Coaching 2014/15

A summary of the work carried out to improve coaching across the county

Created by Gina Rogers and Anthony Statham on behalf of Active Sussex – February 2015.
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This document aims to demonstrate the impact of the Active Sussex coaching delivery in 2014/15.

Active Sussex has been able to recruit, develop and retain coaches through initiatives such as a coach support scheme, coach reward and recognition scheme, coaching bursary and Continual Professional Development (CPD) workshops.

The document uses best practice case studies, key statistics from localised coaching programmes and a coach tracking survey to highlight impact on sports participation through coaching initiatives.
Active Sussex Coaching in a Nutshell

What we do for sports coaching in Sussex?

**Coach Support Scheme** is the first of its kind in the County Sports Partnership Network (CSPN). Six dedicated mentors develop coaches within Sport England funded initiatives Sportivate and Satellite Club across Sussex.

**Reward and Recognition Scheme** for coaches’ takes place four times per year with an overall ‘Coach of the Quarter’ and three runners up each time. Prizes include funding towards Continual Professional Development (CPD), coaching qualifications or equipment. To date Active Sussex has awarded £3,025 to 22 committed and deserving coaches.

**Workshop Programme** designed to upskill coaches across Sussex. A flexible needs led training calendar is scheduled every six months with a variety of formal, informal and National Governing Body (NGB) focused workshops available.

**Dedicated Coaching Website** communicates coaching opportunities, industry news and courses to 1,716 registered coaches registered in Sussex. The website connects Sussex coaches to the England Coaching Network (ECN) and over 90K coaches nationally.

**Project 500** addresses the gender gap in the number of female to male coaches. A regional scheme across the South-East of England it aims to have recruited, developed or deployed 500 female coaches by March 2015. The scheme is delivered by the seven South-East County Sports Partnerships (CSPs).

Key Points to Remember

1. Active Sussex are impacting on the **health agenda** by getting more inactive adults playing sport through localised coaching initiatives based on identified NGB need.

2. Coach developers **quality assure** and improve the quality of coaches in Sussex through Sport England funded initiatives Sportivate and Satellite Clubs.

3. Decreasing the gender divide in sports participation by increasing the female coaching workforce through the **Project 500** coaching initiative. The campaign has aspirational plans to become Project 5000 and be rolled out across the country.

Active Sussex also offer **flexible learning** options to coaches based on identified NGB need. Examples include:

- **52 equestrian coaches** delivering sessions to returning adults in ‘Take Back the Reigns’ centres received customer care focused training through ‘How to Deliver Engaging Riding Sessions’ workshops.

- **20 women rugby coaches** attended a female only ‘Rugby Ready’ course with 9 progressing onto a female focused Level 1 coaching qualification as part of Project 500.

- **25 women football coaches** attended female only Level 1 coaching qualifications as part of Project 500.

- **15 golf coaches** delivering sessions to adults through the ‘Get into Golf’ initiative received training through a golf focused ‘How to Deliver Engaging Sessions for Adults’ workshop.

- **50 rugby union coaches** attended a series of rugby focused ‘fundamentals of movement’ workshops.
Reward and Recognition Scheme

To continually develop, reward and raise the profile of coaches who have delivered coaching as part of Sportivate.

The aim is to provide financial incentives through the ‘Coach of the Quarter’ awards. In the hope that coaches will feel appreciated, motivated and recognised for their hard work. Ultimately resulting in a high number of 11-25 year old participants being retained in Sportivate projects.

In Sportivate year 3 we awarded £2,000 towards coach development through the Reward and Recognition Scheme. Broken down this works out as £500 per quarter for four prizes: first place £250, second place £125, third place £75 and fourth place £50.

Quarter one winner

Carina Brown qualified as a Gymnastics Level 2 in Acrobatics via the Active Sussex Coaching Bursary and received mentoring as part of the Sportivate Coach Support Scheme. Carina was nominated by Heather Sampford who helped organise a successful Sportivate project at Worthing Gymnastics Club. Heather stated “Our freestyle sessions were a new experience for all of our coaches and we all worked well as a team. In particular Carina showed excellent
leadership skills, she reflected on every session, motivated other coaches and most importantly encouraged the freestyle participants to challenge and explore their full potential.”

