



2025/26

NI Volleyball Players Handbook

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NI Volleyball Indoor Performance Manager
2025/26

NI Volleyball Player's Handbook

Welcome to the NI Volleyball Team

Welcome to the NI Volleyball Team! As a member of this team, you are part of a community that is deeply rooted in our core values of respect, commitment, and excellence. This handbook outlines the guidelines, values, and expectations that will help us achieve success together.

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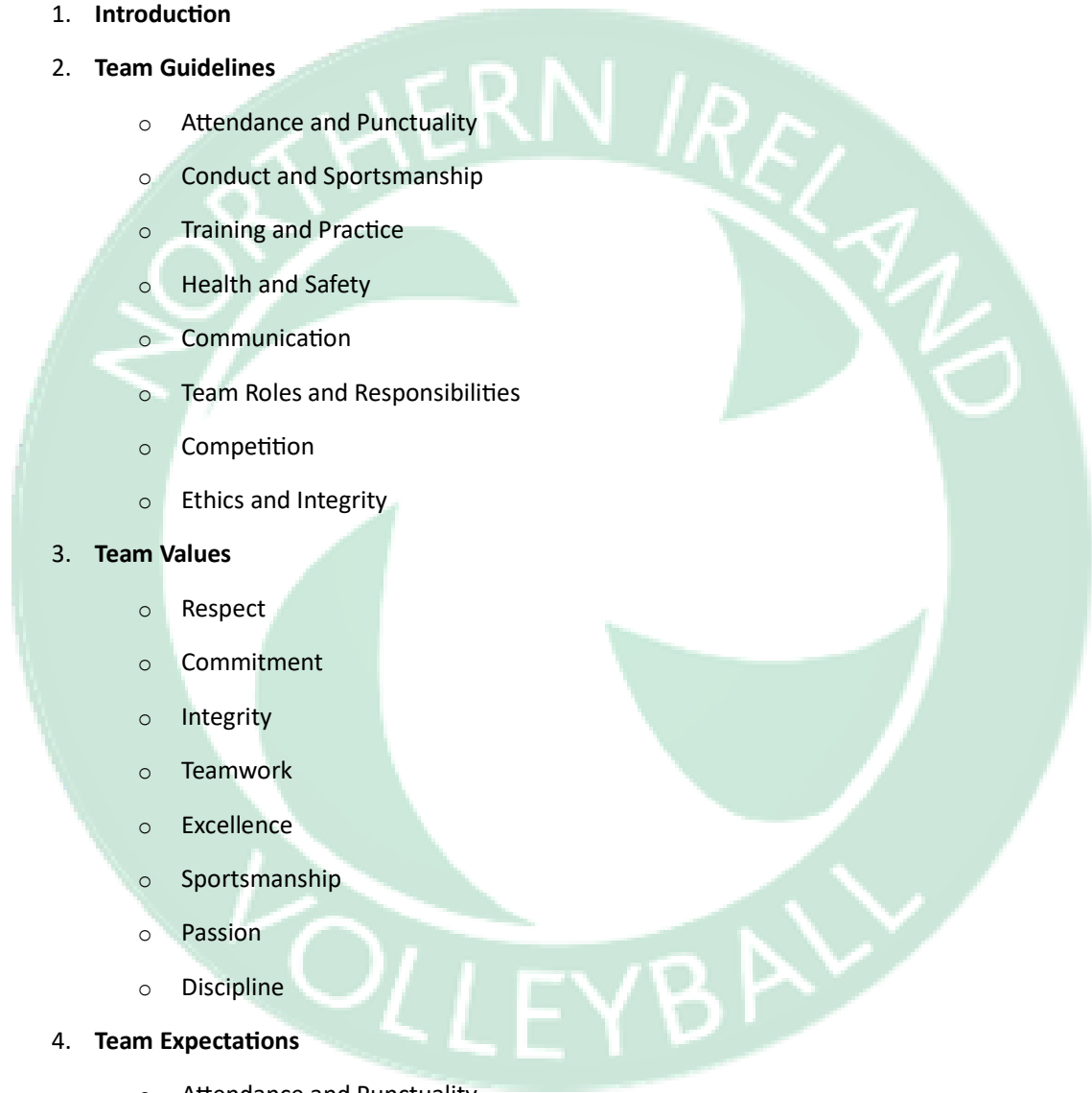
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1. Introduction

As a member of NI Volleyball, you are part of a team committed to excellence, both on and off the court. This handbook is your compass, designed to guide your journey and provide you with the tools and understanding necessary to make a positive contribution to the team.

2. Team Guidelines

Attendance and Punctuality

Minimum Attendance Requirements

Attendance is critical to the development and success of both the individual player and the team. The following minimum attendance requirements are set based on the athlete's location:

- **Athletes Based in Northern Ireland (NI)**
 - Must attend at least **80%** of all scheduled practices, matches, and team events.
 - Regular attendance is essential for maintaining team cohesion and ensuring consistent progress.
 - Athletes must play a minimum of 10 matches (in either league or cup competitions) for a registered club within the NI Volleyball League
- **Athletes Based in the United Kingdom (UK) (Outside NI)**
 - Must attend at least **50%** of all scheduled practices, matches, and team events.
 - Due to travel considerations, flexibility is provided, but regular participation is still expected to contribute to team goals.
 - Athletes must send details of competition schedules and training schedules to allow for the upcoming planning of NI Volleyball Sessions to the team manager
- **Athletes Based Outside of the UK**
 - Must communicate with the Head Coach at the start of the season to determine reasonable attendance for all squad-related activities..
 - Athletes must send details of competition schedules and training schedules to allow for the upcoming planning of NI Volleyball Sessions to the team manager
 - Attendance should be maximised during periods when the athlete is in the UK. Remote participation in team meetings or strategy sessions may be required.

