



Kinross-shire Cricket Club – Volunteer Recruitment Plan

Kinross-shire Cricket Club's committee will carry out a needs analysis at least once per year to identify areas of the club that require additional volunteer resource. Roles and responsibilities will be identified and defined and suitable candidates will be identified through either direct approach by club members, email newsletters and bulletins to members, advertisements on the club notice board, liaison with PE staff at Kinross High School, Active Schools co-ordinators and direct contact with all local primary schools.

Coaching

Age group coaches will encourage older junior members to undertake an ICC Intro to Cricket Coaching course to enable teenagers to get involved with coaching younger club players from an early stage. This course will be run at least once per year and parents or guardians will also be encouraged to attend.

All members aged 14 to 24 undertaking the Duke of Edinburgh Award Scheme will be encouraged to include cricket coaching at Kinross-shire Cricket Club to complete the 'service' or 'participation' requirements of the award.

All young or newly qualified coaches at the club will come under the supervision of an older or more experienced coach who will act as a mentor whilst the newly qualified coach gains experience. Senior club coaches will be identified who will offer additional guidance and advice as required.

All senior male and female players will be encouraged to undertake a UKCC coaching qualification to enable them to "give back" to the sport they enjoy.

Coaches will be offered the opportunity to work with different age groups within the club to gain as broad an experience as possible.

Officials

All players and parents will be encouraged to get involved in officiating (scoring and umpiring) and the club will regularly offer an Introduction to Scoring and an Introduction to Umpiring courses free of charge to interested participants.

Experienced club scorers will offer one-to-one support at matches to volunteers (young and old) that are learning to score and need guidance and mentoring to score matches accurately and effectively.

General

Parents and adult players will be encouraged to join the club's fundraising and events committee. Additional volunteers may be recruited for specific events such as the club bi-annual sponsored run where a large number of volunteers are required. Volunteers will be recruited by a direct approach.

Volunteers that are working regularly with children will need to undertake an enhanced Disclosure (PVG check) and sign up to the club's Code of Conduct for Coaches, Officials and Volunteers.