



Sport and Physical Activity Workforce Network

29th June, 2021

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SPORT**



David Reader
Strategic Advisor, London Sport
Supporting Network Members



Welcome – David Reader, *London Sport*

Today's Session Outline

- 11.00-11.15 Welcome and Session Outline- **David Reader, *London Sport***
Quick updates
- 11.15-11.55 **Jenny Buckham-Hedges, *Coaching Systems Manager, UK Coaching***
- 11.55-12.10 Discussion groups
- 12.10-12.20 Feedback and concluding thoughts

Background

We want to support the sport and physical activity workforce sector as best we can and one way in which we are going to do that is to establish a new Network for all those that are responsible for a sport and physical activity workforce.

‘Workforce Leaders’

What's in it?

- Every six months we shall hold a new Workforce Network Event which will look to offer the following:
 - ✓ Insight and support through workforce related talks, presentations and workshops.
 - ✓ A platform to share and discuss ideas, explore workforce sector issues, etc.
 - ✓ Discussion on future opportunities for the workforce.
 - ✓ A chance to use the House of Sport for workforce events free or at a reduced rate.
 - ✓ An opportunity to shape future activity of the Network.
 - ✓ Practical ways in which to personally develop and become a better leader.

Who can get involved?

- Those who are responsible for a sport and physical activity workforce – volunteers or paid staff.
- Those who have a special interest in sport and physical activity workforce issues
- Those who are seeking to develop a career in this area



When will the Network meet?

- Initially two Network events each year will be held, but there may be other smaller events throughout the year. Attendance will be free of charge but places must be booked in advance.
- Outside of Network events, we are also looking at creating a virtual hub to better support the London sport and physical activity workforce.
- Events will be online in the current situation, but when we are back to normal events will be held at the House of Sport.



David Reader
Strategic Advisor, London Sport
Quick updates



London Sport – Award Nominations

'Enhancing Workforce' category



<https://londonsport.org/our-events/london-sport-awards/>



Funding Opportunity - GLA

Call for Expression of Interest (EOI):

Funding to **Support the community sport sector to more effectively and sustainably provide sport projects to tackle social issues in London**

- *People and volunteer management – I.e., progression routes and succession planning, supporting freelancers and casual/sessional workers*
- *Funding - I.e., applications process, putting together a business case, becoming investment ready, financial management*
- *Workforce support - I.e., leadership training and development at all levels and cross levels, mental health first aid, trauma-informed training In particular, we know that there are 2 key areas in which funding for this kind of support will be most beneficial.*
- *For organisations which are not well-established I.e. they do not have full policies and processes in place or are not a registered charity or CIC, potentially run by volunteers, and/or do not have official policies and processes in place*
- *For organisations which are established (see above) and do have processes in place but would like to support the upskilling of their workforce, diversify their work, and/or build their knowledge in using sport to tackle the 5 key social issues identified by Sport Unites above.*

Expressions of interest - 2nd July deadline

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Contact lauren.kocher@london.gov.uk or kerri.atherton@london.gov.uk for further information.

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CIMPSA Workforce Survey

APRIL, 2021

Have you heard of CIMPSA?

Yes accounts for the majority of 'Have you heard of CIMPSA?'.



Do you know what CIMPSA does?

Yes accounts for the majority of 'Do you know what CIMPSA does?'



Are you a CIMPSA member?

No accounts for the majority of 'Are you a CIMPSA member?'.



