Participation

1. Can you provide examples where a community based approach has been successful in removing barriers to participation in sport and physical activity?

In Dundee there are number of communities which are classed as areas of deprivation therefore one of the main barriers to participation is cost. To remove this barrier local funding is used to reduce the cost or make participation free in areas which have the highest deprivation. These measures have led to an increase in the number of children participating. In addition a number of Community Sport Hubs in Dundee run holiday programmes where they offer reduced rates to families who have more than one child attending. Some cases will also be treated on an individual basis and where a child wants to attend but the parents can’t afford the cost of the camp we look to reduce this further and come to an agreement on what they can afford so the child does not miss out.

Lack of suitable facilities is another barrier to participation. We have tried to overcome this by creating strong links with Active Schools resulting in the hub providing sessions in local schools during lunchtime and after school. The Active Schools co-ordinator also assists the hub to gain access to schools in the evening for hub members.

Another barrier is that some people do not want to participate in sport in a competitive/club environment, they would rather participate in a social context. We aim to try and encourage the “inactive to become active” and working towards this some clubs have introduced social sessions aimed at all abilities with no commitment necessary. Two examples of this are Dundee Hawkhill Harriers who run JogScotland one evening a week which encourages individuals of all abilities to come along and run at any pace they wish. In addition Grove Menzieshill Hockey Club run Super 6’s which encourages individuals of any ability to attend for a social game of hockey. These two examples take away the barrier of it being necessary to join a club to participate and individuals can participate in a social context where no commitment is necessary.

2. What were the key ingredients to that success?

One of the key ingredients was consulting local people and listening to their needs. It is vital to be approachable, friendly and take on board the needs of individuals in order to increase the number of people participating in sport. For example overcoming the barrier of cost is something we would not be able to do without consulting local people – what is a reasonable cost for a session? What is a realistic cost that they can afford on an ongoing basis? Consulting with them
and setting a cost which suits both participants and the club has been successful in ensuring high numbers are participating.

In addition another key ingredient is to have a large number of volunteers who are available to run extra social sessions. It is important to provide them with the necessary training for example a number of volunteers at the athletics club were trained as jog leaders in order to introduce JogScotland sessions.

3. Were there any approaches that were particularly successful in increasing participation among certain social groups, like women, ethnic minorities, certain age-groups?

A number of local football clubs in partnership with the SFA have started girls’ soccer centres which have increased the number of females participating in football. These have only been introduced recently but early indications show good numbers of girls taking part who were not involved in sport previously.

Fairfield Community Sports Hub has focused on an approach to increase participation of those who are unemployed in the community. This approach consisted of working in partnership with Dundee City Council to run an employability programme using sport as the engagement tool. Participants attended a two hour session once a week – the first hour was led by the local adult learning worker and concentrated on job searches, cv writing, college/work placement opportunities, etc. The second hour was run by the hub and included sport CPD and practical sport sessions to integrate participants into local clubs. This resulted in an increased number of unemployed individuals participating in sport.

Two Community Sport Hubs have targeted disabled and autistic individuals to increase participation in these groups. Dundee West FC run a very successful autistic football team which was set up to allow those with autism who don’t feel comfortable in a mainstream team, the opportunity to play football. The long term aim when these individuals are comfortable with the environment and the rules/structure of the club is to gradually introduce them to the mainstream team.

Fairfield Community Sports Hub have also taken a similar approach by setting up a St James Disability team. The establishment of this team came after an approach from several individuals with a disability in the community who were looking to participate in sport at Fairfield CSH. The hard work, effort and enthusiasm of the volunteers to set up this team has increased the sporting opportunities available to individuals with a disability. The addition of disability football to the Hub has offered opportunities to individuals whose options were previously restricted. The numbers participating in the disability football is currently 27 and continue to grow as male and females join and the team regularly travels the country to take part in tournaments.

