



aquaFORCE

volunteers

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WELCOME

For the second volunteer newsletter we have included a profile of Nottinghamshire's County Volunteer Coordinator, Roy Crampton. After 18 months in his role Roy has made great progress and has numerous examples of good practice that can be shared and learnt from. We hope this will provide an insight into a rewarding role that is becoming increasingly important for clubs and organisations over the country as they aim to recruit and retain the high number of volunteers needed to run our sport.

A YEAR AS A VOLUNTEER COORDINATOR

The responsibility of finding, recruiting and retaining volunteers is an everyday challenge for our sport, but over the last 18 months a network of County Volunteer Coordinators (CVC) has developed to support clubs to achieve this.

Nottinghamshire's Roy Crampton has been a dedicated volunteer for over 28 years. Starting out as a poolside helper, he progressed through a variety of roles from event organisation to teaching and from lifeguarding to Notts ASA President before taking on the role of Nottinghamshire County Volunteer Coordinator in November 2005. After a year in the role Roy is inspired by the work he is doing and believes he is able to make a real difference to the swimming clubs in Nottinghamshire. He has also taken great pleasure in providing individuals with an enjoyable and rewarding experience in volunteering.

Since taking on the role of County Volunteer Coordinator Roy has focused on developing partnerships with sports organi-

sations as well as with other groups that support a range of volunteers from different backgrounds. An initial partnership that was invaluable for Roy was the link with his local Volunteer Centre. The Centre provided him with advice and guidance and supported him to develop a number of template job descriptions, which they have subsequently advertised on their website. In the last six months such adverts have enabled four volunteers to be identified with three being successfully placed within swimming clubs in Nottingham.

Roy has learnt a lot of lessons through this experience. In particular the importance of providing the right opportunities for interested volunteers if they are to return for a second time. Roy also recognises the importance of spending time with the Club Volunteer Coordinators to ensure they provide a welcoming environment for new volunteers.

Nottingham Volunteer Centre has offered further support which Roy has found useful, including training such as Effective Volunteer Recruitment, Managing and Retaining your Volunteers and Volunteers and the Law, as well as informal networking sessions which allow Volunteer Coordinators and Volunteer Managers to share ideas and examples of good practice. One very useful resource for Roy was an Investing in Volunteers chart which Roy could share with his clubs and support them to identify their strengths and areas for improvement.

Another close partnership Roy has developed is with the Sports Development team at the Local District Council. Roy has attended different events run by the Ashfield District Council, but the most exciting opportunity for Roy was when he was invited to attend a meeting with

school children who were interested in sports volunteering. After a two hour 'speed matching' session Roy had over 20 school children interested in volunteering in swimming!

Ashfield have subsequently held other meetings with Roy which have led to a number of opportunities where they have offered their support to local swimming clubs in the Ashfield area, such as advertising and helping to recruit young volunteers through the local newspaper and website, creating banners to promote the clubs at the pools and general advice on marketing. Ashfield are also providing links into schools for the clubs to attract new young volunteers and are arranging sport generic courses such as child protection and law that the clubs can access.

Looking forwards, Roy has an abundance of ideas where his role can add value to his local swimming community and provide support for clubs. He has recently started working with Nottingham University to offer training opportunities for Students to become Time Keepers and play a role in easing the burden on officials at their County Championships. He is also working more closely with Club Volunteer Coordinators to educate them about the importance or reviewing and recording the volunteer roles within their clubs so they can successfully plan for the future.

CONTACT US

If you have got any information or examples of good practice that you would like to share through future updates please send it to volunteering@swimming.org.

If you would like to be added to or removed from the circulation list please email volunteering@swimming.org.

