

MINUTES

of the East Midlands Regional Sports Partnership

Held on Friday 14 September 2007 from 10.00am to 2.20pm

PRESENT: Nick Bunting (Chair), Mick Baikie, Adam Blaze, Mary Butler, Vanessa Brown, Abi Ellis, Len Jackson, Pam Jardine, David Joy, Melissa Moss, Julian Pagliaro, Simon Starr, Steve De Wint and Chris Wright together with Tim Garfield, Anne Rippon, Ilana Freestone, Graeme Beaumont, Emma Compson, Cathy Partridge, Wendy Campbell and Colin Dyson.

APOLOGIES: Helen Pack.

ACTION

1 NOTES OF LAST MEETING – 22 JUNE 2007

Circulated. Agreed.

2 UPDATE – NATIONAL/REGIONAL

Len Jackson reported on the difficult funding position for the organisation in the years 2009 to 2012 in the light of reduced lottery income and the funding of the Olympics and Paralympics. The debate on the funding of CSPs (core and activity funding) and NGBs (national/regional funding) was ongoing. Derek Mapp did however remain committed to the 'single' pot approach to funding distribution and application.

Len had now appointed most of the portfolio leads and the list would be circulated to the RSP in due course.

Tim Garfield confirmed that it was a time of uncertainty for the organisation with the appointment of a new Minister, Chair and Chief Executive and the impending Comprehensive Spending Review (CSR). Until next month the organisation would not know its financial settlement for the next 3 years or the targets it was trying to achieve and the definitions around them. SE was moving to a 3 year planning cycle aligned to the CSR which would provide certainty of funding for 3 years and would enable more alignment with NGBs and CSPs to bring them closer together. The Together for Sport Conference held in London in June went some way towards this but there was still a long way to go. It was clear that the focus would be on increasing adult participation and the national framework would concentrate on how to achieve the national figure of 2 million additional adults participating in sport – 158,850 for the EM by 2012.

3 WORKFORCE DEVELOPMENT PLANS

Paper attached. Emma Compson and Pam Jardine, RSB portfolio lead for workforce development, explained the work of the Task and Finish

Group, the membership of which comprised Pam Jardine, Julian Pagliaro, Vanessa Brown, Abi Ellis, Adam Blaze, Jeff Spencer and Emma Compson. The Group had been tasked with obtaining a better understanding of Workforce Development (WFD), the roles of partners and how they fitted in and the advantages and disadvantages of the different options to address capacity issues in CSPs. The RSP had previously bought into WFD and were members of the East Midlands Sector Skills Alliance for Sport (EMSSAS) which comprised representatives of employers, training provider, Regional NGB officer, scUK, Learning and Skills Council (LSC), emda, Skills Active and volunteering. The main roles of EMSSAS were to make recommendations to the RSP, voice/advocacy, research/evidence/gaps – inform investment, regional co-ordination of different agencies, source funding to support delivery and National Skills Academy, acting as a management group for the regional hub (support delivery of training, quality assurance, one stop shop for training provision, offer employers an opportunity to influence the content and delivery of skills training).

Skills Active was to produce a workforce development tool kit which could be used by the whole sports sector, including clubs, to identify their training needs. This would be channelled through CSNs into a bigger plan held by CSPs to identify training in their county – identified into specific sports. All workforce plans would then go to EMSSAS to check and challenge and review how they fitted into the regional picture, EMSSAS to then make recommendations to RSP. Recommendations might include realigning current funds with the sectors needs rather than finding new funding, deciding on a skills framework for the Delivery System in the region, leverage plan etc. Concern was expressed that many agencies went into clubs raising expectations falsely and it was important that this did not occur with the tool kit.

During a lengthy discussion the following points were made –

- The need for connectivity between CSPs and NGBs – CSP plans to be refreshed on an annual basis so that the process would be much more efficient in future. There also needed to be connectivity between CSNs to obtain a strategic long term approach to forecasting workforce needs. This should be embedded in annual reviews and annual plans, drawing down to CSN level. The business planning process would have to incorporate the SCUK framework, Comprehensive Spending Review (CSR) etc but at the moment it was a matter of dealing with the interim period until April 2009.
- The evidence base together with the interventions and the building up of good practice would enable the planning of future skills shortages more efficiently. Sport was one of the few industries with sustained employment growth.
- A concern was expressed that while the RSP bought into WFD and was supportive of the structures in place, the tangible benefits were not clear. There appeared little progress in the last 12 months and limited additional funding secured.
- There was also concern at the apparent lack of vision of where we were going. There were a massive number of providers who needed rallying that sport was the way forward. In response it was stated that the goals were clear on the participation of development pathways and the WFD supported these.
- It should be recognised that it was not possible to develop the skills of the whole workforce at the present time and it was necessary to have an effective system and manage it to ensure that the needs of priority workers were met – each CSP/CSN would

have to prioritise according to local need. The system being established was beginning to help and funds were 'dripping through.' For example two pots of funding had already been obtained and the group needed to continue to work collectively to meet specific needs.

- The next phase of the process was critical – the building of the structure and the 'wiring up' as it was not clear how to link into emda, LSC etc and what the involvement of Len Jackson and Tim Garfield could be in this. WFD should not be a separate model and should permeate throughout every CIF application.

All members were asked to complete a questionnaire on the agencies they communicated with, the reason for contact, any general concerns and how communication could be improved. Responses would be taken away and a communication plan produced.

The meeting split into 4 groups to discuss the advantages and challenges of 3 options for dealing with capacity issues on WFD in CSPs, the options being reconfiguring existing core teams, a sliding funding scale and a shared post in 2 or more CSPs.

