



### 1: Help

This section will support SGOs to help schools to:

- develop and empower **student voice** through the creation of a School Sport Organising Crew in primary schools and Committee in secondary schools
- be clear on how schools can build on **leadership across the curriculum** to develop young people in a wider range of workforce roles, e.g. young sports journalists
- **engage other members of the school workforce to support the delivery of school sport**
- understand how to **support existing coaches** working in schools and what to do when **recruiting community coaches** to work in schools.

### 2: Essential information

#### YOUNG VOLUNTEERS

Primary and secondary schools are encouraged to:

At **LEVEL 1** (intra) – develop a **School Sport Organising Committee/Crew**

#### Functions of a School Sport Organising Committee

- Lead the planning and delivery of Level 1 School Games activities in their schools.
- Listen to what other young people want to do and act on this.
- Organise and plan different types of events to engage different types of young people and adapt versions of sports and activities to meet participants' needs and interests.
- Schedule activity into the school or college diary.
- Publicise events, competitions and school sports clubs and celebrate and promote success.
- Recruit participants, leaders and volunteers to support the delivery of activity.
- Co-ordinate the running of school sports clubs and competitions.
- Officiate and manage competitions.

#### Benefits of a School Sport Organising Committee

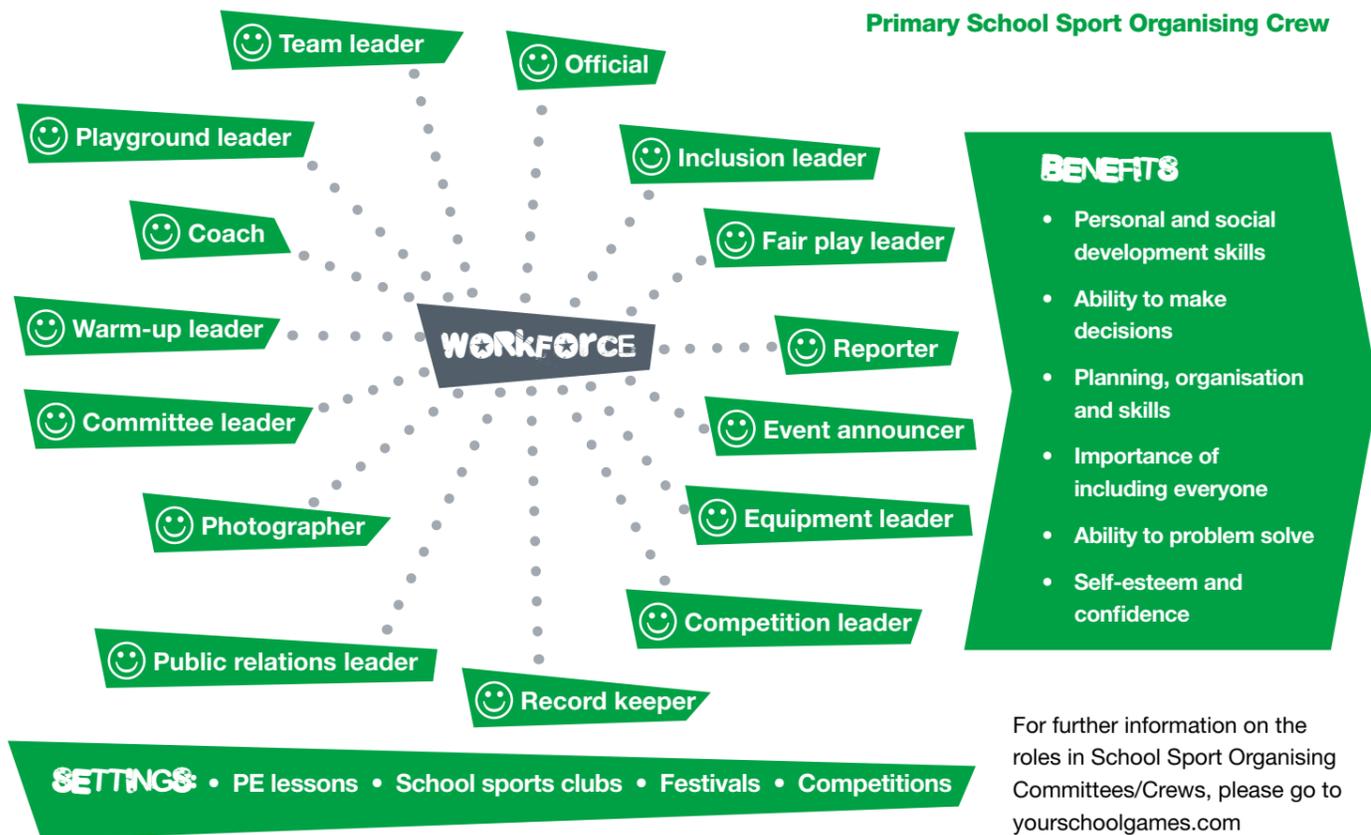
- It will ensure that activities and opportunities offered are based on student voice and need.
- Creates a culture in schools where young people are empowered to shape and influence their school sport offer.
- It will help to equip young people for life and work, encourage them to take responsibility and instil the meaning of commitment. It will also help them to develop the ability to overcome challenges and to make decisions both as an individual and as part of a team.
- Builds capacity within the school to help deliver a wider range of activities for a more diverse group of young people.