Strength and Conditioning (S&C) Sessions

- **Attendance Requirement**
 - All athletes, regardless of location, are required to attend at least 80% of scheduled in-person S&C sessions.
 - All athletes are required to complete all weekly workouts assigned by the S&C Coach. S&C sessions are crucial for maintaining physical fitness, preventing injuries, and enhancing performance.

- Athletes who are completing an S&C programme as part of a contractual club or university scholarship requirements must send all S&C programmes to the S&C coordinator for review.
- All athletes are required to complete the monthly S&C check-ins that the S&C coordinator assigns.
- **Communication**
 - If an athlete is unable to attend an S&C session, they must notify the S&C coordinator at least **72 hours** in advance, providing a valid reason.
 - Athletes are expected to complete any missed S&C workouts independently and report their progress to the S&C coordinator.
 - Any issues related to completing the S&C programme should be communicated directly to the S&C coordinator.

Attendance Rule Waiver for External Volleyball Matches

The NI Volleyball team values the commitment and dedication of all its athletes to team practices and events. However, we also recognise that athletes may participate in volleyball matches or tournaments outside of regular team activities, which can contribute to their development.

To accommodate this, the **50% attendance rule** can be **waived** under the following conditions for athletes participating in external volleyball matches:

Conditions for Waiving the 50% Rule

1. Submission of Documentation

- The athlete must provide the following documentation to the Head Coach or Team Manager **within 72 hours** of the external match:
 - **Line-Up Sheet:** A copy of the official team line-up sheet or roster, confirming the athlete's participation in the match.
 - **Statistics:** A summary of the athlete's performance, including stats such as points, assists, blocks, digs, and other relevant data.
 - **Video Recording:** A complete recording of the match must be shared with the coaching staff for review. The athlete or the external team coach must submit the video. This can be done through a video exchange on Hudl

2. Coach Verification

- The coach of the external team (where the athlete is playing) must confirm the athlete's participation and performance in the match. This can be done via email or written communication to the Head Coach.
- The external coach should provide additional feedback on the athlete's performance, if available, to help the NI Volleyball coaching staff assess the athlete's development.

3. Compliance with S&C and Team Sessions

- Even if the 50% attendance rule is waived for practices, the athlete must continue to attend **Strength and Conditioning (S&C) sessions** as scheduled, and **team strategy meetings** unless conflicting with the external match.

Benefits of the Waiver

- This waiver allows athletes to continue developing their skills through match play while ensuring they are still contributing to the NI Volleyball team's goals.
- Athletes can balance external commitments while maintaining eligibility and participation with the team.

Review Process

- The NI Volleyball coaching staff will review the submitted documentation to ensure compliance with the waiver conditions.
- If all requirements are met, the athlete's absence from a team practice due to the external match will not count against the 50% minimum attendance requirement. This will give the athlete in question the opportunity to attend the **Selection Trial** in the build-up to upcoming competitions
- If you do not provide the necessary documentation on time or fail to meet the outlined conditions, the missed session will count toward your attendance percentage. We believe in fair and consistent application of our policies.

By adhering to this waiver policy, athletes can ensure they maintain good standing with the NI Volleyball team while pursuing additional playing opportunities that contribute to their growth.

Punctuality

- **Practices and Matches**
 - Athletes must arrive on time for all practices, matches, and team events. Being punctual demonstrates respect for the team and the coaches.
 - Late arrivals should provide prior notice and a valid reason. Repeated tardiness will be addressed according to the disciplinary process.
- **Team Meetings and Strategy Sessions**
 - Attendance and punctuality are also expected for all team meetings and strategy sessions, whether held in person or virtually.
 - Remote athletes must ensure they are available and fully engaged during these sessions.

Consequences for Not Meeting Attendance Requirements

- Failure to meet the minimum attendance requirements or to communicate appropriately may result in:
 - A first written warning and reduced playing time.
 - A second written warning with possible suspension from certain team activities.

- Potential expulsion from the team if attendance and punctuality do not improve after prior warnings.

By adhering to these guidelines, athletes contribute to the overall success and cohesion of the NI Volleyball team, ensuring that everyone is prepared and in peak condition for competition.

Conduct and Sportsmanship

- **Respect:** Treat coaches, teammates, opponents, referees, and spectators with respect at all times.
- **Sportsmanship:** Demonstrate good sportsmanship during all games and practices. Accept wins and losses gracefully.
- **Positive Attitude:** Maintain a positive attitude, encouraging teammates and focusing on constructive feedback.

Training and Practice

- **Preparedness:** Come prepared for all practices with appropriate gear and a readiness to work hard.
- **Focus:** Stay focused during training sessions, following the coach's instructions, and working on improving skills.
- **Effort:** Give 100% effort in all drills, exercises, and games.