4. To what extent are these approaches unique to a particular area and set of circumstances, or replicable in other parts of the country?
I think the approaches described above could be used in other communities which are experiencing similar barriers. Each community is different so it is vital to listen to the needs of the community and carry out consultation. We are looking to replicate some of the successful approaches in other parts of the city. One factor which makes some of the approaches unique to Dundee is that Dundee is a city with many areas of high deprivation so perhaps these approaches would not be so relevant in areas which are more affluent e.g. the employability programme.

Community and Volunteers

5. What are the barriers facing volunteers, (either those wanting to volunteer for the first time or sustaining ongoing volunteering)?

There are multiple barriers facing volunteers including family/work commitments, individuals who work shifts are not able to commit to the same hours on a weekly basis, studying commitments at university/college, not knowing what volunteer opportunities are available, it is too much of a time commitment, costs involved, those who don’t have any existing qualifications or experience feeling put off by requests to have a certain level of qualification, the amount of time it takes and amount of paperwork which needs completed before starting volunteering e.g. PVG as some volunteers see this as red tape.

6. How might these barriers be overcome?

To overcome some of the barriers regarding family and work commitments it is important to recruit a high number of volunteers for one team/role who can share responsibility. As a result they will not have to make a weekly commitment and volunteer opportunities are structured around an individual’s lifestyle. A number of individuals cannot commit to 2 hours twice a week but can commit to doing this once a fortnight if the responsibility is shared with another individual. This solution helps those who work shifts to volunteer. It is also important to emphasise to potential volunteers that some roles within sport do not have to be structured or committed to for a certain time for example a person to update the website – this task can be carried out at a time convenient to the volunteer.

It is essential that volunteers are recognised and rewarded in order to retain them. This could be done in a number of ways including public shows of appreciation, presentation with a gift at the end of the season, nominations for local/national volunteer awards and support with extra training.

It is important that volunteers do not become disillusioned and dissatisfied in their role therefore it is vital that they are offered the correct support and that the club is run correctly. If their efforts are not appreciated this will result in volunteers walking away.

Support, reward and recognition are vital to maintain volunteers. Ensuring they are supported in their role e.g. provide uniform, pay for expenses and coaching qualifications and rewarded for the effort, hard work and time commitment they put in to our clubs is important.
7. **What are the challenges in retaining volunteers beyond the short term?**

Volunteers are crucial to clubs and it is vitally important that when volunteers are in place clubs strive to retain them for as long as possible or plan ahead if they know a volunteer is only available for a certain length of time. For example if a university student is volunteering the club know it is extremely likely they will be moving on once they have completed their degree and they can plan ahead for this.

Some individuals only volunteer on a short term basis as it is required for college, university or school projects and therefore they are only interested in committing for the timescale that is required to successfully complete their project. It is important that members of the club sell the club, the pride in volunteering and the impact they are having to try and encourage these volunteers to continue after the timescale which they require.

A number of volunteers are parents and if children change to a different team or a different sport then the parents will follow them. Parents will only stay as long term volunteers if their kids/family members are participating long term. It is difficult to encourage them to give the same time commitment when their child moves on from the club.

8. **What examples are there of good practice to encourage and maintain volunteers in community sport and are there lessons to learn from other sectors around attracting and retaining volunteers in sport?**

A number of clubs follow an induction process to welcome new volunteers to their club. This demonstrates good practice and informs a new volunteer about the clubs structure, code of conduct, constitution, training schedules, CPD opportunities, club resources, etc. This is a vital process when introducing and maintaining volunteers as if they feel comfortable and informed at a club they are likely to be impressed by the way the club is run and want to be part of the club for the long term. Sport clubs require a large number of volunteers compared to some other sectors and it is vital that clubs carry out an induction, support, reward and recognise volunteers to ensure they feel comfortable and valued.

