

**SOUTH AFRICAN SPORTS CONFEDERATION AND OLYMPIC
COMMITTEE (SASCOC)**

and

SPORT AND RECREATION SOUTH AFRICA (SRSA)

**SOUTH AFRICAN SPORTS ACADEMIES
STRATEGIC FRAMEWORK AND POLICY GUIDELINES
2013**

Declaration
SOUTH AFRICAN SPORTS ACADEMIES
STRATEGIC FRAMEWORK AND POLICY GUIDELINES

**Declaration from the Minister of Sport and Recreation South Africa and the
President of the South African Sports Confederation and Olympic Committee**

The Minister of Sport and Recreation South Africa and the President of the South African Sports Confederation and Olympic Committee acknowledge the importance of an Academy System in the development of talented athletes and officials. A functional Academy System is pivotal in ensuring that all talented athletes and officials are given opportunities to develop and excel at various levels of sport. This Academy system will be underpinned by the principles of Long Term Participant Development and Long Term Coach Development to ensure that we develop a whole individual.

The Minister of Sport and Recreation South Africa and the President of the South African Sports Confederation and Olympic Committee therefore, declare this document and its Annexures as the official policy guideline for the implementation of the Academy System in the Republic of South Africa until the revision of the National Sport and Recreation Plan in 2020.

Sport and Recreation South Africa

Thus signed at



Duly Signed _____
Fikile Mbalula

Hon. Fikile Mbalula
Minister of Sport and Recreation South Africa

South African Sports Confederation and Olympic Committee

Thus signed at



Duly Signed _____
Gideon Sam

Mr Gideon Sam
President of South African Sports Confederation and Olympic Committee

SOUTH AFRICAN SPORTS ACADEMIES
STRATEGIC FRAMEWORK AND POLICY GUIDELINES: 2013

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FOREWORDS

MINISTER OF SPORT AND RECREATION

PRESIDENT OF SASCOC

At the National Sports Indaba last year we were mandated to come up with the strategic Framework and Policy Guidelines for South African Sports Academies. After months of wide consultations, we are now in a position to table that framework and guidelines. In tabling the framework and guidelines, we are cognisant of the fact that this will form the basis for further debate and inputs as we implement the ideas contained in the document. We were fortunate in our search for something that works in South Africa, because we could learn from models here and abroad. The provincial academies that functioned with varied success rates, gave us ample food for thought. So did all the tertiary institutions that played a critical role in shaping our thoughts around the framework and guidelines. The desktop work done to finalise this document will give our structures in sport the comfort that all the private academies were also asked to make their inputs.

What should follow from here onwards is that proper engagement should take place with the framework and guidelines and most importantly, implementation of the ideas contained in the document. Let us avoid discussions and debates that will not help us go forward in our quest to have a proper framework and guidelines for academies in South Africa. We concede that it will be disingenuous on our part to think that this is a final say on what we want to achieve.

Some of the exciting areas that we brought in here, are systems to recognize all units, with the ultimate objective of accrediting them in different categories based on the quality of the services and expertise. We propose that the schools spread all over South Africa should be brought into the process of assisting with the development of talent. Through a Talent Identification programme, supported by a bursary scheme, we should be in a position to place all talent athletes who otherwise could have been lost to our development system. The academies in the districts will work hand in hand with the schools as well as with the clubs to capture the talent that may be out of school. Our provincial academies of sport as we have come to know that, will continue to play a coordinating role in their respective provinces, supported by a coordinating academy team at national level. It is at provincial level where we see all the hard work taking place. This is to ensure clear development paths for our athletes from the day they enter the system.

An academy system for sport that works in South Africa is what we had in mind when we started on this journey. On behalf of the sports movement we would like to thank all the role players who contributed so unselfishly to making walking this road so exciting. Our role now is to hold hands with all the role players to make this document a living document. Our thanks go to the SRSA for giving SASCOC the opportunity to work on this project.

GIDEON SAM

SASCOC PRESIDENT

CEO OF SASCOC

The publishing of the South African Sports Academies Strategic Framework and Policy Guidelines marks one of the key milestones in the nine-year existence of SASCOC. We believe that these Guidelines will contribute to the country's sports system aimed at developing talented athletes from all walks of life, especially in the rural and previously disadvantaged areas.