**Quarter two winner**

**Paul Bergin** is a Level 2 Table Tennis coach and was put forward by colleague Tim Holtam, for his work in helping to run the Sportivate Brighton Table Tennis Club Ping Pong 4 All.

Paul qualified as a coach through the Active Sussex Coaching Bursary and also received mentoring support through the Sportivate Coach Support Scheme.

Tim said “What is most remarkable about Paul’s achievements is that he left Patcham High School without ever really engaging in education. He is fully aware of how transformative Table Tennis has been to his life chances and wants to give this back to the sport.”

**Quarter three winners**

**Pippa Couch** and **Ricky Palfreman** (pictured on previous page) are gymnastics coaches at Flipitas Gymnastics Club, Worthing and were nominated for their work delivering the hugely successful Sportivate Flipitas Freestylers project.

Pippa is the Head Coach at Flipitas and started coaching at 14, to help pay towards her own gymnastics training. Following injury, coaching seemed a natural progression to make and hasn’t looked back since.

Ricky is an Assistant Coach at Flipitas and started as a gymnast at Flipitas before progressing onto coaching at the club. He now coaches 4 days a week with ambitions of becoming a Head Coach in the future.

Both coaches completed their respective coaching qualifications through the Active Sussex Coaching Bursary.

**Quarter four winner**

**Kat Chaszczewski** is a PGA Professional who coaches golf at Rustington Golf Centre in Angmering and was nominated for her work delivering two hugely successful projects, Women in Golf and Youth in Golf.

Kat’s Passion for the game and desire to help people get better is the reason she got involved in coaching professionally. In five years’ time she sees herself coaching elite players at national level.
What’s happened since?

Six months after receiving funding from the coach reward and recognition scheme, winners were surveyed to see how they used that funding to help further their careers in coaching.

**Felix Shardlow**  
*second place quarter 3*

Felix was awarded £175 and used this funding towards a Level 2 coaching course. It has improved his coaching knowledge and he would not have been able to progress onto the Level 2 coaching award without the funding.

**Jade Wadman**  
*third place quarter 3*

Jade was awarded £75 and used this funding to purchase hoops, balls, ribbons to help gymnasts learn more skills. It gave her sessions more variety.

**Carina Brown**  
*first place quarter 1*

Carina was awarded £250 and used this towards her Level 3 freestyle module. She hoped it would expand her skills and knowledge to help target boys within gymnastics. Carina has said it would have taken her up to a year to afford the course. However the funding has accelerated this waiting time.

**Pippa Couch & Ricky Palfreman**  
*first place quarter 3*

Pippa and Ricky were able to purchase a new springboard with their £250 funding. Pippa said “This is a great scheme, it has meant a lot to the youngsters. We have retained many and in turn they have informed their friends.”
The Coach Support Officer (CSO) scheme is a bespoke service run by Active Sussex with help from the University of Chichester, offered to Sportivate projects across Sussex.

The scheme offers 1-2-1 support to the coach, who improves the quality of the project to, in turn, retain more participants. Our mentors (CSOs) offer specialised coaching advice, assist projects to plan the sessions, improve coaches existing skills. We aim to raise the profile of coaches through the scheme and ultimately make the project a success!

Meet the Mentors

**Philippe Crisp**

Philippe is programme leader for the Community Sport Coaching degree at the University of Chichester. Philippe helped design and is currently helping oversee the nationally recognised Coach Support Officer scheme run by Active Sussex. Philippe was in fact part of the NFL International Player Development Programme. Philippe has a range of personal coaching experience having coached in schools, colleges, and universities. He is also an accredited tutor for several NGB awards.
Gordon Dudman

Gordon has been a RYA Dinghy Instructor for over 20 years and a Netball Coach for 10 years, working with talented players in the county as well as coaching in clubs and playing in regional leagues. He is the Head Netball Coach at the Royal Free and University College Medical Schools and Chair of Poly Netball Club (which is the world’s oldest continuous running Netball Club). He is also a Coach Tutor and Assessor for England Netball and currently working through the UKCC Level 3 Coaching Certificate.