Health and Safety

- **Injury Reporting:** Report any injuries or health issues to the coach immediately.
- **Physical Fitness:** Maintain a **HIGH** level of physical fitness outside of team practices to prevent injuries and improve performance.
- **Hydration and Nutrition:** Stay hydrated and follow a balanced diet to support athletic performance.

Communication

- **Open Communication:** Communicate openly with coaches and teammates about any concerns or suggestions.
- **Respectful Dialogue:** Engage in respectful and constructive conversations. Avoid damaging or harmful speech.
- **Team Updates:** Keep up with team communications, such as emails, messages, or announcements.

Team Roles and Responsibilities

- **Leadership:** Captains and experienced players should lead by example, guiding and supporting less experienced teammates.
- **Accountability:** Each player is responsible for their actions and contributions to the team.
- **Team Contribution:** Contribute to the team not just on the court but in team activities, fundraisers, and community events.

Competition

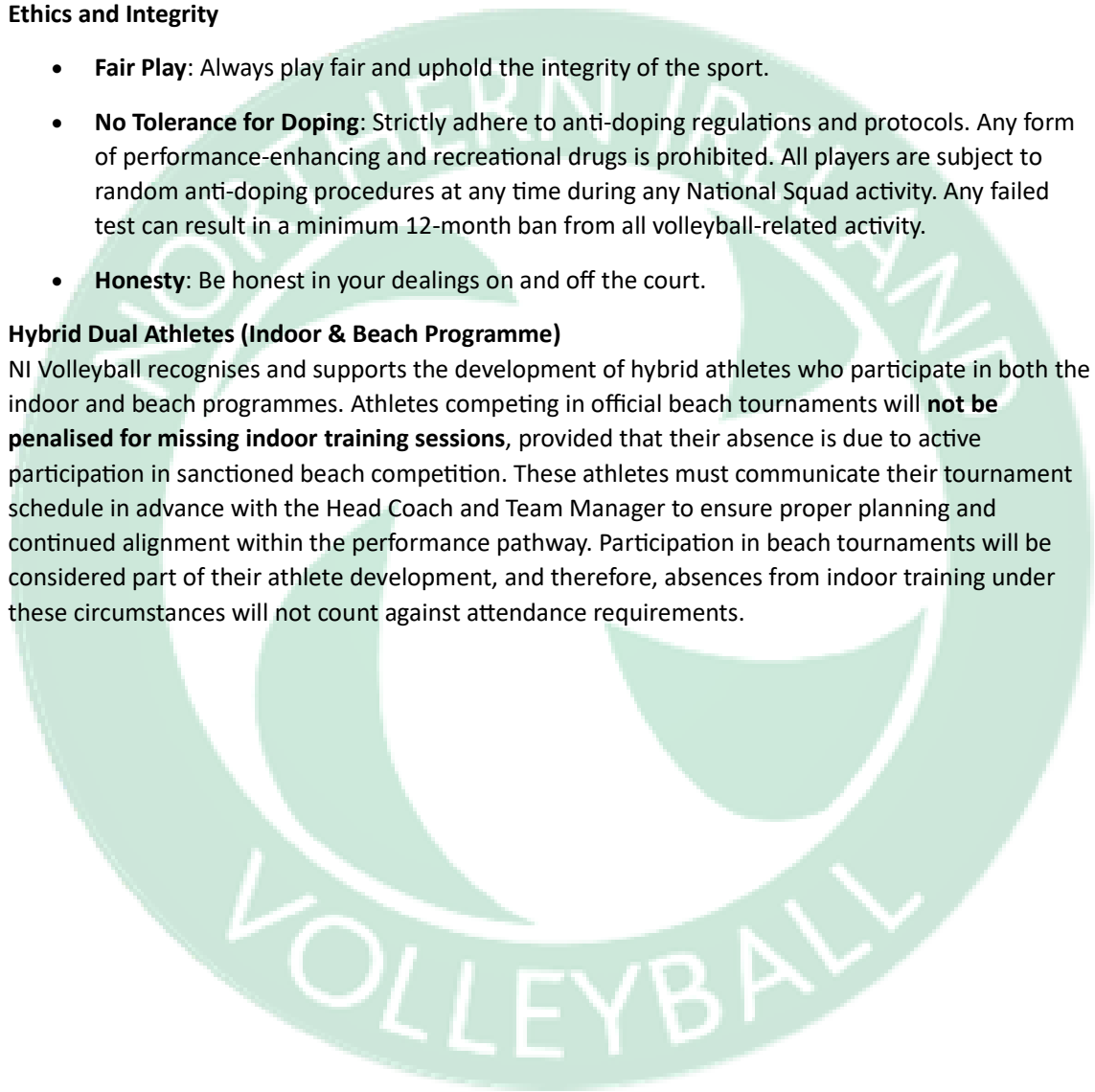
- **Game Preparation:** Be prepared for games mentally and physically. Understand the game plan and your role within it.
- **Team Strategy:** Follow the team's strategy and play your position to the best of your ability.
- **Adaptability:** Be adaptable and ready to make adjustments as needed based on the coach's directions and game dynamics.