When we started SASCOC, we immediately engaged in a process of conducting an audit of all existing provincial academies however, we met various challenges which led to us not being fully involved in the Academy system. The consultation process undertaken by SRSA in the build up to the National Sport and Recreation Indaba of November 2011 highlighted the importance of SASCOC as a macro sports body in SA to be involved in the driving of the Academy system.

This system saw the establishment of a National Training Centre, which we believe will succeed if we strengthen the structures and support from the grassroots level. This implies that the strengthening of the existing and establishment of new District Academies in all nine provinces is critical. We see all spheres of government, from SRSA, Provincial Departments and Municipalities as key stakeholders as they have already made investments in this regard.

The system will be underpinned by the Long-Term Participant Development which we started in 2009. As of November 2013, 30 National Federations had already completed their sport-specific LTPD plans. We see these South African Sports Academies Strategic Framework and Policy Guidelines as evolving due to the dynamic and ever changing world of sport development.

The recognition criteria will culminate in an Accreditation process of all academies in the country and we believe that the athletes, coaches, parents and civil society will fully utilise recognised academies which feed into the overall national strategy and agenda.

Tubby Reddy
SASCOC CEO

DG OF SPORT AND RECREATION

The South African Sports Academies strategic framework and policy guidelines document emanates from the National Sport and Recreation Plan (2012), which was the culmination of district, provincial and national sports izindaba.

This document was drafted jointly by SRSA and SASCOG in an effort to guide the standardisation of the services rendered by the Academy System and hence ensure that the system performs at its highest capacity and delivers high quality outputs. It is aimed that this policy document will be strengthened, in due course, by Provincial legislation and regulations and will bind all the key stakeholders to ensure the high quality delivery that we envisage.

Key to this framework will be to provide for uniformity of approach in the delivery of the tertiary sport support services and elite athlete development initiatives. The strategic importance of this framework cannot be overemphasised as a critical catalyst in high performance sport.

The framework provides for entry level and creates critical linkages of various programmes from school sport, through accreditation of sport focus schools, and club development as well as high-end priorities and programmes targeting elite athletes. This, being the first for our country, lays yet another fundamental in the solid foundation of the National Sport and Recreation Plan. I would like to thank all the stakeholders that have contributed to the delivery of the existing Academy System and urge all of you to work with us in our aim to improve the delivery of Sport and Recreation services to the South African populace.

ALEC MOEMI

DG SRSA

Definition of Terms

1. **Chief Executive Officer** means the CEO of the South African Sports Confederation and Olympic Committee;
2. **Director General** means the Accounting Officer for Sport and Recreation South Africa
3. **General Manager High Performance-** means the General Manger of High Performance of the South African Sports Confederation and Olympic Committee;
4. **Independent panel** – means the group of experts in the field of sport management, science and ME;
5. **Manager National Academy System** - means the Manager of the National Academy System of the South African Sports Confederation and Olympic Committee;
6. **MEC** – means the Member of the Executive Council in the respective province responsible for the Sport Recreation Arts and Culture;
7. **National Federation** –means the recognised sport body affiliated to SASCOC and in good standing with SRSA
8. **Private Academy of Sport** –means those entities operating privately and charging a fee to athletes to partake it their activities/ training programmes;
9. **Provincial Academy of Sport** –means the existing provincial academies of sport established by the erstwhile South African Sports Commission;
10. **Provincial Federation** –means the recognised sports body affiliated to and in good standing with a National Federation
11. **Provincial Sports Confederation** –means a duly constituted provincial structure affiliated to SASCOC and responsible for co-ordinating and monitoring structure for sport in a province;
12. **District Academy of Sport** – means the existing or new district/local Academy of sport set up by the PAS or by the Municipalities.
13. **SASCOC** means the South African Sports Confederation and Olympic Committee;
14. **Sport Focus School** –means a school set up for talented athletes while ensuring that they receive education;
15. **Sport and Recreation South Africa** –means the government department responsible for the promotion and development of sport in South Africa;

BACKGROUND

The concept of Academies of Sport was the product of a feasibility study and fact-finding missions undertaken by the former National Sports Council (NSC), Department of Sport and Recreation and sports scientists and sports managers to Australia in 1995. This emanated from the NSC's Vision for Sport which recommended the creation of an academy of sports system as part of the total development strategy for South Africa. Due to the vastness of South Africa and the feedback from the recce undertaken in 1995, South Africa had to adopt a decentralized academy support system. This led to the establishment of the nine Provincial Academies of Sport (PAS) operating under the auspices of the NSC.

