation. We have already begun the consultation to ensure that the promise reflects those that the plan will impact upon. The themes and words that make up our People Promise have come from those who work at Rounders England (paid or voluntary) as well as those who champion rounders within their communities. The image below shows some of the thoughts collated with our consultees so far.



This is a promise we must all make to each other - to work together to improve the experience of rounders for everyone within our community. The descriptions in our People Promise are what we should all be able to say about taking part in rounders by 2032. For many, some part of the promise will already match current experiences. For others, this could still be a work in progress. We must all pledge to work together to make these ambitions a reality for all who take part in rounders activities in England.





Grassroots Coach



Talent Coach



Regional Coach



Vice President



Life Member



Grassroots Umpire



Regional Umpire



National Umpire



Teacher



Young Leader



Board Member



Team Welfare Officer



Chair / Secretary



Youth Advisory Board



Tutor / Assessor



GROW

WHAT DO WE WANT?

Recruiting great people is essential for the success of any organisation. We want to strengthen our brand to attract and retain top talent by showcasing our behaviours and values, and opportunities for professional growth. We want to be a great place to work, where people thrive and believe in our purpose and strategy.

We want to diversify our recruitment channels, collaborating with partners to source talent.

HOW WE WILL DO IT

KEY OBJECTIVES

- To follow our recruitment and selection policies to ensure we attract talent and recruit high-quality employees which reflects our diverse participant base.
- To use multiple channels to distribute vacancies (key job boards, social media, RE website, professional networking sites such as LinkedIn).
- To provide clear, consistent and informative induction processes for employees.
- To identify future workforce and skills requirements, ensuring we have clear succession plans in place.
- Continue to support flexible working models for employees.

MEASURES OF SUCCESS

- Clear organisational structures and pathways.
- Clear role descriptors (job role, responsibilities and expectations) for all paid roles.
- Increase in the number of quality applicants we receive for vacancies (internally or externally).
- Structured induction checklist and process in place to support integration of new employees and volunteers.
- Employees to continue enjoying good work-life balance through the flexible working model.

Paid Staff

HOW WE WILL DO IT

KEY OBJECTIVES

Board Members

- Use a skills matrix, to be reviewed by the Board & SMT annually. This will help to inform recruitment of new Directors to fill skills gaps and also support a move to greater diversity on the Board.
- To use relevant, cross sector networks to advertise Board opportunities.

Paid Workforce (Tutors, Coaches, Umpires)

- To develop recruitment packs clearly defining the job role, responsibilities and expectations.
- To follow our recruitment and selection policies to ensure we attract talent and recruit high-quality workforce which reflects our diverse participant base.

Volunteers

- To foster a positive and inclusive volunteer culture ensuring volunteers feel valued and connected to the organisation.

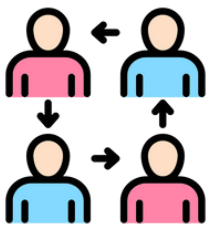
MEASURES OF SUCCESS

- Minimal to no gaps when undertaking the annual review.
- Increase in diversity across the Board.

- Increase in the number of quality applicants we receive for vacancies.

- Increase in volunteer stories/opportunities shared through social media channels.
- Uptake in membership specific to their role.





ENGAGE

WHAT DO WE WANT?

Engaging with our community is essential for building a strong and supportive network. We want to ensure everyone in rounders has the opportunity to be heard and kept up-to-date about our vision and strategy implementation.

HOW WE WILL DO IT

KEY OBJECTIVES

Paid Staff

- Undertake an annual appraisal process to identify learning needs, gaps and growth opportunities for staff members.
- That we observe a culture of openness and transparency allowing everyone who works for Rounders England to have the opportunities to share their views and ideas in a safe and respectful manner.
- Capture information on the satisfaction/experience that our staff encounter

Board Members

- Ensure the Board review strategic direction and key priority areas such as budgets and finances, safeguarding, risk management and NGB activity.

MEASURES OF SUCCESS

- All staff to undergo an annual appraisal, setting objectives, understanding their contribution to the business.
- Feedback from staff through open forum online team meetings, quarterly in-person team meetings and regular 1:1 meetings with line managers.
- Annual Staff survey results positively report feeling supported and valued members of the team.

- Sub-committee and Board meetings to take place a minimum of 4 times each year.
- High retention rates of Board members.

HOW WE WILL DO IT

KEY OBJECTIVES

Paid Workforce (Tutors, Coaches, Umpires)

- To communicate with the workforce on a frequent basis relevant to the roles within rounders (e.g. Regional Hub meetings).

Volunteers

- Utilise social media platforms, where our community is active, to regularly share updates, news and relevant content.
- To communicate with the rounders community through email communications on a frequent basis with relevant content specific to their roles within rounders.
- To reach out to the rounders community to establish how they can be supported more effectively and provide opportunities for networking.
- Continue to engage and support our Youth Advisory Board to share their views and ideas.

MEASURES OF SUCCESS

- Increase in workforce attendance and input from all attendees.
- High retention rates of paid workforce.
- Digital Analytics show increase month on month in engagement with community.
- All volunteers feel engaged, represented and are clear on strategy goals.
- Annual community survey completion rates and results improve year on year.
- Annual MarComms strategy positively impacting on engagement and digital analytics.
- Increase in Youth Advisory Board applicants.
- Current Youth Advisory Board members feel supported and appreciated for their input.