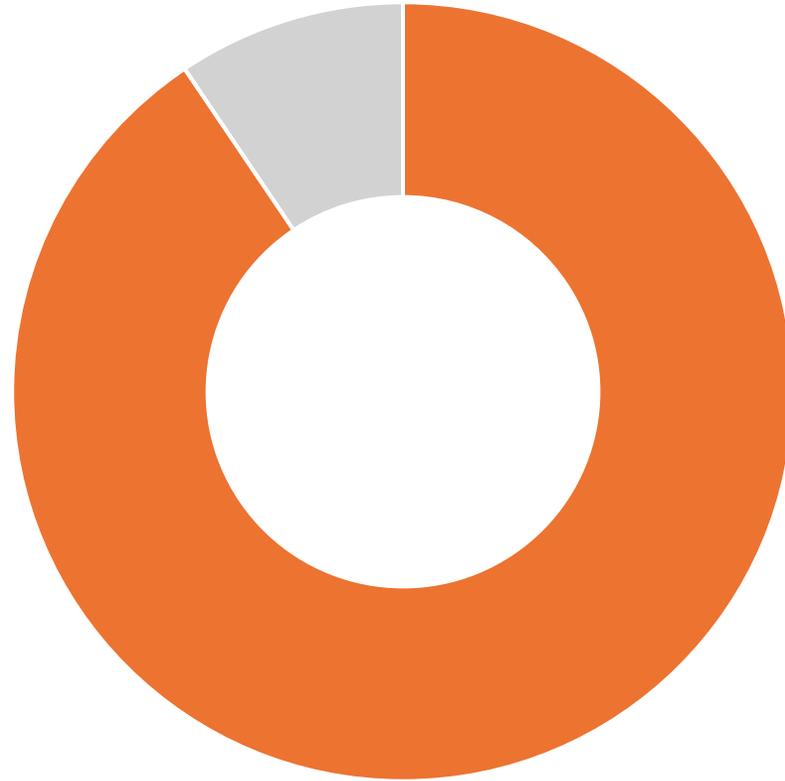
Have you ever been a CIMPSA member?

No accounts for the majority of 'Have you ever been a member of CIMPSA?'.



Is your employer a CIMPSA member?

No accounts for the majority of 'Is your employer a CIMPSA member?'.



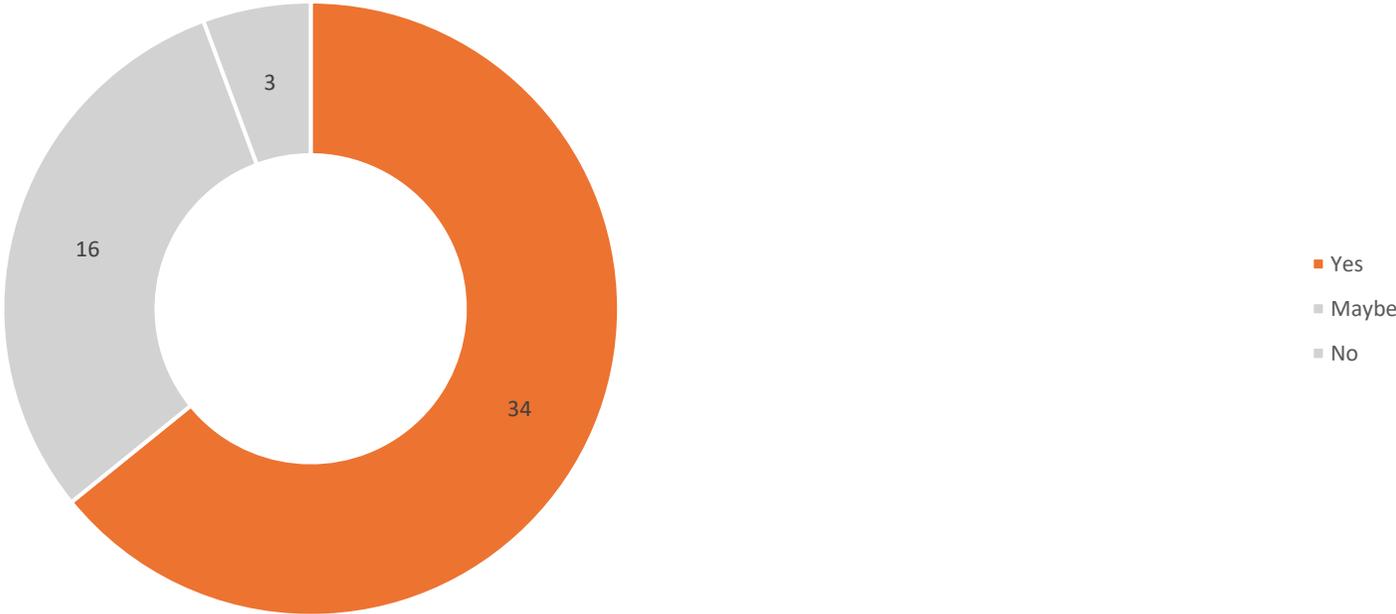
Would you like to know more about what CIMPSA membership can offer?

