

sportscotland RESPONSE TO REPORT ON INQUIRY INTO SUPPORT FOR COMMUNITY SPORT

Recommendations 1-4

We welcome the fact that the committee inquiry, report and recommendations have placed a major emphasis on coaching and volunteering.

'Volunteering in sport 2011-15 - a framework for volunteering: at the heart of Scottish sport', and *'Coaching Scotland 2011-2015'* were developed by **sportscotland** in consultation with our national and local partners. Both frameworks are guiding documents which inform the work of both **sportscotland** and partners in relation to coaching and volunteering, ensuring our collective contribution towards our ambition to develop a world class sporting system.

The following paragraphs present **sportscotland's** activity levels in the areas of coaching and volunteering from 2010/11 through to 2012/13. They also highlight, where appropriate, the contribution of our partners, both locally and nationally. This activity supports the thrust of the committee recommendations in this area.

Recommendation 1

It is important to begin with some information on the levels of coaching and volunteering in Scotland and the UK. There are for example:

- 195,000 people actively volunteering in sport in Scotland, which is approx. 4.5% of the adult population. (Scottish Household Survey)
- Approximately 13,000 sports clubs in Scotland, supported by 90,000 coaches.
- Approximately 75% of coaches across the UK classed as volunteers (21% are part-time paid; 3% full-time paid).
- Three-quarters of full-time coaches in the UK working with younger children.
- A majority of adults more likely to be coached by volunteers.
- 53% of coaches in the UK holding a recognised formal qualification.
- 70% of coaches in the UK who are male (45% from socio-economic group AB).

Whilst many of the figures above are based on a UK coaching survey, led by sportscoach UK, the research was conducted across all 4 home countries and provides a strong sense of the current positive news and challenges in the coaching workforce. In response to this information, and in view of the need to continue to understand the coaching and volunteering landscape, **sportscotland** has led in the following areas:

- From 2007 – 2009/10, **sportscotland** commissioned coaching workforce audits across 14 Scottish Governing Bodies (SGBs), investing £140k to help

SGBs understand the workforce and engage in long term informed workforce planning.

- 26 SGBs now have formal qualifications in place and credited on the Scottish Credit and Qualifications framework.
- **sportscotland** has invested over £3m to support a total of over 15,000 coaches gain formal coaching qualifications since 2007.
- A sample analysis of 2021 new qualified level 1 UKCC figures (2011/12) shows the following:
 - 55% male, 45% female (challenging the UK research figures)
 - 58% of new coaches are under the age of 26
 - 12% coaching more than 10hrs per week
 - 51.8% are from East, West or Central Scotland
- To help us understand individual and collective coach development needs, **sportscotland** has delivered needs-based Continuous Professional Development to almost 14,000 coaches since 2010.
- **sportscotland** has in place 9 regional coaching and volunteering managers to support local partners, regional SGB staff, local clubs and community sport hubs to engage retain and develop coaches and volunteers. Understanding workforce needs and potential for growth locally is critical to planning priorities.
- The development of a new **sportscotland** investment stream for the regional infrastructure for sport and related club development. Growing the capacity of clubs will be a focus for this investment into both SGB staff and the provision of direct financial investment into clubs. Needs based plans, based on the capacity for a club to grow, will be submitted to attract investment and **sportscotland** will provide additional support in relation to the education and development of the workforce.

Recommendation 2

The committee has called for the development of robust strategies by all governing bodies of sport. In view of the existing work already taking place we would need to be convinced that each governing body of sport would need separate volunteer strategies. This existing work includes:

- **sportscotland** investment of over £750k pa directly into 21 SGB's coaching network posts. These posts take a strategic lead, drive and plan for the education, development and deployment of coaches through the sport.
- Dedicated **sportscotland** staff time allocated to 34 SGB sports to support the education and development of coaches. £290k pa is allocated to SGB's to

support plans which deliver against the outcomes in Coaching Scotland.
(£275k in 2010/11, £290k in 2012/13 and £331k in 2013/14)