In 2000, the NSC was disbanded and the South African Sports Commission (SASC) formed. The academies' function was then transferred to the SASC under the People Development Unit. The SASC Blueprint on PAS (21 February 2002) clearly stipulated the concept of PAS. The Blueprint states that although the focus of the PAS will primarily be on provincial athletes, the infrastructure developed should be able to support athletes at a national level. The PAS should, therefore, be empowered to become the hub of sports development in the country – from talent identification to elite level. The blueprint also emphasised that satellites or regional academies (supporting the main PAS) should be functional in the Provinces in order to ensure that support services are easily accessible to athletes residing in rural areas (SASC, 2002).

On 27 November 2004, the South African Sports Confederation and Olympic Committee (SASCOC) was formed after the report of the Ministerial Task Team recommended the need for a single non-government macro- body to co-ordinate and control sport in South Africa. This then implied that there needed to be changes with where the Provincial Academies belong. SASCOC then assumed the responsibility of overseeing the PAS, even though this was not specified in the National Sport and Recreation Act. SASCOC's attempt to co-ordinate the activities of the nine Provincial

Academies of Sport was met with various challenges. This was mainly due to the questioning of SASCO's Mandate on Academies.

In the period November 2005 to February 2006, SASCO conducted an audit on the status of the PAS. The findings of the audit, in summary, were as follows:

1. Impact of PAS on sport development:

- Made a huge impact on the development of sport in the provinces;
- Provided specialised sport services to talented athletes;
- Capacitated coaches, technical officials and administrators;
- Built their own identity in terms of their existence.

2. Challenges:

- Had skeleton personnel with a minimum of two and maximum of six (including seconded) officials;
- Functioned differently in terms of the delivery of services e.g. some focus on building capacity of officials and others on athlete development;
- Lacked clearly defined policies;
- Had poor monitoring and evaluation of programmes;
- Boards not functioning properly;
- Been seen doing some of the responsibilities of the federations and the department.

No relationship existed between SASCO and the PAS between the periods 2007 to 2009. In 2009, discussions between SASCO and PAS resumed, however, did not yield any positive outcome due to the Mandate still being questioned. This culminated in a series of meetings and a presentation to the Technical MINMEC in October 2009. It was evident that not all Provinces were amenable to SASCO being the controlling entity for the PAS as some believed Academies were the responsibility of government and should fall within the Provincial Departments of Sport and Recreation. SASCO resolved to cease any discussions on the PAS system until the conclusion of

the consultation process on the National Sport and Recreation Plan and the National Sport and Recreation Indaba. At the Indaba in November 2011, it was resolved that SASCOC is an entity responsible for the Academy system in South Africa. This includes ensuring that any existing sport academy in RSA functions within the prescripts of the National Sport and Recreation Plan (NSRP) (2012) and the Recognition Criteria as shall be set out by SASCOC. The NSRP also stipulated that SRSA, PDSRs and local government will serve as delivery partners in the delivery of the academy system.

STRATEGIC FRAMEWORK

The National Sport and Recreation Plan (2012) states that “for SA sport to achieve its goals of an active and winning nation, it is necessary to have a range of strategic enablers in place”. The Academy System is seen as one of the 14 key enablers for a conducive environment for SA sport fraternity to develop talent and perform at higher levels.

The Academy System strategic objective as contained in the NSRP, 2012 is as follows:

- **To support the development of South African sport through a coordinated Academy System**

An academy system is a critical component of the South African sports development continuum. The academy system refers to a range of institutions in SA that will be part of a national unified, integrated approach with the aim of developing sporting talent at different levels. The system must assist in addressing the demographics of our national teams by accelerating the development of talented athletes particularly from the disadvantaged groups (NSRP, 2012).