Paul Brackley

Paul has been coaching regularly for over 5 years having completed a Community Sports Coaching degree at the University of Chichester. During this time he has delivered thousands of hours of coaching in different sports, age groups and settings. He spent 3 years working within disability sports (including 1 year as a Disability Development Officer). He has a breadth of knowledge and specialism in this area and continues to be involved in various capacities.

Neil Plimmer

A PGA Golf professional for 18 years and having held a variety of roles and responsibilities across the industry Neil has focused his attention on coaching full time over the last 10 years. A special interest in coaching children golf was ignited after realising that the sessions he was delivering were not very good! This sent him on a journey (that he is still travelling!) to understand what children want and need. The approach that Neil now adopts has been developed through delivery, feedback from children/parents and reflection (as well as working with a community of likeminded coaches and experts in children’s development). As well as delivering sessions at his club and in the local community he also presents to fellow golf coaches, school teachers and university students.
Wendy Russell

Wendy enjoys watching people develop and learn new skills and knowledge, but she is also a learning junky herself. Wendy has been a PE teacher for 14 years, plus a hockey player at Brighton Hove Hockey Club. She is Head Coach, and in charge of junior development which involves coaching juniors to adults and also regional hockey squads. Her best achievement is inspiring others to develop a sparkle when playing or coaching.

Lee Tillyer

Lee is a multi-sport coach and Inspire Leisure Community Development Coordinator in the Arun district. He has been coaching in primary schools, local leisure centres and adult football teams for over 10 years. Lee was awarded the Active Sussex Coach of the Year 2011.

Ken Dullaway

Ken has been coaching grassroots sport for the last 30 years, and has a particular passion for supporting and developing young volunteers and sport coaches to help them create a sporting habit for life. Ken also co-ordinates the Hastings Borough Council award winning StreetGames Project that works with young people from deprived areas. Within this role he is also a national Doorstep Sports Advisor for the national sporting charity StreetGames.
Neil Plimmer was the Coach Support Officer (CSO) on this project and during the first visit observed and gave action points to improve the session, these included:

- Exhibitions between coaches/players
- Move tables to offer privacy
- Move players off tables more regularly
- Set up a team in the league
- End of session sit down to discuss what went well with Assistant Coaches
- Make more mention of the exit route

The second visit proved to be just as valuable with many actions being addressed and integrated into the session:

- Tables were moved to give more privacy which encouraged more females to take part
- Extra sessions were organised at the college with an additional exit route formed due to popularity
- City College set up a team in the league
- End of session discussion took place between Head Coach Tim & Assistant Coaches

Tim Holtam BCTTC Coach said about receiving the support

“The sessions at City College have gone really well. Your input and help with mentoring the younger coaches has been a useful and interesting experience. You have asked thought provoking questions and given an objective fresh pair of eyes, coming from a different sports background and also as someone who isn't part of Brighton City Table Tennis Club.”

Neil Plimmer’s Summary

“Of the two sessions I observed there was a definite difference in not only the amount of people engaged, but how coaches engaged them. This CSO role is SO much more than coach support! I collected Tim from the school to help with transporting the robot, it was a good chance to catch up and discuss his coaching and the session ahead.”
The Coach Support Officer (CSO) on this project was Gordon Dudman. Gordon said about the project:

“The project has been well thought-out and planned. The project funding has provided for an element of equipment to ensure a lasting legacy. A second element has been used to subsidise the activity and a third (small) amount to cover the transport costs of the more experienced coaches to enable them to go out to the participants, rather than have all the participants travel to a central venue. It is clearly self-sustaining as I was able to talk to a couple of young leaders who were keen to return to each session and share their new found knowledge and enthusiasm.”