Ethics and Integrity

- **Fair Play:** Always play fair and uphold the integrity of the sport.
- **No Tolerance for Doping:** Strictly adhere to anti-doping regulations and protocols. Any form of performance-enhancing and recreational drugs is prohibited. All players are subject to random anti-doping procedures at any time during any National Squad activity. Any failed test can result in a minimum 12-month ban from all volleyball-related activity.
- **Honesty:** Be honest in your dealings on and off the court.

Hybrid Dual Athletes (Indoor & Beach Programme)

NI Volleyball recognises and supports the development of hybrid athletes who participate in both the indoor and beach programmes. Athletes competing in official beach tournaments will **not be penalised for missing indoor training sessions**, provided that their absence is due to active participation in sanctioned beach competition. These athletes must communicate their tournament schedule in advance with the Head Coach and Team Manager to ensure proper planning and continued alignment within the performance pathway. Participation in beach tournaments will be considered part of their athlete development, and therefore, absences from indoor training under these circumstances will not count against attendance requirements.



3. Team Values

Respect

- **For Teammates:** Value each member of the team, appreciating their efforts, strengths, and contributions.
- **For Opponents:** Show respect for all opponents, recognising that good competition helps everyone improve.
- **For Officials:** Honour the decisions of referees and officials, understanding that their role is vital for fair play.

Commitment

- **To the Team:** Prioritise the team's goals over individual ambitions. Attend all practices, matches, and team events.
- **To Improvement:** Continually strive to improve personal and team performance through hard work and dedication.
- **To the Sport:** Uphold the integrity of volleyball by playing with passion and adhering to the rules.

Integrity

- **Honesty:** Be truthful in all interactions, whether on or off the court.
- **Fair Play:** Play the game fairly, without resorting to cheating or unsportsmanlike behaviour.
- **Accountability:** Take responsibility for your actions and their impact on the team.

Teamwork

- **Collaboration:** Work together to achieve common goals, supporting and uplifting one another.
- **Communication:** Maintain open, honest, and respectful communication at all times.
- **Unity:** Foster a sense of unity, where each member feels included and valued.

Excellence

- **Strive for Excellence:** Aim for the highest standards in training, performance, and behaviour.
- **Continuous Improvement:** Embrace a growth mindset, always looking for ways to improve skills and strategies.
- **Resilience:** Show determination and perseverance, especially in the face of challenges or setbacks.

Sportsmanship

- **Grace in Victory and Defeat:** Celebrate wins humbly and accept losses gracefully, always respecting the effort of others.
- **Encouragement:** Encourage and support teammates, fostering a positive and motivating environment.

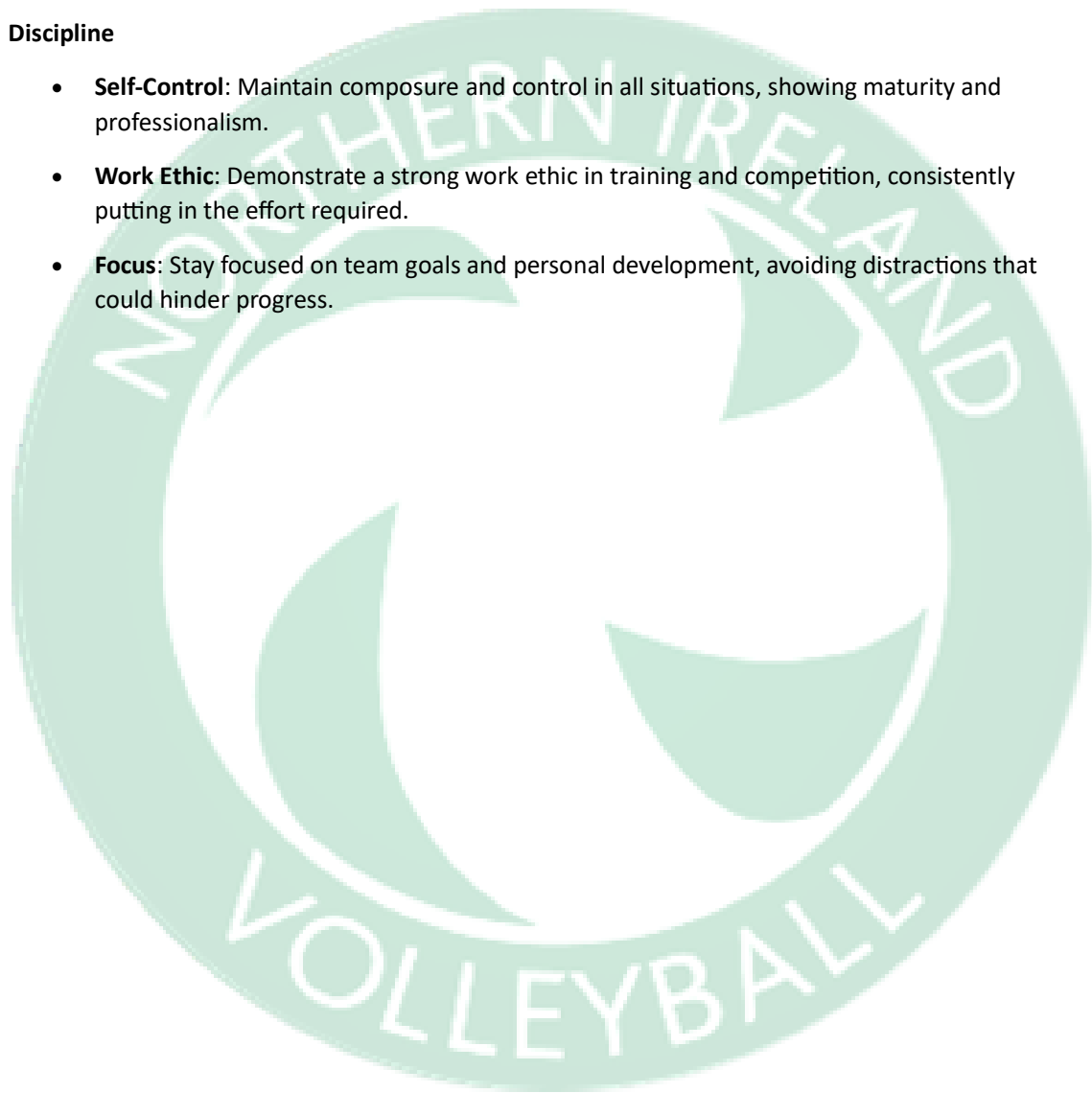
- **Ethical Behaviour:** Uphold the spirit of the game by being ethical and courteous to all involved.

