

VOLUNTEER RECRUITMENT PROJECT FAQ'S 2022/23

As well as helping clubs to recruit more volunteers, this fund will also raise awareness of the importance of giving enough consideration to the volunteer experience within rugby clubs.

What is the Volunteer Recruitment Project?

The volunteer recruitment project is designed to help clubs to attract new volunteers and support clubs to become more sustainable.

It has been made available due to the Debenture Donation Programme, recognising that following the return of Rugby after the pandemic the recruitment of volunteers both on-field and off-field has become a challenge for many clubs.

The fund will support clubs to:

- Engage people who are not already volunteering within Rugby
- Try innovative approaches to volunteer recruitment (eg. flexible, micro, informal and digital volunteering opportunities)
- Provide high quality, meaningful volunteering experiences.

Who can apply for a grant?

CBs and clubs who are below National League 1 (formerly Level 3) and who have not either (i) submitted a declaration pursuant to RFU Regulation 7 which shows that the club has made payments in excess of the "Payment Thresholds" (as defined in RFU Regulation 7); or (ii) the club fails to submit a declaration as required under RFU Regulation 7 or submits a declaration which is not accurate.

Who can apply on behalf of the club/CB?

Any volunteer can apply on behalf of a rugby club however if successful the award confirmation from the RFU must be verified by an official from within the club (i.e secretary, treasurer, chair).

When do registrations open?

Registrations will open on Monday 13 February 2023 and will close on Friday 24 March 2023.

What grants are available?

In the 2022/2023 season the RFU will be awarding 100 clubs a grant of £500 to help them recruit more volunteers. This will be a three year project with the opportunity for clubs to apply in 2023/2024 & 2024/2025, but clubs will only be eligible for one grant across these three seasons.

How can I be in with a chance of receiving a grant?

To be in with a chance of being awarded a grant fill out the short application form telling us why your project is needed, how you plan to recruit more volunteers and how you will provide a positive volunteer experience for to retain new volunteers by Friday 24 March.

You will need to provide:

- Contact Details
- Details of your volunteer recruitment activity
- Why your project is needed
- What you want to achieve
- Who will be involved/responsible for delivering the activity

- How you will provide a positive experience for any new volunteers

How will clubs be selected for the grants?

The clubs will be selected by a judging panel. The participating clubs will be those clubs who, in the opinion of the judges, write the most suitable responses to the questions included in the registration form and outline how they will meet the objectives of the fund;

- Engage people who are not already volunteering within Rugby
- Try innovative approaches to volunteer recruitment (eg. flexible, micro, informal and digital volunteering opportunities)
- Provide high quality, meaningful volunteering experiences.

Clubs should consider who will deliver the activity and ensure that they have the time to do so before applying.

For successful clubs funding will only be provided to those who complete the online volunteer modules.

What can the money be spent on?

Provided your project meets the programme aims we can fund a wide range of costs & items. However your project should add value to your current offer – we won't fund costs already being incurred.

Some examples of what could be funded include:

- Marketing costs to promote volunteer opportunities (e.g paid social media advertising or development of volunteer recruitment resources)
- Training and/or mentoring to new volunteers
- A volunteer recruitment event
- Volunteer management system
- Reasonable material cost (e.g volunteer clothing)
- Other costs associated to a volunteer recruitment activity

We will not fund projects that don't have a strong focus on volunteer recruitment or that do not consider how to improve access to volunteering.

When will we know if we have been successful?

Successful clubs will be contacted in April 2023. Once accepted, funding will be sent out to clubs upon completion of the online learning modules, which must be completed by Friday 2 June. The project must be completed by 30 December 2023.

If we're unsuccessful when will be eligible to apply again?

We anticipate that we will get more applications than we have funding for. This means we must make some tough decisions around which projects we can fund and there will be projects that we cannot fund.

The volunteer recruitment programme will, however run over the next three seasons. If you are unsuccessful this time round, you will be able to apply when the programme opens in 2023/2024.

Please note that clubs will only be eligible for a one-off grant of £500 across the 3 years.

How can taking part in this volunteer recruitment project help my club?

The project can support your club in many ways, dependent on your clubs' requirements. Please find examples below:

- Online learning module and templates – which can help you as a club to review your current volunteer offer and consider how you can recruit more people to help with your club, reducing reliance on existing volunteers and helping to ensure a sustainable club
- Grants - can be used to hold a volunteer work party to complete tasks to help your club develop and provide people with hands-on experience of how they can help out and the benefits they can get from volunteering
- Raise awareness of volunteer opportunities - Ensuring club members and beyond are aware that your club is reliant on volunteers and the need for people to help out
- Provide advice and support to help your club improve the volunteer experience

Do we need partnership funding?

There is no partnership funding requirement for this fund but as part of the application process clubs will be asked to confirm their commitment to providing on-going volunteer support, which will be taken into consideration by the assessment panel when reviewing applications.

There will be an investment of time required from existing volunteers within the club, for example completing the two online learning modules (approximately 15 minutes per module), accessing & engaging with resources, and of course delivering the volunteer activity itself. Whilst there is need for an initial investment of time, the longer-term benefits of more volunteers will be valuable.

What will be our long-term commitment if we are successful with our application?

Clubs will agree to complete an evaluation form to monitor the impact of the funding and outline how they plan to continue to support volunteers and provide a positive experience.

What do we do if we can't find our club on the dropdown list?

If a club cannot be found on the dropdown list or have any other questions, please raise a [Help Request](#).