The following action points were taken away by the Head Coach Dave Hill and applied to improve the project:

- **Sustainability** – Set aside partial funding for coach development or training
- **Coaching demos** – Participants found it difficult to see/hear instructions/demonstrations
- **A water break** – 90 minute session, worth thinking about taking a break to hydrate. This time would also allow a quick question and answer session, perhaps time to gauge learning too?
- **Sportivate posters** – To ensure participants are aware it’s a Sportivate session
- **Liaise** with CSP on coach bursary, Project 500 and reward and recognition scheme
Sportivate Running with Autism

Autism Sussex carried out a survey to identify the needs of people with autism spectrum conditions, to develop services to meet their needs. Many people with autism suffer with high levels of anxiety and physical exercise is known to reduce this anxiety (as well as build up confidence and self-esteem).

Successful aspects of the project were:

- Autistic runners shared sessions with regular club runners to fully integrate into the club
- Ken nominated Head Coach Nick Brown into the Reward and Recognition Scheme and he won 2nd place
- All participants have continued to run, and some have even joined Hastings Runners as full members

Ken Dullaway was the Coach Support Officer for the scheme and noted the strengths of the project were how inclusive it was. The coach was very enthusiastic and had great knowledge of running. The sessions were aimed at non-runners so they were not over challenged at the start and the setting of the session made the participants feel safe. The project set a goal for the people who took part so they could focus on a training goal, which was to take part in a 5K run.
Sportivate South East Tigers

This project provided young people with an opportunity to learn basketball and progress their skills in an area of great deprivation. There were very limited basketball opportunities for 16-25 year olds in Hastings.

The project was extremely successful retaining 14 participants and engaging with 22 in just one 6-week course. The project organiser even held a couple of tournaments raising money for St Michael’s Hospice.

By being mentored by Coach Support Officer (CSO) Ken Dullaway, the project lead has been able to link the Sportivate sessions to the Hastings StreetGames Project and the Community Games programme. A partnership has been formed and both StreetGames and South East Tigers are organising a 3v3 Streetball competition in the near future.

The CSO Ken was given feedback from participants that they would like to practice more advanced drills. The possibility of introducing a high level coach for some sessions has been discussed with the project lead.

Successful aspects of the project were:

- Marketing and social media was a huge strength
- Linking sessions to other basketball activities taking place in the local area
- The coach created a positive environment and his enthusiasm was infectious for participants
- The club has been encouraged through the Active Sussex Coach Support Scheme to apply for Clubmark
Try Rugby with Sportivate

Project leads Alice Hayes and Andy Duckworth from Worthing Rugby Club pulled the project together excellently with support from the CSP, local council and leisure provider. There is a clear need for more females to participate in rugby, to not only increase their club membership but to take part in a male dominated sport. Marketing has been particularly effective with an attractive poster and social media approach. Neil Plimmer was the Coach Support Officer (CSO) on this project and during the first visit observed and gave the following action points to improve the session:

- Start sessions with a game then break off into groups for drills
- Ask girls what they would like to focus on at next session to keep them engaged
- Have drills/skills stations and rotate groups

- Video the session so girls know they will not get hurt – this can be a barrier
- Create modified versions of the game similar to Netball ‘My Game’

The second visit proved to be just as valuable with more actions being noted:

- Sessions were not held at the club house but at Davison High School for Girls, however project leads did not advertise the project to the school
- 8-week project ran over into 10 weeks which was too long, next time it should be no longer than 6-weeks, with lead on sessions at the club
- 90-minute sessions maybe too long
- Coaches might benefit from a scUK ‘Fundamentals of Movement’ workshop to differentiate the sessions

What Andy Duckworth (Worthing Rugby Club) said about receiving the support

“Having an independent coach/advisor watching the programme from outside has been very helpful and has provided some very useful ideas. Overall I think the Sportivate programme has been a success and definitely worthwhile doing. I am also confident we will be looking to do it again next year and apply the lessons we learnt this time round.”
## Coach Support Scheme
### The Numbers