#### Secondary School Sport Organising Committee

It is important that SGOs encourage secondary schools to establish a School Sport Organising Committee and primary schools, a School Sport Organising Crew. These are groups of young people who join together to lead the planning and delivery of school sports clubs and the intra-school competition programme. They will influence and shape the school sport offer for their peers through deciding on the types of competitions to be held, their structure and where and when they take place. It is hoped that TR posts and other schools staff will support



pupils (including providing training and appropriate supervision), together with parents, members of local clubs and other volunteers from the community. Please note that the level of responsibility and functions differ between the secondary and primary versions.



## At **LEVEL 2** (inter) – deploy young people in workforce roles to support the delivery of the School Games

In many schools, leadership is now embedded within the PE curriculum. The challenge is now to encourage more of these young leaders to actively volunteers and to make the transition from leaders into specific volunteering roles. Sport England are funding the Youth Sport Trust to support this transition through the development of the following programmes and resources:

- A Key Stage 2 leadership resource and training package has been developed. This will help primary schools to embed leadership into their PE curriculum, allowing their young people to develop their leadership skills by becoming

accustomed to and confident in assuming a variety of roles. Primary schools can register their interest or book on to training by visiting [www.yourschoolgames.com](http://www.yourschoolgames.com)

- A Key Stage 3 Sport Education programme has been re-developed. For information on how to access training visit [www.yourschoolgames.com](http://www.yourschoolgames.com).
- A training package of generic team management, officiating and coaching skills has been developed. The purpose of this is to help young people to make an informed decision around which opportunities they may wish to volunteer in. It is intended that this training is delivered as part of a Leadership Academy in your SGO area. For further information on how to access the training, visit [www.yourschoolgames.com](http://www.yourschoolgames.com)

A Leadership Academy is in essence a 'Leadership Club' designed to provide high quality, regular support, training and development for young people that are committed to actively volunteering within their school and/or community setting in order to develop and grow them as young people and as leaders and volunteers.

- Some NGBs will be developing and improving the accessibility of training to schools in sport specific young officials and young coaches awards. The Youth Sport Trust, funded by Sport England, will be working with NGBs to develop and improve the accessibility of training to schools in sport-specific young officials and young coaches awards.
- Training has been developed to support the development of a new generation of young people as team managers. National trainers will be deployed to deliver team manager training to young people in county areas.

## At **LEVEL 3** (county festival) – young people make up 50% of workforce

Local Organising Committees are asked to work towards a target of 50% of the workforce for Level 3 being young people. New Level 3 Volunteer Conferences will replace the Youth Sport Trust's Young People Leading the Way Conferences in order to help deliver this aim.