Passion

- **Love for the Game:** Play with enthusiasm and a genuine love for volleyball.
- **Energy:** Bring positive energy to practices, matches, and team events.
- **Inspiration:** Inspire others with your dedication and passion for the sport.

Discipline

- **Self-Control:** Maintain composure and control in all situations, showing maturity and professionalism.
- **Work Ethic:** Demonstrate a strong work ethic in training and competition, consistently putting in the effort required.
- **Focus:** Stay focused on team goals and personal development, avoiding distractions that could hinder progress.



4. Team Expectations

Attendance and Punctuality

- **Practice:** Attend all scheduled practices unless there is a valid reason for absence. Notify the Team manager at least 72 hours in advance if you cannot attend via the NI Volleyball Google form.
- **Games and Events:** Be present at all games and team events. Arrive on time, ready to participate fully.
- **Punctuality:** Arrive on time for practices, meetings, and matches. Late arrivals should provide prior notice and a valid reason.

Preparation and Effort

- **Preparedness:** Come to practices and games fully prepared with the necessary gear and a positive mindset.
- **Effort:** Give your best effort in every practice, drill, and game. Strive for continuous improvement and personal bests.
- **Focus:** Stay focused and engaged during training and matches. Minimise distractions and remain committed to the task at hand.

Communication

- **Openness:** Communicate openly with coaches and teammates about any issues or concerns. Share feedback constructively.
- **Respect:** Use respectful language and tone when communicating with others. Avoid harmful speech.
- **Updates:** Keep up to date with team communications, including schedules, announcements, and updates.

Failure to reply to correspondence in the time allocated by the Team Manager will result in the commencement of set disciplinary procedures.

Respect and Sportsmanship

- **Respect for Others:** Treat coaches, teammates, opponents, referees, and spectators with respect at all times.
- **Sportsmanship:** Demonstrate good sportsmanship during all games and practices. Accept wins and losses gracefully.
- **Positive Behaviour:** Maintain a positive attitude and encourage teammates, focusing on building a supportive team environment.

Team Contribution

- **Team Spirit:** Contribute positively to the team's spirit and morale. Support and encourage your teammates.
- **Roles and Responsibilities:** Understand and fulfil your role within the team. Please take responsibility for your actions and their impact on the team.