- 26 SGB's having coaching plans which identify the approach to the engagement, development, deployment, support and recognition of coaches, both paid and voluntary, some of which include plans for broader volunteering (e.g. officials/administrators).
- **sportscotland** regional infrastructure and partnership manager working with 32 local authority partners and regional SGB sport specific development staff to influence local priorities in volunteering. All local authority areas have produced local and/or regional priorities for coaching and volunteering.
- Local delivery working groups have been established in Highlands and Islands, North and South Lanarkshire and East and West Dunbartonshire, Glasgow, East of Scotland, North, South and East Ayrshire and across South West to progress coaching and volunteering operational actions and to agree priorities.
- **sportscotland** support to the Active Schools Network through the creation of a tailored training programme for Active Schools Coordinators to engage support and retain volunteers.

sportscotland is working with a number of SGBs to develop the skills of SGB boards and chairs:

- Research complete on SGB board needs and requirements with subsequent training programme being developed to support volunteers within SGB boards. This covers issues such as roles and responsibilities and Scottish sporting landscape. Two development days have been delivered to 21 board members, from 11 SGBs.
- SGB chairs' group was established in partnership with Scottish Sports Association to support the role and development of chairs within SGBs (20 SGB chairs currently involved).

We are also working on the development of technical officials:

- 2014 games time officials - targeted investment (up to £75k) in partnership with 2014 Organising Committee to develop technical officials for the 17 sports; 277 officials have been identified and are benefiting from the programme.
- Investment in place to support SGBs officiating development pathway – six SGBs currently are engaged in this new work.

- Reffin' Brilliant - programme in partnership with Scottish Student Sport to develop officials in the student sector across four regional sport partnership areas, targeting up to 300 students.

Recommendation 3

We agree with the recommendation of the committee that there is a need for leadership to support volunteers and promote a culture of volunteering. Our response demonstrates the positive work already being done for volunteers. Further work in this area includes:

- Partnerships in place with the Youth Sport Trust (YST), Volunteer Development Scotland (VDS), Young Scot and the Winning Scotland Foundation to maximise the level of recruitment, training and support to volunteers in sport.
- Work out For Sport - Working in partnership with Winning Scotland Foundation to increase the number of corporate volunteers engaged in supporting the development of sport. 60 volunteers with business expertise engaged in corporate volunteering through SGB CEO mentoring, business expertise into clubs and coaching.
- Actively promoting the VDS Volunteer Zone to raise the profile of opportunities for volunteering in sport.
- Volunteering policy agreed to support staff volunteering as part of the 2014 Commonwealth Games.

Recommendation 4

We look forward to supporting the Minister for Commonwealth Games and Sport reporting to the committee on all aspects of volunteering in sport before the parliamentary summer recess commences in June. It is our view that the work described in this response provides a positive starting point.

Recommendation 5

sportscotland is pleased that the Committee would like to be kept informed of progress with the evaluation of our work with clubs. Our approach has three clear components: self-evaluation capacity building, routine monitoring and case studies of change and improvement. We are working in partnership with a range of other organisations to do this including the Games Legacy Evaluation Working Group and other funding bodies who support sports clubs such as The Robertson Trust. A key principle of the work is to share learning and good practice for continuous improvement.

Recommendation 6

We are doing a significant amount of work with clubs both inside and outside the community sport hubs programme. In 2011, **sportscotland** published the Club Sport Framework. Developed alongside our partners, this document is a guide to support the development of club sport. It identifies the collective challenges and the six priority areas for action in striving for world class club sport in Scotland. In developing the framework we identified that existing funding programmes tended to be one off awards, short term, provide very specific support to clubs and rely on local clubs applying for support. This support works well for clubs that require simple solutions to their needs but it doesn't suit clubs that want to undertake larger scale development that may take a few years to embed.

In recognising this gap we are currently developing a direct club investment programme that will work through Regional Sports Partnerships to invest in identified clubs over a 2-4 year period for larger scale development that will support a clubs aspiration to becoming world class.

The programme is focused on strengthening club sport by delivering on two key outcomes:

- Growth in club membership and/or;
- Growth in clubs which provide the correct environment to develop athletes to performance levels.

We want to support clubs to sustainably grow the active membership of their club, consequently increasing the number of people taking part in club sport.