## **LEVEL 4** (national)

The Youth Sport Trust have been commissioned by Sport England to deliver a Level 4 School Games National Finals in May 2012. The Youth Sport Trust will be working with schools and SGOs to provide opportunities for the most committed young leaders and volunteers to play a role in this event.

## At ALL Levels – recruit young people in ambassadorial roles

Young people can exert a huge influence on both their peers and the adults around them. It is therefore important that you advocate to the schools in your area the importance of recruiting young people in ambassadorial roles to help support the delivery of the School Games and bring the inspiration of the Olympic and Paralympic Games to your competitions. These young people will be a crucial part of your workforce and a mechanism for getting your messages into all of your schools.



## SCHOOL SPORT AND COMMUNITY SPORTS COACHES

With an estimated workforce of over 750,000, all experienced in working with young people, schools provide an ideal environment in which to plan a sustained recruitment and deployment programme for the School Games. The Youth Sport Trust and CSPs will support SGOs to work with schools to identify, recruit and support staff to train and qualify as coaches. These volunteers will then help to deliver after-school activity and will coach/manage teams in intra and inter-school competitive sport.

### School workforce

As an SGO, you will be working with the schools in your area to help them to develop their workforce of teachers, non teaching staff, parents and volunteers as coaches. To do this, you need to help them to recognise how they can play a vital role in enabling young people to take part in the School Games as they already know the young people, have a rapport with them and are accustomed to managing groups of them.

Recruiting more people to support the delivery of school sport means the School will be able to:

- offer a wider, more varied menu of school sport opportunities for its pupils
- promote a culture of volunteering
- promote healthy living for both pupils and staff.

SGOs will be able to access opportunities to help their schools to develop new coaches from their own workforce. In addition, Sport England is funding the Youth Sport Trust to work with NGBs to develop appropriate introductory qualifications for school staff.

### Community sport workforce

In your role as SGO, you are expected to provide access to specialist coaches, training and equipment to assist schools (and particularly primary/special schools) in delivering a range of lunchtime and after school programmes. When recruiting coaches, remember that they could also be deployed to undertake a variety of roles in a school setting such as learning mentors, teaching assistants, cover supervisors.

Ensure that you and the schools you are working with are clear on roles and responsibilities around recruitment, induction, development and deployment.

## 3: Ideas to make this happen

### YOUNG VOLUNTEERS

#### Developing School Sport Organising Committees/Crews

- Work with the Teacher Release Posts and subject leaders to encourage the secondary schools in your area to create a School Sport Organising Committee. Information on what is a School Sport Organising Committee, why it should be created and roles and responsibilities can be found at [yourschoolgames.com](http://yourschoolgames.com).
- Encourage primary schools to set up a School Sport Organising Crew to help young people to shape and influence the school sport offer for their peers. Information on the roles and functions of a primary School Sport organising Crew can also be found at [yourschoolgames.com](http://yourschoolgames.com).

#### Development of young people as volunteers

Deliver a Leadership Academy which does the following:

- Signposts to or delivers appropriate qualifications and awards for young leaders to support their volunteering including access to basic training in coaching, officiating and team management. SGOs will be able to access training on delivery of this.
- Provides opportunities for young leaders to learn from their peers.
- Shares a wide menu of volunteer opportunities for young people (in school sport, in community clubs, events and organisations) and prepares and supports them to undertake appropriate placements and volunteer experiences.
- Provides mentoring support to young leaders on a group and an individual basis.
- Celebrates, profiles and rewards the contribution that Young Leaders make to school and community sport
- Is fully inclusive.

#### North Stoke SSP set up a leadership academy to:

- track and support student progress in leadership and volunteering through the key stages
- raise awareness of the Sports Leader and National Governing Bodies of Sport Awards available to young leaders and volunteers
- introduce Sports Leaders to opportunities previously not undertaken including International Exchange.