9. **Can you provide examples of innovative joint working between clubs and public bodies that are utilising available sources of funding?**

A number of sessions run by the leisure trust are covered by local funding in order to reduce the costs for individuals living in areas of SIMD. In addition a number of clubs have successfully gained funding to cover the costs for members of staff. One of the main roles of these employees is to provide sport on behalf of the club in local schools and strengthen the school to club pathway therefore increasing community participation in sport.
School Estate

10. **To what extent is the school estate currently being used effectively to increase opportunities for sport and physical activity participation?**

   A number of local clubs utilise school facilities as training venues however there is work still work that can done in this area. This includes clubs travelling across the city to utilise facilities instead of using local facilities in their cluster. The rules for bookings state that clubs must commit to a year round booking and depending on the sport most clubs want to be outdoor during the summer and only use the indoor school estates during the winter therefore this is a barrier clubs have to overcome.

11. **In what ways has access to the school estate for communities improved in recent years?**

   Access to school estates for communities has improved in recent years with a number of schools open in the evenings and weekends to provide access to the community. Individuals can access gyms, swimming pools, fitness classes, games halls and dance studios. A number of clubs also have access to school games halls where the school is not open to admission from the general public.

12. **What are the remaining barriers to use of the school estate? Please also note any particular issues around term-time compared with school holiday time.**

   One of the main barriers for clubs is the rule regarding year round bookings taking priority. This is a problem for clubs who are based outdoor during the summer and indoor during the winter. The clubs have to retain this booking during school holidays which is not convenient for them as many run holiday camps or stop for a break over school holiday periods.

   The cost is also a barrier for a number of clubs who struggle to afford the ongoing facility costs.

13. **How might these barriers be overcome?**

   One way we have overcome the issue regarding year round bookings is the hub has come together with each club taking a suitable slot throughout the year e.g. basketball use the hall during the summer then hockey and football come indoors and use the hall during the winter. Individually these clubs would not have been able to meet the criteria of a year round booking but collectively as a hub they have a schedule which suits all parties. There are times that clubs do not require the use of the hall during school holidays but need to book the hall anyway to secure the overall booking, other hub clubs have the opportunity to use the hall for a one off event or collectively running club taster sessions for the community.

   Cost is a barrier that is set city wide and reflects the standard charges across the country however we do encourage clubs to accreditate to the local club
accreditation scheme which offers discounts on the use of some school estates in the city.

Commonwealth Games Legacy

14. How would you assess the active legacy of the Commonwealth Games for:
   - Community benefits and
   - Participation rates

Community Sport Hubs are part of the legacy of the Commonwealth Games and the fact we now have 179 CSH across Scotland demonstrates the impact that bringing clubs together collectively has on local communities. Working together to consult the community and create more opportunities as a hub and for individual clubs has increased participation rates year on year for member clubs.

15. To what extent are the new facilities being used to maximum capacity?

The community have benefitted from facilities that have been built in Dundee. These were not built for use at the Commonwealth Games however a number of Community Sport Hubs, a legacy of the Games, have developed pavilions and 3G facilities on the back of the games. One of the main reasons that individuals are attracted to participate in sport is due to the facilities that the sport takes place in. The development of great facilities that are on the doorstep for communities to utilise has been vital in trying to increase the numbers participating in sport.

An example of a CSH developing a facility is a 3G football/rugby pitch that has been developed by Craigie Community Sports Hub and is utilised effectively with Craigie High School, local cluster primary schools and Dundee & Angus College utilising the facility during the day and clubs/the community utilising the pitch in the evening and at weekends. In addition a new high School built at Harris Academy has allowed for the opportunity to open the sports facilities up to the public in the evening and weekends.

This successes and the numbers participating in sport have led to a number of other hubs expressing a desire for similar facilities in other areas of the city.

16. Are there any examples of innovative uses of the new facilities benefitting the community?

The creation of new facilities has brought considerable benefits to the community however new facilities include 3G pitches and pavilions which are replicated across the country.
17. *Is the physical infrastructure built for the Commonwealth Games being used effectively to increase opportunities for sport and physical activity; and increasing rates of sport and physical activity participation?*

No facilities were built in Dundee for the Commonwealth Games however a number of facilities have been developed over the last few years due to the demand for improved sporting arenas and to encourage more people to participate.