The other focus of this investment stream is the progression of athletes aspiring to world class performance. We want to support clubs to create an environment where the required coaching, practice time and attitudes are fostered and displayed. It is anticipated that to achieve this there will be further advances to increasing professionalism in coaching.

The investment is designed to help clubs with ambition to make a step change in their delivery through targeted resources which would not otherwise be available, for example making their coaching infrastructure more professional, developing a pathway for women or establishing a composite performance club.

We aim to start this work from 1 April 2013 but in the initial year of this programme we will be taking a pragmatic approach to develop our understanding of how best to support these clubs over the next few years. We will use the RSPs to identify and support up to 50 clubs during 2013-14 and will make investment decisions on specific projects twice during this period, in August and December. Notionally we would like to support up to 35 clubs across the Highlands & Islands, Grampian, Tayside & Fife,

Central and East regions and up to 15 clubs in the West region. We want to ensure that clubs from a wide number of sports benefit from this investment and clubs don't have to have a SGB Regional Development post in their sport to receive support.

Recommendation 7

We agree with the committee recommendation that there should be local plans for sport throughout the country. The development of such plans is part of our strategic consideration and partnerships with local authorities and leisure trusts. Currently there are 14 operational strategies for sport or strategies that incorporate sport. A further 9 local areas have draft strategies or are in the process of formulating one. That leaves 9 local areas with no strategy for sport but we continue to work with all local authorities to influence this particular agenda.

We have recently worked with Falkirk, Clackmannanshire, Dundee, South Ayrshire and Dumfries & Galloway to support the development of a framework for sport in each area. We are also currently facilitating a strategic planning process with Inverclyde Council and the development of a framework for sport with South Lanarkshire and Stirling. We have recently led the facilitation of the development of a strategy for sport with Shetland Islands Council and contributed to the draft strategy recently completed in Edinburgh.

We are happy to discuss with committee members how they can support the delivery of local strategies for sport in their constituency or regional areas.

Recommendation 8

sportscotland notes the views of the committee on this matter which is for Scottish Government to answer and we understand that the Cabinet Secretary for Justice has responded directly. However, the following information will be of interest to the committee.

The Cashback for Facilities Fund is dependent on the monies seized under the Proceeds of Crime Act 2002. As a consequence, the funding available for sports projects fluctuates. **sportscotland** has administered the Fund on behalf of the Scottish Government since its inception in 2009, and have allocated nearly £8.25million of Cashback funding to Football and Rugby projects nationwide. In summary, nearly £2million was allocated to football projects in 2009, with a further £5million invested in football and £1.25million in rugby projects in 2010/2011.

Projects have been identified through consultation with the Scottish Football Association and Scottish Rugby and applications are considered by a panel made up of representatives from the Scottish Football Association or Scottish Rugby (as appropriate), the Scottish Government and **sportscotland**. Funding is awarded to projects where the main aims and objectives met the criteria set out in the Cashback for Facilities Fund Guidelines.

Recommendation 9

In May 2012 **sportscotland** commissioned the Sport Industry Research Centre (SIRC) at Sheffield Hallam University to carry out a research study on sports facilities within the school estate in Scotland. As the national agency for sport we identified 'improving access to the school estate' as one of the key success measures in our 2011-15 corporate plan and this research is the first step in assessing the current position. Through this school estate research **sportscotland** wants to answer a number of key questions:

- What sports facilities exist within the school estate?
- What sports facilities are available for use within the school estate?
- What is the current use of these facilities for sport?
- What are the common challenges providers face in maximizing the availability and the use of sports facilities in the school estate?

The initial information collected by SIRC from local authorities has given us a good starting point however there are still some gaps. To fill these gaps we sent a reminder letter and a completion summary to each local authority asking them to provide more information where possible. The deadline for this additional information is the middle of March and we plan to publish the results from the research in early summer 2013. It has been a significant challenge for a number of local authorities to answer these core questions and this alone suggests we have some way to go before we have any sense of the 'community estate for sport'.

Recommendation 10

sportscotland encourages all local authorities and/or leisure trusts to develop sports pitch and facilities strategies and we work with them to ensure they are kept up to date and have regularly reviewed action plans. However, it is not always possible to deliver or maintain such plans. The key issue here is the staffing resources available.

