



Developing a broad and balanced workforce

Sam Berry

WHICH AREA OF THE SGO TASK LIST DOES THIS IMPACT?

1	Increasing engagement in School Games
2	Developing competitive opportunities
3	Increasing and sustaining participation
4	Workforce – Broadening the range of participation opportunities

ABOUT SAM

Rickmansworth SGO Sam Berry works three days per week as an SGO and two days for the SSP covering additional services. Sam works across 43 schools, which are based in an urban area which is mostly affluent within the county of Hertfordshire.

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WHY

- Secondary school engagement with the School Games was challenging.
- Staff within secondary schools had additional responsibilities and commitments, so more capacity was needed for extra-curricular provision.
- There was an increase in officiating opportunities across the SGO area and with other sporting competitions.



ACTION

- The SGO consulted with Secondary Heads of PE to find out how the SGO could support them.
- Heads of PE prioritised NGB qualifications for their sports leaders.
- The SGO worked closely with NGBs and other local providers to offer NGB qualifications to the Sports Leaders. Local tutors were sourced for free via negotiation by the SGO. Resources for the official qualifications were then the only cost.
- Sports Leaders access these qualifications for free. The resources are funded via the SGO. However, any Sports Leaders that did not turn up to the training were expected to pay a cancellation charge.
- Training dates are set across the year for different sports.
- PE staff selected the most appropriate sports qualifications. Sports were prioritised by demand for officials and leaders, e.g. the sports that PE staff needed support with in extra-curricular activities and the sports that the district sports association required officials for.
- Initially, the training for the qualifications took place on a weekend. This became a barrier to those Sports Leaders who took part in their own sport. Now all training takes part on a school day, starting at lunch until approximately 7pm, so that only half a day of absence from school is required.

SCHOOL GAMES



IMPACT

- A significant increase of secondary school staff engagement with the SGO.
- The qualifications used to link to the old GCSE specifications and this helped to engage schools initially.
- Links made to the voluntary hours needed to pass the Duke of Edinburgh Award.
- SGO uses the project to highlight an 'Official of the Year' at their annual sports awards.
- It helps the Sports Leaders with experience and qualifications for job applications.
- An increase in Sports Leaders supporting extra-curricular provision.
- The students have become regular officials at district league fixtures.
- A total of 48 students have gained a qualification in autumn and spring of 2017-18 already.
- An increase in applications for the PE and Sport apprenticeship scheme.



NEXT

- Keep increasing the number of qualifications on offer.
- Ensure the qualifications are making an impact and link to opportunities for the Sports Leaders to officiate and lead.
- Football referee course is essential for next year



TIPS

- Use existing expertise from the area. One of your PE staff might be qualified to tutor a course. Ask the local clubs or Development Officers.
- Consult with the schools to see what they want.
- Build relationships – partners and schools will work with you to an agreed goal.