As part of its Strategic Framework, SASCOC already in July 2009, embarked on a process of addressing the challenges in talent identification and development. To this effect, the services of a world renowned scientist, Istvan Balyi was employed to assist National Federations on the development of sport specific Long Term Participant Development plans. The South African model for Long-Term Participant Development (LTPD) is designed to meet the needs of participants at all levels. LTPD outlines the stages and capabilities that are necessary to promote both participation and performance pathways. LTPD is a seven stage training, competition, and recovery pathway guiding an individual's experience in sport and physical activity from infancy. By October 2012, 13 NFs had already launched and were in the process of implementing their sport specific LTPD plans and 17 NFs were in the process of developing their plans. SASCOC and SRSA believe that the Academy System should be underpinned by the South African Sport for Life – Model for Long Term Participant Development (LTPD) as it addresses the various stages of development of the athletes.

The Performance Indicators that the Academy system will be measured on are:

- Number of accredited sports academies (national, provincial, sports specific and private).
- Number of athletes supported through the academy system.
- Number of national athletes supported by means of the academy system. (NSRP, 2012)

Over and above the Strategic Objective highlighted in the NSRP, the other **main objectives** of the Academy system are to:

- Enhance the level of performance of talented athletes and coaches and increase the rate of sports development;
- Create a structured performance pathway for talented athletes and coaches;

- Assist in changing the demographical composition of South African sports teams through accelerated development programmes for previously disadvantaged groups;
- Provide quality support services to talented athletes and coaches in the Province;
- Ensure that a holistic approach is taken toward the development of athletes, coaches and administrators including the provision of appropriate life skills;
- Enhance the education of individuals and groups by means of training opportunities for coaches, administrators, and technical officials;
- Contribute to a national database on elite athletes;
- Provide access to relevant information (literature, videos and internet) on the latest trends in sports training, coaching, science, sport analysis programmes and other related topics;
- Provide education on anti-doping in conjunction with the SA Institute for Drug Free Sport;
- Provide education on HIV/AIDS with particular reference to the sporting fraternity;
- Use international best practice for the benefit of athletes and coaches;
- Ensure close co-operation and implement co-operative programmes with the National and Provincial Federations, Clubs and all spheres of government in the delivery of the Academy's programmes.

SERVICES TO BE RENDERED BY ACADEMIES

Experience from dealing with athletes has shown that understanding of the athletes' background and economic and psycho-social status is critical. This assists in recommending the appropriate support services for the specific athlete or official. The following are the services that will be rendered by the Academies, however, they will vary based on the needs assessment conducted for each athlete and official and on the level of the academy (i.e. national, provincial or district):

- Living expenses (transport to training sessions, meals)
- Coaching
- Medical assessments, screening and interventions
- Scientific support and interventions
- Psychological assessments and interventions
- Technological support and interventions
- Lifeskills and career counselling and guidance
- Information services
- Education and Training
- International exposure (training camps, competitions, exchange programmes)
- Talent identification, development and nurturing

PRIORITY CODES

The priority codes that will be supported through the Academy system shall be those approved by SASCOC and SRSA. These shall be school sport codes (participation) and SASCOC (performance) codes.

The planned finalization of the country's uniform system for priority codes will lead to the academy priority codes being uniform from school sport to elite levels throughout the country. This will ensure proper progression of athletes and coaches within the system.

It is however, clear that there will be codes that are specific to a province due to the number of people participating in the sport and the performance history of athletes from the particular province. Provinces will therefore be given flexibility of adding such codes to the already approved priority codes.

ROLES AND RESPONSIBILITIES OF PRIMARY STAKEHOLDERS AND ROLE PLAYERS

One of the main arguments in the past has been who the key stakeholders are in the Academy System and what their roles and responsibilities were. The NSRP clearly states that SRSA, Provincial and Local Government, are the key stakeholders in the implementation of the Academy system.