Yes accounts for the majority of 'Would you like to know more about what CIMPSA membership can offer you?'.



London Sport is considering becoming a CIMPSA Partner. This would mean we would work with colleagues (internal and external) to engage them in continual professional development, professional standards and other CIMPSA activity. Would this interest you?

Yes accounts for the majority of 'Field1'.



Do you have any thoughts or insight on CIMPSA you would like to share?

Not entirely clear on what CIMPSA does and how it could potentially support me, but would be interested to know more.

I enjoyed the large range of courses they had us test a few years back. They also used to run quite good regional events (which I attended in my old role).

If it's compulsory membership and training then I wouldn't be interested. I know CIMSPA were doing some work on scoping interest in creating a recognised accreditation for those working in the 'sector', would be interested in hearing how/where this went. Would be interested in doing the odd bit of training with them if relevant, at the individual's choice.

Am concerned in how they are received in the industry and stakeholders.

The CPD benefits since becoming a member have been great! It would be interesting to see CIMSPA develop workforce/leadership quality standard/mark for organisations to apply for



Jenny Buckam-Hedges
Coaching Systems Manager, UK Coaching
**How can the coaching workforce recover
and reinvent?**



**London Sport
Sport and Physical Activity
Workforce Network**

Tuesday 29 June 2021



**Jenny Buckham-Hedges
Coaching Solutions Manager**

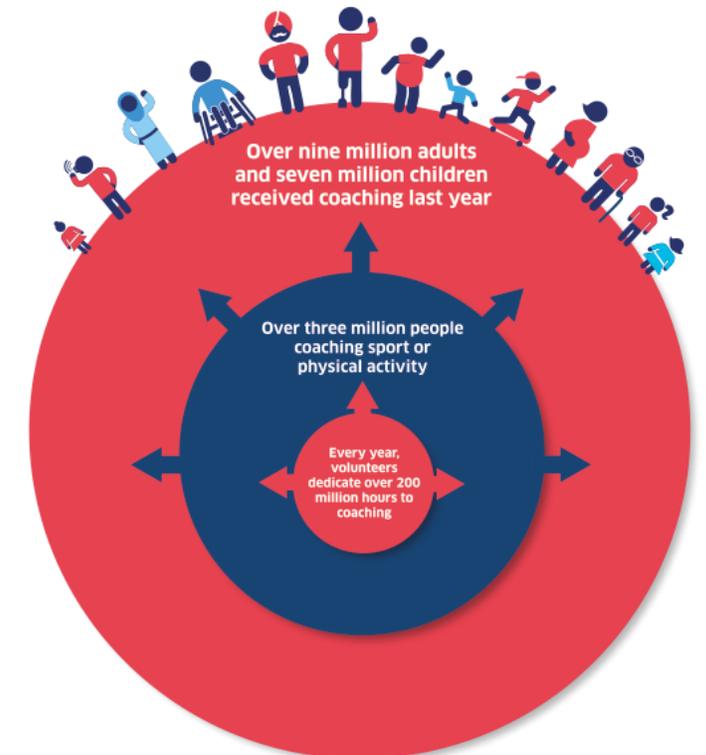


#Return2Coach

**Supporting your
coach and
volunteer
workforce to
return to sport**

Our 4 Big Goals Here for the Coach

- 1. Helping coaches to be great** - helpful, enjoyable and accessible learning for all
- 2. Supporting coaches** - support and attract all who want to coach, to do so with ease, enjoyment and reward, removing barriers to access.
- 3. Representing coaches** - listening and sharing the needs, wants and impact of the coaching community
- 4. Connecting and collaborating** - with partners - to enable coaches to recover and reinvent and attract and retain a diverse coaching workforce in all areas of the sport and physical activity sector



OUR FOCUS FOR 2021/22 - Our Action Plan for the year ahead.

To support ALL COACHES (current and potential) to RECOVER and take the opportunity to REINVENT so that together WE REACH THOSE MOST IN NEED.



We will work to ensure that coaching is accessible for people from all backgrounds, abilities and motivations, and the people involved and supporting the coaching workforce is representative of the population of the UK.