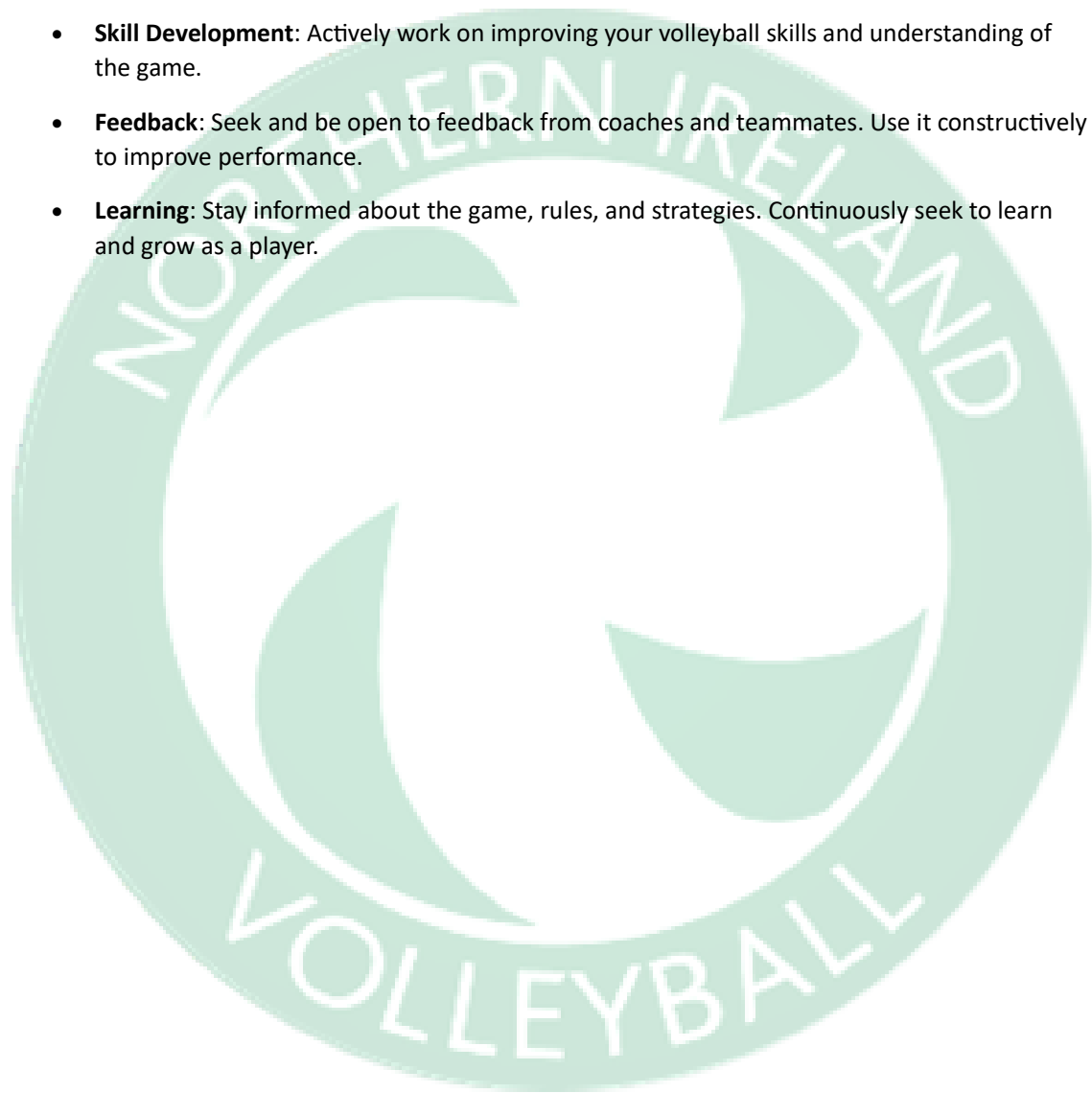
- **Leadership:** Lead by example, especially if you are in a leadership position. Guide and support less experienced teammates.

Health and Safety

- **Injury Reporting:** Report any injuries or health concerns to the coach immediately.
- **Well-being:** Prioritise your well-being, including proper nutrition, hydration, and rest.

Commitment to Improvement

- **Skill Development:** Actively work on improving your volleyball skills and understanding of the game.
- **Feedback:** Seek and be open to feedback from coaches and teammates. Use it constructively to improve performance.
- **Learning:** Stay informed about the game, rules, and strategies. Continuously seek to learn and grow as a player.



5. Enforcement and Accountability

Regular Review

The guidelines, values, and expectations outlined in this handbook will be reviewed regularly to ensure they remain relevant and practical.

Consequences

To maintain a positive and productive team environment, all players must adhere to the expectations outlined in this handbook. The following disciplinary process will be enforced for any violations:

1. First Written Warning

- Upon the first violation of the team's guidelines, values, or expectations, the player will receive a formal written warning.
- The warning will outline the specific issue, the expected corrective behaviour, and any immediate consequences, such as reduced playing time.
- The player will have the opportunity to discuss the warning with the coach and provide their perspective.

2. Second Written Warning

- If a player violates the guidelines, values, or expectations a second time, they will receive a second formal written warning.
- This warning will indicate that the behaviour has not improved, and it will include a more serious consequence, which may involve suspension from practices, games, or other team activities for a specified period.
- A meeting will be held with the player, coach, and possibly a team leader or parent (if appropriate) to discuss the behaviour and the necessary steps for improvement.

3. Expulsion from the Squad

- If a player continues to violate the guidelines, values, or expectations after receiving two written warnings, they may face expulsion from the team.
- Expulsion is a last resort and will only be considered if the player's behaviour continues to impact the team after previous warnings and interventions negatively.
- The decision to expel a player will be made by the coaching staff in consultation with team leadership and, if necessary, the organisation's governing body.
- The player and their parent/guardian (if applicable) will be informed of the decision in a formal meeting.

Feedback Loop

Players are encouraged to provide feedback on the handbook's contents to ensure it is fair and beneficial for the entire team. Open communication helps us improve and maintain a positive team environment.

6. Team Fees and Fundraising

Team Fees

To support the operational needs of the NI Volleyball team, all players are required to contribute through team fees. These fees help cover expenses such as equipment, facility rentals, travel costs, uniforms, and other essential team-related activities.

Fee Structure

- **Annual Fees:**
 - NI Volleyball sets the annual fee for each player. This fee is due at the start of the season and is required for participation in practices, games, and team events.
- **Payment Schedule:**
 - Fees can be paid in full at the beginning of the season or in instalments as agreed upon with NI Volleyball and will be facilitated through Team Fee Pay. The payment schedule will be provided at the start of the season.
- **Additional Costs:**
 - Any additional costs, such as travel expenses for tournaments outside the regular schedule, will be communicated in advance. These may require additional contributions from players.