Our records show that there are currently 25 completed pitch strategies with a further 5 in progress.

Our records show there are 13 complete facility strategies and 3 in progress. These strategies cover issues such as their condition and maintenance and making sure they are kept up to date is an issue with some.

As with our response to recommendation 7 above we would be happy to discuss with committee members how they could help to support the delivery of such strategies in their constituency and/or regional areas.

Recommendation 11

sportscotland agrees with the committee on this matter and is sure that local authorities, as the major providers of sports facilities in Scotland, will also agree with the importance of making best use of the sport estate. There is a clear link to recommendation 9/10 and any development or review of facilities strategies will clearly need to take account of use, the demand for use and the capacity to meet that demand from the local community. Facilities strategies and the sweating of sports assets will also be uppermost in local authorities consideration of rationalisation policies and the subsequent efficiencies they hope to derive. In the current climate of community empowerment it is also important to remember that where communities take on the responsibility to own and/or operate public 'assets' they are supported fully.

Recommendation 12

An annual overview of public sector charges for the use of indoor and outdoor sports facilities and swimming pools is produced by **sportscotland**. This is based on a survey of the Scottish local authorities and their associated Leisure Trusts, covering over 70 different activities or facilities. The 2012/2013 results from the survey have recently been published and are available on **sportscotland's** website. The survey includes information on charging for indoor and outdoor facilities as well as concessionary charging and passport access schemes. Charging in relation to sports facilities within schools is being considered as part of the survey of the school estate referred to in response to recommendation 9.

Recommendation 13

In response to the committee's desire to see the eradication from sport of homophobia and transphobia **sportscotland** has established a working partnership with LEAP (Leadership, Equality and Active Participation) Sports Scotland to further develop awareness and programme delivery with Scottish Governing Bodies of Sport. We have also confirmed a place on the National Reference Group which will be responsible for developing action plans based upon the Out for Sport recommendations.

We have worked, via the Home Countries Sports Councils Equality Group, to develop transgender guidance for governing bodies of sport. This guidance is currently in draft format and will soon be going out to consultation. We continue to encourage governing bodies to incorporate LGBT initiatives into their action plans via their work on the Equality Standard for Sport and we have asked them to update their equality policies to ensure that these are aligned with the Equality Act, 2010.

Finally we have started work on developing an equality seminar for governing bodies of sport which includes the key theme of LGBT participation and an opportunity for

LEAP Sports Scotland to introduce themselves to governing bodies and provide details of how they can support governing bodies to become more inclusive of LGBT people and communities.

Recommendation 14

We have established a quarterly meeting cycle that brings together the lead officers for all Community Sport Hubs (CSHs) across Scotland. This meeting is used to share practice and ensure that all CSHs are thinking about how they can learn and improve. We are also working to establish an on-line learning network for these lead officers.

Recommendation 15

sportscotland has noted that the committee has asked Save the Children and Scottish Swimming to answer this recommendation in detail. However, we bring to the attention of the committee the Swimming Top Up (STU) programme funded by the Scottish Government to support the improved delivery of swimming lessons for primary school children across Scotland. **sportscotland** manages the programme with support from Scottish Swimming.

The programme, which is in its second year, aims to increase both the opportunities for school children to learn to swim, and the number of school children able to swim by the time they leave primary school. An evaluation of year 1 of the programme, conducted by the Sports Industry Research Centre, Sheffield Hallam University, was published in August 2012. Results show that around 59% improved their swimming level, 40% remained the same and less than 1% regressed. These results are based on the completed monitoring returns for around 10,000 primary school children across 18 local authorities.

Greater levels of improvement were seen in children that started from a lower level with almost 80% of non swimmer level children showing improvement compared to 38% of children considered to be at developer level. There were also a number of issues and barriers that impacted on the results. Such issues included local authorities who were unable to spend the investment, the variation in programmes delivered, transport costs, attendance outside curriculum time and the challenge of stigma felt by some children who could not swim. The findings from the survey provide a demonstration of the need to be cautious of using national figures such as the 25% figure referred to in the recommendation.