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<th>Sportivate</th>
<th>Satellite Clubs</th>
<th>Totals</th>
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<td></td>
<td><strong>2013-2014</strong></td>
<td><strong>2014-2015</strong></td>
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<tr>
<td>15 projects mentored</td>
<td></td>
<td>10 projects mentored</td>
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<tr>
<td>£120 amount allocated to each project</td>
<td>£2500 total funding allocated</td>
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<td>£1800 total funding allocated</td>
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<td></td>
<td><strong>2014-2015</strong></td>
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<tr>
<td>12 projects mentored</td>
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<tr>
<td>£1440 total funding allocated</td>
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<td></td>
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<td>4 case studies produced</td>
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<td>9/10 projects increased the number of retained participants and would take part in the scheme again</td>
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<td>37 coaches mentored</td>
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<td></td>
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<td>154 (total CPD hours)</td>
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<td></td>
<td></td>
<td></td>
<td>532 participants</td>
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<td>£5740 total funding</td>
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<td>£155 investment in coach education per coach</td>
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<td>£37 hourly CPD rate</td>
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<td>£10 cost per head per participant</td>
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The Coach Support Scheme has been highlighted as best practice by the CPSU for quality assuring programme delivery and recognised by Sport England in their ‘Sportivate Beyond Delivery’ case study.
What is it?

Active Sussex asked coaches who had received funding from the Active Sussex Coach Bursary to complete a survey in January 2015. The aim of the survey was to:

- Influence a positive behaviour change in coaches through a CPD programme
- Track the number coaching hours being delivered by bursary coaches.

Major findings

- Coaches are wanting to do more coaching or continue to sustain their current activity for at least another 12-months
- 88% of coaches have coached at least once a week in the last season
- All coaches who left a comment unanimously agreed the bursary is essential and has been vital for clubs to thrive and increase membership and personal development.

Methodology

Active Sussex carried out the survey via email, and coaches were given from 8 December 2014 – 12 January 2015 to respond. In total 35 coaches responded to the 2014/15 survey. Previous data from the same survey (sent in 2012/13 and 2013/14) has also been used. 90 coaches responded to the surveys in those years, in total 125 coaches have taken part in this survey since 2012.
The Results

What sport do you coach?

- Badminton: 7
- Basketball: 5
- Swimming: 4
- Cricket: 3
- Netball: 3
- Gymnastics: 3
- Softball: 3
- Table Tennis: 2
- Triathlon: 2
- Athletics: 2
- Football: 1
- New Age Kurling: 1
- Boccia: 1
- Rugby: 1
- Fencing: 1

2013/14 the most popular sport was basketball and in 2012/13 the most popular sport were football, gymnastics and table tennis.

What is your coaching qualification level?

- Level 1: 63% 64% 61%
- Level 2: 23% 5% 17%
- Level 3: 6% 9% 17%
- Level 4: 0% 6% 5%
- Other: 25% 0% 0%
Over the last 12-months have you typically coached in an unpaid/voluntary, paid part-time and/or paid full-time capacity?

- Unpaid/voluntary: 65%
- Paid part-time or paid sessional: 35%
- Paid full time over 30 hours: 0%

Unpaid coaching has risen from 49% in 2013/14 to 65% this year.

On average, how often have you coached in the last 12-months or, if applicable, in the last season?

- At least once a week: 25
- Almost every working day: 5
- At least once a month: 3
- At least once in the last year: 1
- At least once every six months: 0

At least once a week has been consistently the most popular response since 2012. Almost every working day has dropped over the last year (its peak was 31% last year now it is at its lowest at 14%).
On average, how many hours do you coach per week over the last 12-months or, if applicable, in the last season?

- 2 - 4 hours: 14
- 1 - 2 hours: 10
- More than 10 hours: 3
- 6 - 10 hours: 3
- 4 - 6 hours: 3
- 0 - 1 hours: 1

2-4 hours has emerged as the most popular in the last 2 years

Do you expect to do more, about the same, or less coaching over the next 12-months?

- About the same: 22
- More: 10
- Less: 2

Good news coaches are looking to do more or about the same amount of coaching in the next 12 months
Further Comments

Response 1
Very worthwhile.

Response 2
I have thoroughly enjoyed being involved with the children and building relationships through sport.