Financial Assistance

- **Support Options:**
 - We understand that team fees may be a financial burden for some families. Financial assistance may be available based on need. Please get in touch with the team management to discuss options confidentially.
- **Fundraising Opportunities:**
 - Players who require financial assistance are encouraged to participate actively in fundraising efforts, which can help offset their fees.

Fundraising

Fundraising is an essential part of supporting the team's activities and ensuring that all players have the necessary resources to succeed. Participation in fundraising efforts is expected from all players.

Fundraising Goals

- **Team Fundraising Target:**
 - Each season, the team will set a fundraising target to cover additional costs such as equipment upgrades, travel, and special events. The target will be communicated to all players and families.
- **Individual Fundraising Goals:**

- Players may also be given individual fundraising goals as part of the team's overall efforts. These goals are intended to help ensure that all players contribute to the financial health of the team.

Fundraising Activities

- **Planned Events:**
 - The team leaders will organise several fundraising events throughout the season, such as bake sales, car washes, sponsored walks, online campaigns, etc. Participation in these events is expected from all players.
- **Parental Involvement:**
 - We encourage parents and guardians to get involved in fundraising efforts. Your support is vital in helping the team achieve its financial goals.
- **Sponsorships:**
 - Players and families are encouraged to seek out sponsorships from local businesses or community organisations. Sponsorships can help significantly reduce the financial burden on players.

Fund Allocation

- **Transparency:**
 - All funds raised will be managed transparently, with regular updates provided to the team on how funds are being allocated and used.
- **Team Expenses:**
 - Raised funds will primarily be used for team-related expenses, such as travel, equipment, and facility rentals. Any surplus funds will be rolled over to the next season or used for team-building activities.

Consequences for Non-Payment or Non-Participation

- **Non-Payment:**
 - Players who do not pay their team fees on time and do not communicate with the management about financial difficulties may face restrictions on participation in practices, matches, or other team activities.
- **Non-Participation in Fundraising:**
 - Players who do not participate in fundraising efforts without a valid reason may also face reduced playing time or other consequences as deemed appropriate by the coaching staff.

By adhering to the team fees and participating in fundraising efforts, all players help ensure the financial stability of the NI Volleyball team, allowing us to provide the best possible experience for everyone involved.

Men's Coaching Team

Head Coach

Name: Callum Grieve

Role: Senior Men's Head Coach

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Callum@nivolleyball.com

Phone: 07590750433

Office Hours: Available for consultations before or after practices by appointment.

Men's Team Manager

Name: Ben White

Role: Team Manager

Responsibilities: The Team Manager handles administrative tasks, including scheduling, communication with players and parents, logistics for travel and events, and managing team fees. For issues related to schedules, payments, or general team inquiries, please get in touch with the Team Manager.

Email: bw318@gmail.com

Phone: 07889841442

Performance Pathway Assistant Coaches

Name: Rodney Moody & Stuart Hamilton

Role: Assistant Coach

Responsibilities: The Assistant Coaches support the Head Coach in training sessions, player development, and game management. They also provide additional coaching during practices and individual player support as needed. For specific skill development or position-specific training, contact an Assistant Coach.

Name: Chris Hamilton

Role: U20 Head Coach

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Junior.men@nivolleyball.com

Phone: 07541077054

Name: Siobhan Healy

Role: U18 Head Coach

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Junior.men@nivolleyball.com

Phone: 07403684462

Development Pathway Assistant Coaches

Name: Ewan McIlhenny, Alex McAvoy

Role: Assistant Coach

Responsibilities: The Assistant Coaches support the Head Coach in training sessions, player development, and game management. They also provide additional coaching during practices and individual player support as needed. For specific skill development or position-specific training, contact an Assistant Coach.