#### To achieve this they:

- appointed 18 young people in ambassadorial roles in each of the partner secondary schools and the local college.
- appointed a college lecturer on an honorarium to manage the Leadership Academy; this included leading meetings, delivering practical sessions and networking with all Leadership Academy members
- consulted on and produced a set of Sports Leadership Grades which mirrored the Stoke on Trent assessment for learning levels established in all PE activity areas
- organised an official launch
- purchased a Sports Leaders kit bag for each nominated Leadership Academy member
- set up a programme of three training camps for Leadership Academy members

Through the Wickham Leadership Academy, Gateshead, several young disabled people from The Cedars School and Sports College have worked alongside Gifted and Talented young leaders from all of Gateshead's mainstream secondary schools. This has also been the case with several international exchange visits through the Dreams + Teams initiative\*. During these sessions, young disabled people work alongside sports leaders from England (Gateshead), Holland and Egypt to plan and deliver a sports festival for primary school pupils.

\* A programme which develops leadership skills and cross-cultural awareness in 14 to 18 year olds through sport and international educational links.

Ensure that the young volunteers in your area are registered and log hours on the Young Volunteer Passport system. This will ensure that they are rewarded and recognised for the volunteering which they have undertaken. Visit [www.yourschoolgames.com](http://www.yourschoolgames.com)

### Recruiting young people in ambassadorial roles

- Talk to the schools in your area to promote the role that young people can play as ambassadors.
- Discuss with schools the qualities needed by young people to undertake these roles.
- Agree a process to recruit and select young people in ambassadorial roles.
- Agree roles and responsibilities between you as the SGO and the school.

For further information, please refer to [yourschoolgames.com](http://yourschoolgames.com).

“ There will be hundreds of young leaders, coaches and officials throughout your schools who could help make the School Games more successful – make sure you use them effectively! ”

## SCHOOL SPORT AND COMMUNITY COACHES

### School workforce as coaches

Work with primary and secondary schools to raise the profile of opportunities to volunteer in sport in their schools through challenging them to:

- ensure the recruitment process in your schools incorporates people's additional interests and asks directly if they are willing to support the delivery of extra-curricular activities (including sport)
- work with headteachers/senior leaders to see whether a requirement for staff to articulate how they contribute to the wider school offer can be incorporated into the school performance review framework
- look for ways to promote opportunities to volunteer through high profile events
- provide posters which can be displayed in staff rooms
- target specific groups through face-to-face contact – engaging key advocates in your schools to support you with this.

Once schools have recruited some volunteers, encourage them to:

- build a supportive team environment
- identify one point of contact
- assign delivery 'buddies' for new recruits.

### Community sport workforce

There are many ways to recruit specialist coaches in your area:

- Contact your local County Sport Partnership (CSP) and speak to the Coaching Development Manager. Many CSPs hold a list of qualified coaches who they may be able to put you in contact with. If there is a gap in provision then it is important that you let your County Sport Partnership know this.
- Register sports volunteering opportunities available in your schools with your County Sport Partnership.
- Build relationships with local sports clubs and encourage them to work with you and share workforce.
- Contact the local National Governing Body of sport officer or the local sports association for that sport in your area highlighting your needs.
- Work with other SGOs in neighbouring areas. By working together you may be able to attract more coaches and create more attractive packages of work.

## 4: What next?

- Work with schools to set up a Leadership Academy in your area to support young people to transition into workforce roles.
- Work with your LOC to ensure that there is a pathway of volunteering opportunities for young people from Level 1 to Level 4 of the School Games.
- Ensure that young people who are volunteering to support Level 3 of the School Games attend the Level 3 Young Person Volunteering Event.
- Capture information from secondary PE departments on which sports their young people wish to access Young Official or Young Coach training in.
- Communicate support available to schools to help them to support the professional development of new volunteers.
- Work with other SGOs and your local CSP around development of coaches to avoid duplication, maximise resources and share ideas.



# CHANGE4LIFE SPORTS CLUBS – HOW THEY CAN HELP