Response 3
The funding has helped increase numbers within the club.

Response 4
Over the past 12-months my coaching hours have increased significantly with me taking on a coaching role at Brighton College which has allowed me to experience coaching other sports such as hockey, athletics and rounders. I have also been able to start up a new netball school for Years 3-9 this year which is providing additional netball for 50 girls. Overall, since qualifying I have made coaching more of a career and have been able to gain experience coaching a wide variety of players from young girls to women returning to the sport. Thank you!

Response 5
I'm enjoying it more and more as the years pass.

Response 6
I have qualified as a Level 1 Badminton Coach with Badminton England (UKCC). I did a few months of assistant coaching after gaining the award but have yet to lead a session myself. I will be doing the Level 2 coaching award in April at Inspire Leisure.

Response 7
Through the bursary I was able to complete my Level 1 coaching qualification in badminton, which enabled me to start coaching and gain employment.

Response 8
I would like gain a Level 3 Basketball qualification. I also get enjoyment from coaching athletes and their future.

Response 9
I enjoy coaching very much but think it would be better if there was a standardised payment structure for clubs to follow. We have recently tried to recruit a Head Coach with little success as the club cannot afford to pay the salary many coaches expect.
As a result the whole club is being run by volunteers which leaves the club in a vulnerable position should any of us decide to leave suddenly. It would be nice to be paid, as the amount of hours and commitment given is the same as a job. If clubs were supported with funding for staff costs maybe the quality of coaching would improve? Just a thought.

**Response 10**
Along with the other coaches at our club, I do so for free. As the junior/youth section of our club expands we need even more coaches in order to meet the demand, so these coaching bursaries are essential. Without them our club could not afford to put enough coaches through the relevant qualifications and, as a result, provide high quality experiences for the athletes. So thank you!

**Response 11**
I am doing more non-coaching work now so I don’t have the time to coach.

**Response 12**
Continue to gain experience. I’m now a lead coach of one of the squads in our club, and it continues to go from strength to strength.

**Response 13**
Really enjoy working with the junior players. It is nice to be able to give something back. Working with the women/girls at East Grinstead has been very rewarding.

**Response 14**
Very productive.

**Response 15**
Having the bursary helps all sports clubs to get more coaches for clubs, athletics coaches are limited and we always need more. Keep going with the financial support it really helps.

**Response 16**
I really enjoy my involvement in encouraging youngsters to play our wonderful game.

**Response 17**
I’m coaching at the Grace Eyre session for people with learning disabilities: great guys, great experience!
Survey Conclusions

- 35 coaches completed the survey across 15 different sports in 2014/15. Compared to last year, when 36 coaches across 17 sports completed the 2013/14 survey.

- Number of Level 2 coaches has remained at a steady 63% compared with last year (64%).

- Unpaid coaching has risen from 49% in 2013/14 to 76% this year.

- 93% of coaches wanted to do more coaching or continue their current commitment to coaching in the next 12-months. This is a decrease of 2% compared to the 2013/14 survey.

- 14% of coaches who responded to the survey coach almost every working day, this is a 17% decrease from last year. However, the number of coaches coaching at least once a week has increased to 73% from 64% last year.

Trends

Coaches who took part in the survey are likely to deliver more coaching or continue their current commitment which is of great impact and value to the coaching workforce in Sussex. Previous tracking surveys in 2012 and 2013 have recorded the same information reaffirming this trend.

Coach Bursary Stats

**Funding Spent to Date**

- 2011/12 = £1,378.50
- 2012/13 = £10,440.90
- 2013/14 = £17,200.50
- 2014/15 = £7,718.75
- **TOTAL = £36,738.65**

**Number of Coaches**

- 2011/12 = 9
- 2012/13 = 68
- 2013/14 = 112
- 2014/15 = 57
- **TOTAL = 246**

**Recommendations**

The survey’s results will now be used by Active Sussex as part of an ongoing coach tracking study that will inform local coaching plans in 2015/16.

Active Sussex will continue to track and monitor the Coach Bursary Scheme to demonstrate impact against Sport England objectives.