Return to Coaching?

**Here and
now**

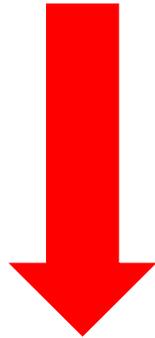
Transition

**Life after
lockdown**

Recovery and Return (forecast)

20%

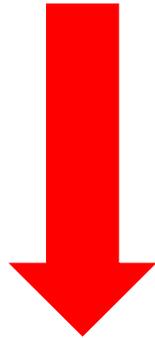
Adult
members



Recovery and Return (forecast)

20%

Adult
members



14%

Paid coaches



- 7%

Deficit in
Volunteer
coaches



What could be shifting in Sport and Physical Activity?

Competition
outcomes



Physical and
mental health
benefits

Engaged
participants



Disengaged
participants

Sporting
experiences



Wider participant
experiences

**Here and
now**



Transition

**Life after
lockdown**

The Great Coaching Comeback 2021

- **An umbrella campaign that 'kicked-off' during coaching week**
- Will enable us to fully put into practice support needed to enable coaches to make a 'comeback' – **highlighting the key role our coaches play in Getting the Nation Active**

The campaign will involve:

- Listening to the challenges and needs of coaches
- **Showcasing Great Coaching**
- Providing support
- Increasing the reach of their voice
- Providing fundamental change and asking the UK government for support
- Working closely with partner to increase the levels of support we provide to coaches
- Using the media and social media as a tool to reach new and existing coaches





The Great Coaching Comeback Survey 2021



The UK population believes that coaches will be central to the nation's Covid-19 recovery.

72% say that coaches will be important in supporting and encouraging people to get back into physical activity after the pandemic.

70% of the public believe that grass-roots coaches are important in helping Britain become a fitter and more active society.

69% believe it is important to value the role that coaches play in keeping local communities active.



Coaches were emphatic about wanting to return to coaching and recognise the importance of offering mental health support for their participants on their return to play

91% of coaches are eager to return to coaching.

Coaches' top two priorities on returning are:



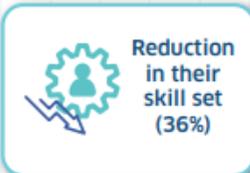
88% of coaches are concerned about the poor mental and physical health of participants.

YouGov

Coaches biggest fears

The challenges identified were:

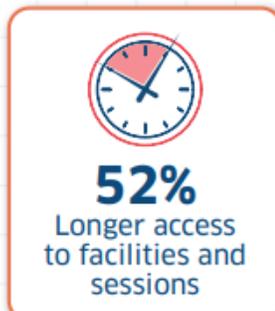
Coaches identified:



81% of coaches emphasised the importance of learning and development opportunities, with additional coaching qualification, in identifying what they need to overcome these challenges and recover from the pandemic's impact.

Coaches singled out better access to facilities and sessions as especially important for communities in the return to play

The following were identified by coaches as what communities need to return:



Do your coaches need any additional knowledge, training or support?

How will you support your workforce to transfer any new knowledge into practice?

How will you continually review what knowledge, training or support you are providing?



What will you do to help you coaches self reflect and review their delivery?

How will you work with key partners/ organisations to ensure your workforce is supported?

Looking After People

How will you communicate information regularly to coaches?

What strategies do you have in place to support your coaches if they don't feel comfortable to return?

What support systems will be in place for coaches?

Have you considered how this situation may have affected the mental health and wellbeing of your coaches? Have you spoken to them about this?



What measures can you put in place to ensure your coaches have a safe environment to work in?

How will you listen to the needs of your workforce?

Mobilising People

Have you considered what needs to be done to prepare your coaches for delivering following lockdown? Have you considered a support plan for re-inducting furloughed coaches?

What are the additional things will you need your coaches to consider?

Will you need to consider staffing levels in response to the new ratios for delivery?

How will you work with your coaches to ensure they are considering a number of potential scenarios once they start delivery?

Have you updated RISK assessments and worked with your coaches to make sure they understand the wider risks of coaching as we transition back to normal delivery?

Have you considered what additional safeguarding measures you may need, for your coaches as well as their participants?

Have any checks and certificate's lapsed, ie DBS, Safeguarding?