AGREED

(1) that the members of the Task and Finish Group be thanked for the work they had undertaken so far and they be asked to prepare a report back to the RSP and then onto the RSB on –

T and F
Group

- The preparation of a co-ordinated strategy/process to set the direction for this agenda in the future and address the issues raised in the discussion above (market segmentation, connectivity etc);
- A process for linking into other organisations such as emda, LSC etc. to ensure greater leverage of resource to support this work
- Preparation of a communication plan;
- Determine a way forward to address the capacity issues in CSPs in the interim period to April 2009.

(2) that with regard to appendix 2 in the papers on the roles of agencies in relation to the regional and county workforce plans, FE colleges should be included and the Skills Active box needed to be more explicit on sourcing funding.

T and F
Group

(3) that the Task and Finish Group be asked to ensure that expectations in clubs were not falsely raised by the toolkit.

T and F
Group

4 SUSTAINABILITY

Graeme Beaumont reported on the work of the Task and Finish Group which had been tasked with identifying clear recommendations on how sustainability should be achieved. He outlined the definition of sustainability in terms of financial viability and prolonged or maintained sporting outcomes and explained the circumstances in which sustainable sporting outcomes were achieved.

SE was doing an analysis of good practice on sustainability for new projects but there was no evidence at the present time. There was a warning that SE had to be very selective on what it continued to fund as the available funding would 'silt up.'

AGREED that the following recommendations to achieve sustainability be

supported and passed to SE nationally for consideration and recommendation to all regions and a report be submitted to the RSB for ratification :-

GB

- recruiting people, including volunteers, with the requisite skills, motivation and drive – putting the right people together would make the project sustainable;
- sustaining the delivery system and best practice – the need to be much stronger in expecting good performance in return for continued funding – planning for the long term;
- understanding and acknowledging the risks from the outset – developing and implementing a simple but robust self assessment tool that tested the chances of delivering the project long term;
- creating real partnerships – obtaining a clear and unequivocal statement from the partner agencies about their future commitments to the outputs and outcomes beyond the period of funding;
- comprehensive business planning guidance including marketing and how to maximise profit.

5 PLAYGROUND TO PODIUM

Paper attached. Adam Blaze referred to the framework for the delivery of Playground to Podium (copy circulated) and said that nationally the 'interventions' on the left had to be undertaken as very little of the middle (performance environments, high quality coaching opportunities) were in place. However, in the region much work had already been undertaken on the middle section and it would now be possible to link it all together. The programme would be used to develop clubs and coaches and align to WFD Plans. Assessment days had already been held in a number of counties and talented athletes identified to proceed along the pathway. Other athletes had also been identified who just wanted to 'play' and to be found clubs.

The meeting split into 4 groups to discuss the following –

- Best delivery options for Playground to Podium in the region.
- Roles and responsibilities for delivery.
- How to achieve the most successful NGB/CSP interface to allow this project to roll out effectively.
- How to ensure a link between this work and Club and Coach work in the region.

The groups reported back as follows –

Group 1

- EFDS East Midlands best placed to lead on the work but should bring in the expertise within the delivery system
- A delivery group should be established including the following;
 - CSP named contact (either NGB or Equity Lead or both)
 - NGBs (representatives from NGB forum or from each NGB)
 - YST
 - ScUK
 - Sport England (Club and Coach lead)
- Funding draw-down;
 - Larger NGBs to apply direct
 - CSPs to apply on behalf of the 'smaller' NGBs or those sports with no NGB such as Boccia and Goalball

Bear-Traps!

- Links to YST essential at CSP level – engagement with County PDM networks
- Links to Special Olympics – athletes with a learning disability not part of the Paralympic pathway at the moment, although there are national and international competitions and pathways. The same can be said of athletes with a hearing impairment.
- Links to school sport organisations – these are strong in some areas of the region.

Group 2

- Comms/buy-in from NGBs through the NGB forum
- NGB and EFDS co-lead the work
- CSP interface with NGBs and YST needs to work, included in the delivery team could be;
 - CSP and NGB Club and Coach lead
 - CSP Equity lead
 - SSP/ PDM link

Bear Traps!

- YST support – vital that the YST links at CSP level works

What Next?

- Liaison with CSP /NGB Lead and Equity/Disability Leads.
- Presentation on P2P at next NGB Forum.
- Liaison with YST on links.
- Formulation of a delivery group.

AGREED

(1) that the members of the Task and Finish Group be thanked for their work so far and an update paper be submitted to the RSP in due course.

(2) that it be noted that with regard to Paralympic sports which did not have an NGB (boccia, goalball etc), CSPs had the potential to take the lead on behalf of clubs.

6 DEREK MAPP VISIT

The attendance of Derek Mapp at the next RSP meeting on 6 November 2007 was discussed and members suggested items for discussion.

AGREED

(1) that the following matters be discussed with Derek Mapp and discussion papers prepared –

- Sporting landscape, including NGBs – John Byrne
- Participation in sport/physical activity – Simon Starr
- Funding – Steve De Wint
- Equity – Adam Blaze
- A number of others including private sector, political backdrop, role of RSBs to be raised by Len Jackson, only if time permitted.

JB
SS
SDW
AB

(2) that the papers should put ‘both sides of the argument’ and be circulated around the Partnership for comment.

(3) that the main aim of the meeting was to influence Derek and members should engage with him if they disagreed with his comments.

All

7 SPECIAL OLYMPICS

John Byrne referred to the holding of the Special Olympics in Leicester in 2009 which represented a great opportunity to get behind a number of initiatives including volunteering. It may be that this needed to be discussed at a future meeting.

8 MELISSA MOSS

It was reported that Melissa was leaving the region to take up a post in Yorkshire with badminton.

AGREED that Melissa be thanked for both her work on the RSP and in the region and she be wished every success for the future.

9 DATE OF NEXT MEETING

Tuesday 6 November 2007 at 2.30pm.