Strength and Conditioning (S&C) Coach

Name: Jack Clarke

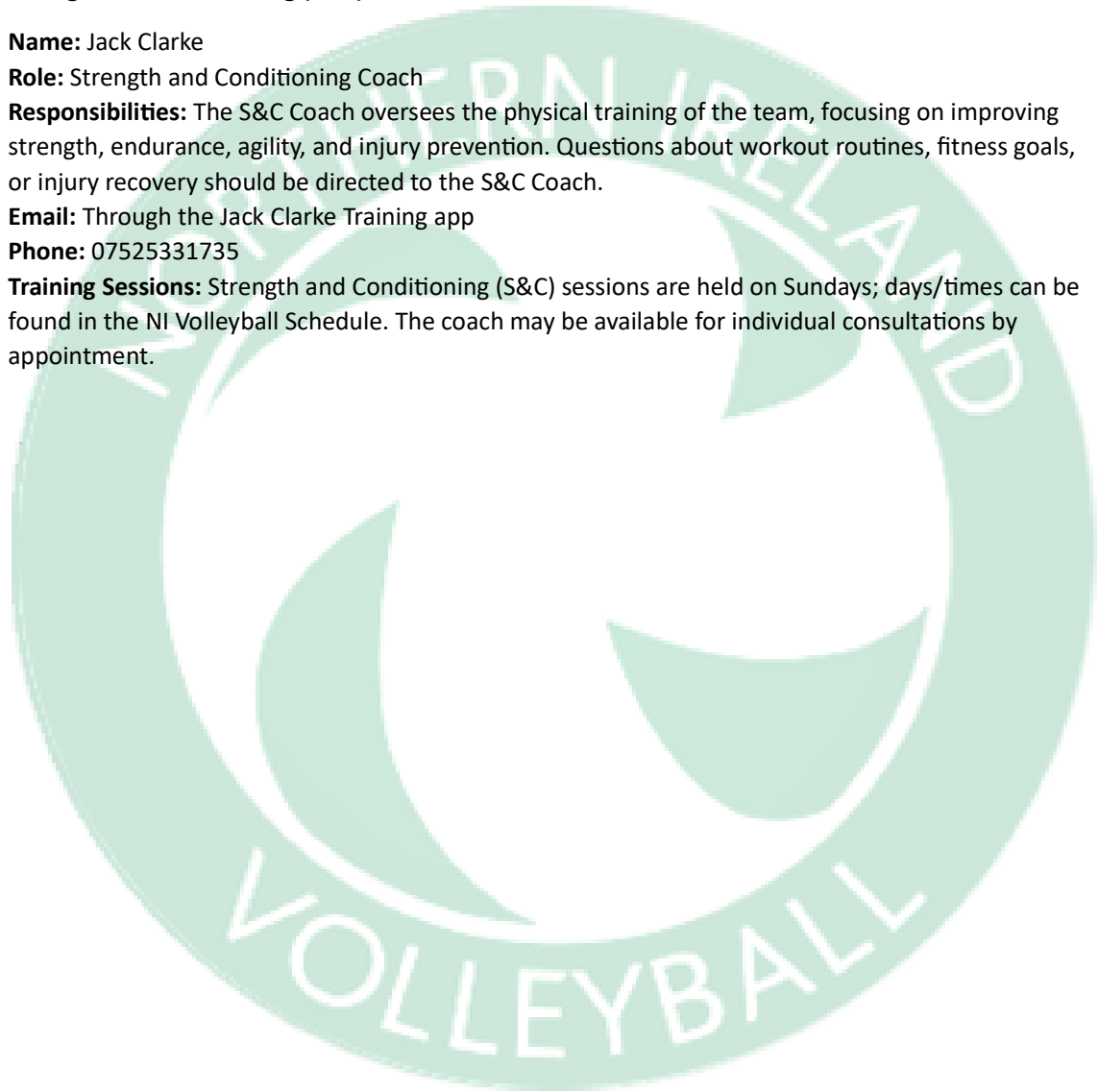
Role: Strength and Conditioning Coach

Responsibilities: The S&C Coach oversees the physical training of the team, focusing on improving strength, endurance, agility, and injury prevention. Questions about workout routines, fitness goals, or injury recovery should be directed to the S&C Coach.

Email: Through the Jack Clarke Training app

Phone: 07525331735

Training Sessions: Strength and Conditioning (S&C) sessions are held on Sundays; days/times can be found in the NI Volleyball Schedule. The coach may be available for individual consultations by appointment.



Women's Coaching Team

Head Coach

Name: Matt Wisniewski

Role: Senior Men's Head Coach

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Senior.womens@nivolleyball.com

Phone: 07519108377

Name: Chloe Walkingshaw

Role: Senior Women's Assistant Coach

Responsibilities: The Assistant Coaches support the Head Coach in training sessions, player development, and game management. They also provide additional coaching during practices and individual player support as needed. For specific skill development or position-specific training, contact an Assistant Coach.

Senior Women's Team Manager

Name: Zara Bolton

Role: Team Manager

Responsibilities: The Team Manager handles administrative tasks, including scheduling, communication with players and parents, logistics for travel and events, and managing team fees. For issues related to schedules, payments, or general team inquiries, please get in touch with the Team Manager.

Email: zara@nivolleyball.com

Phone: 07793283002

Name: Karl Gale

Role: U18 Head Coach

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Junior.women@nivolleyball.com

Phone: 07799711690

Name: Rebecca Connor

Role: U16 Head Coach and Junior Women Team Manager

Responsibilities: The Head Coach is responsible for overall team management, including training, game strategy, player development, and discipline. Any questions or concerns regarding team performance, training sessions, or game tactics should be directed to the Head Coach.

Email: Junior.women@nivolleyball.com

Phone: 07565862890

Development Pathway Assistant Coaches

Name: Roxy Mitroi

Role: Assistant Coach

Responsibilities: The Assistant Coaches support the Head Coach in training sessions, player development, and game management. They also provide additional coaching during practices and

individual player support as needed. For specific skill development or position-specific training, contact an Assistant Coach.

Strength and Conditioning (S&C) Coach

Name: Jack Clarke

Role: Strength and Conditioning Coach

Responsibilities: The S&C Coach oversees the physical training of the team, focusing on improving strength, endurance, agility, and injury prevention. Questions about workout routines, fitness goals, or injury recovery should be directed to the S&C Coach.

Email: Through the Jack Clarke Training app

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Training Sessions: Strength and Conditioning (S&C) sessions are held on Sundays; days/times can be found in the NI Volleyball Schedule. The coach may be available for individual consultations by appointment.