What systems do you have in place to make sure your workforce are confident and competent to return?

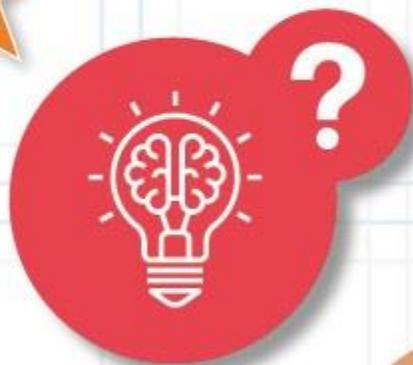
What measures do you have in place to ensure your coaches are protected during delivery?



How will you continually engage with coaches to shape your plans?

What review processes will you put in place to ensure you are continually monitoring the current situation and any further changes?

How will you share learning and best practice with your workforce, partners and key stakeholders?



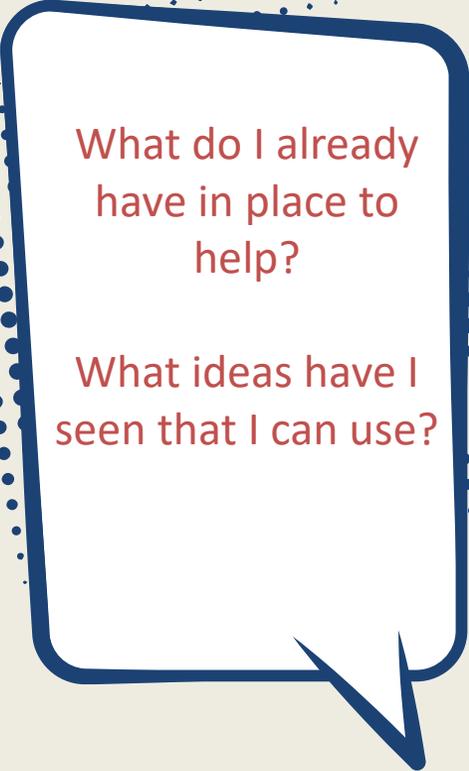
Do you have plans in place to capture learning and best practice?



How can I help my coaches fully understand how to reconnect with their participants?



What else can I try to influence that will help?



What do I already have in place to help?

What ideas have I seen that I can use?



What support can I provide for my coaches to ensure they feel confident to return to coach?

Free Coaching Tips



Rusty Nails It! Some Magic Advice On Returning To Coaching



Helping Coaches Plan For The Return To Play: Part 1



Helping Coaches Plan For The Return To Play: Part 2



A background image showing the lower legs and feet of soccer players in blue and red kits on a green artificial turf field. Yellow cones are scattered on the ground, indicating a training drill.

STEP Back into Coaching with Confidence

Practical measures you can take to help you manage social distancing in your sessions whilst retaining the central components of safety, fun, creativity, challenge, social engagement and skill development.

[READ OUR CONNECTEDCOACHES BLOG](#)

A background image of Dan Cottrell, an experienced coach, wearing a blue beanie and jacket, gesturing with his hand while speaking to a group of people. The image is slightly blurred, focusing attention on the text overlay.

Practical Strategies to Help Accelerate the ‘Great Coaching Comeback’

Experienced coach, coach educator and mentor Dan Cottrell offers some sage advice to coaches to help them RECOVER and REINVENT at this pivotal time

[**READ**](#)

**Here and
now**

Transition



Join UK Coaching and grow your PEOPLE skills



UKCoaching.org helps coaches to:



Build Rapport



Grow Physical Abilities



Develop Mindsets



Support Differing Needs



Ensure Welfare and Safety

Register for Free

- Join the online coaching community
- Get coaching news and tips
- See your learning dashboard

Subscribe to Unlock

- Exclusive guides, videos and webinars
- Savings on offers for coaches
- Free or discounted online learning