For further information on the survey please contact Anthony Statham, Sports Development Manager at Active Sussex – astatham@activesussex.org or Gina Rogers Sports Development Officer at Active Sussex – grogers@activesussex.org.
Case Study

Training
In Sussex, Project 500 has increased the number of females attending informal; and formal training from 42% to 50%

Support
Project 500 can support NGB’s to achieve priorities within their Whole Sport Plan

Impact
22 NEW female coaches trained in Sussex

Next Steps
The first Project 500 football specific female only coaching event took place on 28 August 2014. Aimed at coaches who want to gain new ideas on creating engaging sessions for their players.

Female Football Coaches

Project 500 has successfully supported the Football Association by helping to gauge interest and demand for an FA Level 1 Award in Coaching Football for females only.

Held over two weekends and one evening session in Burgess Hill a staggering 22 out of 22 attendees passed the course!

22 newly qualified female coaches are now active within Sussex.

All 22 female coaches have signed up to Project 500 to receive further support.
Cuckmere Valley Case Study

Active Sussex and British Canoeing identified areas in which their workforce could be strengthened through one of their focus clubs. Through working in partnership with British Canoeing, Active Sussex was able to offer support, advice and guidance. In addition Active Sussex offered funding to qualify coaches and leaders that deliver GoCanoe and Ucanoe.

Without funding from Active Sussex, Cuckmere Valley Canoe Club would not have been able to run additional activities to expand the club.

Funding Awarded
£600 to Cuckmere Valley Canoe Club

What
7 Level 1 coaches qualified and 4 young leaders qualified to increase capacity within the club

Impact
Additional sessions have been delivered targeting 11-25 year old participants in a club setting

“I am very pleased with the development of Cuckmere Valley Canoe Club’s activity programme following the support offered from the Active Sussex Coaching Bursaries. We have seen new coaches developed and current coaches develop further, all enabling the club to offer more to its members. The coaching bursaries have really helped the club move forwards.”

Chris Edge, Canoeing Development Officer, British Canoeing
Key Achievements

Equestrian
52 upskilled coaches who attended a 'How to Deliver Engaging Sessions Riding Sessions' workshop with 34% of coaches going on to complete a 'Safeguarding and Protecting Children' workshop. 18 hours of CPD delivered in total!

Rugby Union
71 rugby union coaches upskilled and delivering coaching hours in a community, academy or school environment. 33% of upskilled coaches were new female coaches with 28% completing a 'Rugby Ready' course. 12 hours CPD received.

Sportivate
17% of identified Sportivate coaches in 2014/15 delivering sessions to 11-25 year old participants awarded funding for CPD or coaching equipment as part of the Sportivate Reward and Recognition Scheme.

Bursary
30% increase (189 to 246) in the number of coaches qualifying through the Active Sussex Coaching Bursary delivering a combined total of 342 coaching hours to 595 participants aged 11-25. 93% of coaches who had previously qualified through the Active Sussex Coaching Bursary stated that they would be delivering the same or more coaching hours in the next 12 months in coaching tracking survey completed in December 2014. 68% increase (433 to 733) in the throughput of coaches attending needs led CPD opportunities delivered by Active Sussex. 316 CPD hours delivered in total (not including the bursary)

Active Sussex Training and Project 500
83% increase (186 to 342) in the throughput of female coaches attending needs led CPD organised by Active Sussex. 47% of all coaches receiving CPD in 2014/15 were female, an increase of 5% since 2013/14 reporting. A combined total of 33 hours of formal and informal CPD received by registered Project 500 coaches. 56% of coaches (32) qualifying at Level 1 or 2 through the coaching bursary were female and delivered sessions to 343 participants aged between 11-25 years old.

<table>
<thead>
<tr>
<th>Number of coaches recruited, developed or deployed</th>
<th>Number of hours CPD received by coaches</th>
<th>CSP staff time on delivery of actions</th>
<th>Number 11 to 25 year old participants receiving coaching hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>876</td>
<td>316</td>
<td>£29,575</td>
<td>672</td>
</tr>
</tbody>
</table>