DEVELOP

WHAT DO WE WANT?

Developing our workforce is crucial for the long-term success and sustainability of rounders. We would like to create a dynamic and adaptable workforce, ensuring our workforce products include training on inclusivity as standard, that not only meets current demands but also prepares us for future challenges and opportunities.

We want a thriving, skilled workforce developed through a range of learning opportunities.

HOW WE WILL DO IT

KEY OBJECTIVES

MEASURES OF SUCCESS

Paid Staff

- To promote a culture of continuous learning where workforce are encouraged to seek new knowledge and skills.
- Work with employees to create personalised development plans that address their role needs and career aspirations.

- Increase in staff logging formal and informal training to aid their learning and CPD.
- High staff retention levels.

Board Members

- Through the skills matrix, identify current strengths and areas for improvement.
- Encourage CPD opportunities to support them in their roles on the Board.

- Increase in Board member formal and informal training to support them in their role.

HOW WE WILL DO IT

KEY OBJECTIVES

Paid Workforce (Tutors, Coaches, Umpires)

- Review all workforce pathways to ensure clear routes and opportunities.
- To promote a culture of continuous learning where workforce are encouraged to seek new knowledge and skills.
- Capture the support our workforce needs and any skills/knowledge gaps
- Establish mentoring opportunities to facilitate knowledge transfer and skill development.
- Explore a licensing scheme to support workforce quality assurance and gather insight on active rounders workforce.

Volunteers

- Explore a licensing scheme to support workforce quality assurance and gather insight on active rounders workforce.
- Offer a variety of learning opportunities, through webinars, eLearning and face-to-face sessions, to help volunteers acquire the skills necessary for them to successfully fulfil their roles.
- Capture the support our workforce requires to better meet the needs of their customers (e.g. mentoring, coach development, online training etc.)

MEASURES OF SUCCESS

- Increase in the number of Mentor/Mentee relationships.
- Increase in logged CPD hours.
- Establishment of a workforce licensing scheme.
- Increase in insight on active paid workforce.

- Increased attendance in online and face-to-face event.
- Increase in insight on active volunteer workforce.





COMPETE

WHAT DO WE WANT?

We want to be an appealing National Governing Body, providing efficient governance, effective communication and strategic planning so we can enhance our competitive position, contribute to the growth of the sport, and provide valuable opportunities for all of our community.

HOW WE WILL DO IT

KEY OBJECTIVES

MEASURES OF SUCCESS

Paid Staff

- Provide access to modern technologies and tools to ensure staff are able to undertake their roles to the best of their abilities.
- Encourage staff to stay informed about industry trends and advancements so this knowledge can be applied to their roles.

- High staff retention rates.

Board Members

- Develop, identify and support a talent/compete Board champion to help guide our competition development through to 2032.

- Board champion recruited and retained.

HOW WE WILL DO IT

KEY OBJECTIVES

Paid Workforce (Tutors, Coaches, Umpires)

- Implement talent identification initiatives to discover and nurture promising coaches/umpires.
- Seek opportunities to host prestigious regional and national events to improve workforce levels.
- Embrace technological advancements to enhance training methods, performance analysis and competition management.

Volunteers

- Establish comprehensive coach and officiating development programs to produce skilled workforce.

MEASURES OF SUCCESS

- Increase in Regional/Talent Coaches year on year to support the growing Hubs
- Creation of an annual/bi-annual Workforce Conference to share learning and development.
- Increase in connections with Universities to undertake performance analysis with Talent players/coaches.
- Have a plethora of learning opportunities available to access, linked to the professional standards and other sporting partners.

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CHAMPION

WHAT DO WE WANT?

We want to develop a values-based leadership and culture throughout the organisation.

We want to establish a structured workforce pathway/offer that champion all of our adapted versions of rounders that provides inclusive opportunities within our community.

We want to recognise and appreciate the efforts of our paid and volunteer workforce.

HOW WE WILL DO IT

KEY OBJECTIVES

MEASURES OF SUCCESS

Paid Staff

- For our workforce to see Rounders England as a great place to work.
- To reflect on our Team promise bi-annually to ensure it's validity.
- To foster a positive and inclusive workplace culture that values diversity and promotes collaboration.

- High staff retention levels.

Board Members

- Support our Board to be champions and be an advocate for Rounders when both representing us as well as within their professional networks.

- Rounders being championed across wider professional networks.

HOW WE WILL DO IT

Paid Workforce (Tutors, Coaches, Umpires)

- Recognition and Rewards: Through promoting our annual community awards.

- An increase in award nominations within the community
- Our workforce feel recognised and valued.

Volunteers

- Recognition and Rewards: Through promoting our annual community awards
- Emphasise the meaningful work our volunteers undertake and its positive impact on their community.
- Promote the different versions of rounders available (Go Rounders, Walking Rounders, Sensory Rounders) and showcase their impact within our communities.

- An increase in award nominations within the community.
- Our workforce feel recognised and valued.
- Increase engagement and stories highlighting the different versions of the game and their impact.

DELIVERING OUR PEOPLE PLAN

The objectives in this plan will be reflected as actions in our internal operational/implementation plan and will be reviewed bi-annually.

REVIEWING OUR PEOPLE PLAN

Our people plan will be owned by the Board and will be a standing agenda item at two board meetings per year in order to maintain relevance. Annual reviews will be in line with our strategy reviews and a full review will take place every 3 years.