Join today at ukcoaching.org/join

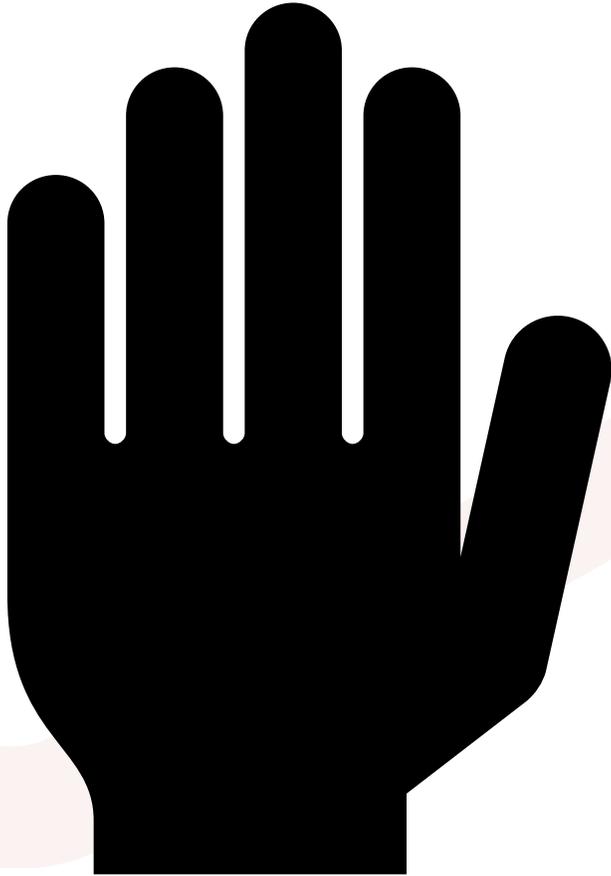
#GreatCoaching



Thank you

jbuckham-hedges@ukcoaching.org

Make sure you register your interest...



- https://forms.office.com/Pages/ResponsePage.aspx?id=nHkhZz1jYki1ZLm4_F7Kg0JkSgTN2n9Em1E9IN56kU9UOEZaODY4REo1TDIaRzBCNU5XODNJNfc4NC4u

Thanks for attending



Make sure you are registered



Tell your colleagues

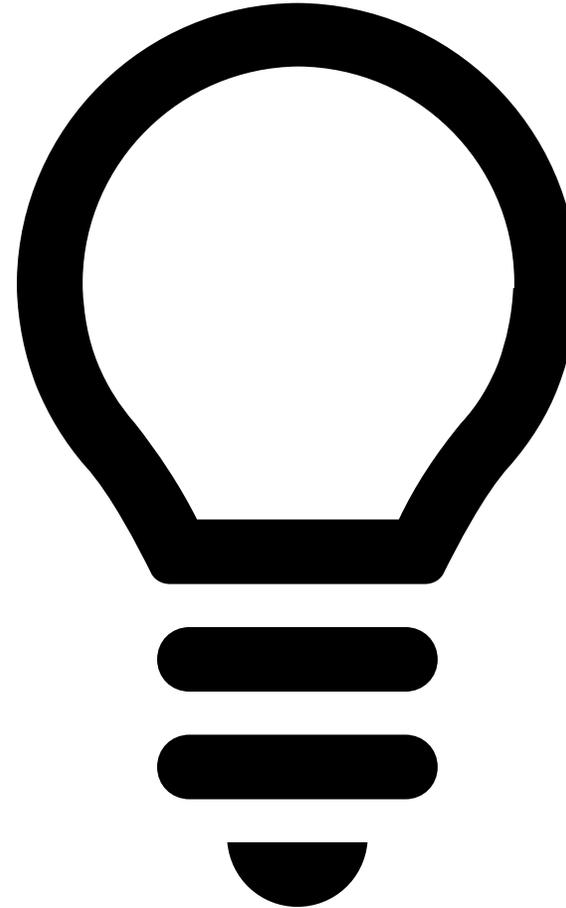


Share your thoughts



Share your thoughts...

- https://forms.office.com/Pages/ResponsePage.aspx?id=nHkhZz1jYki1ZLm4_F7Kg0JkSgTN2n9Em1E9IN56kU9UNIA3WktPTIQ2SDk0Tzg5Q1QwVVJXTktJSi4u



The logo for London Sport is a white shield-shaped emblem with rounded corners and a pointed bottom. Inside the shield, the words "LONDON" and "SPORT" are stacked vertically in a bold, red, sans-serif font. The background of the entire image is a solid red color.

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