SASCOC

SASCOC has the mandate and responsibility to give strategic direction and guidelines on the following:

- The overall implementation of the South African Academy System, including the establishment of a National Academy of Sport which will be responsible for providing support to national elite athletes and officials in preparation for participation at major international events;
- Accreditation and recognition guidelines for the Academies;
- Coaching systems and structures;
- Sports scientific and medical assessment and intervention systems and processes (including protocols) for all athletes part of affiliated National Federations in conjunction with identified Centres and tertiary institutions;
- Sports Technology interventions with identified service providers and institutions;
- Lifeskills and career opportunities required by athletes and officials;
- Talent identification, selection and development;
- Source and provide funds for Provincial Academies;
- Oversee and monitor the implementation of programmes and functioning of PAS and, together with SRSA, the programmes and functioning of DAS;
- Sign agreements with relevant providers as shall be identified from time to time.

National Federations (NFs)

The NFs are co-owners of the programmes provided by SASCO. The NFs shall be responsible for:

- Providing guidelines on sports-specific expertise (technical/coaching);
- Providing guidelines on sport specific protocols;
- Providing guidelines on selection of athletes as shall be directed by SASCO;
- Work closely with SASCO, SRSA, PSC and PDSR on the monitoring and improvement of the Academy system;
- Liaise with Provincial Federations and Sports Confederations to ensure that sport specific programmes are implemented.
- Ensure that their NF operated sport specific academy is in line with the SA Sports Academies Strategic Framework and Policy Guidelines.

Provincial Sports Confederations

The Provincial Sports Confederations (PSC) shall be responsible to SASCO on the operations of the Provincial Academies of Sport in their respective province. The PSC shall ensure that the Provincial Academy Commission implements its mandate as outlined below. The PSC shall further ensure the following:

- That the members nominated to serve on the Provincial Academy Commission give relevant feedback on the implementation of Academy programmes
- That the Provincial Academy Commission follows proper governance as outlined in the SA Academies of Sport Regulations

Provincial Academy Commissions

Provincial Academy Commissions shall be responsible for the following:

- Oversee the implementation of the academy system in the province as shall be guided by the PSC;
- Monitor the activities of the Provincial Academy in their respective provinces as shall be guided by PSC;
- Ensure that Academies are properly governed in line with SASCO's policies and guidelines;
- Consolidate all activities in the Provinces, including at district level and Sport Focus Schools and provide feedback reports to PSC, PDSR.

Provincial Federations

Provincial Federations should play a primary role in the provision of the following:

- Talent scouts and coaches;
- Federation-specific technical expertise;
- Channelling talented athletes into their provincial structures;
- Ensuring that the identified athletes receive adequate support from provincial academies;
- Work with the national federations and clubs/affiliates to ensure that there is coordination of plans/goals (identified athletes, coaching and support programmes, etc.).

Provincial Academies of Sport (PAS)

The PAS will be responsible for the following:

- Act as a major feeder to the National Training Centre and Operation Excellence Programme (OPEX) through the preparation of provincial athletes and officials who are eligible for selection onto the national academy;

- Liaison with Provincial Federations, District Academies of Sport (DAS) and other key provincial stakeholders;
- Oversee the functioning of DAS in their province through proper monitoring of programme implementation;
- Facilitate and co-ordinate the preparation of provincial athletes and officials (part of the Academy programmes) for national competitions and events;
- Facilitate and co-ordinate the education and training of provincial and district coaches, managers and technical officials in line with the agreed upon national training plan from NFs and SASCOC;
- Facilitate and co-ordinate the scientific and medical support services;
- Facilitate the sports technology support- as agreed with the national coaches through SASCOC's High Performance Department and NFs;
- Ensure the nurturing of talented athletes- accelerated sports development through proper development pathways;
- Facilitate the provision of career counselling and guidance, lifeskills support – based on athletes and officials needs and required interventions;
- The number of provincial athletes and officials accommodated in the PAS for a particular year shall be based on the selection policy and availability of funds;
- PAS priority codes shall be based on the national priority codes list. Other sports can be accommodated, however, this should be based on the availability of funding and the demographics of the specific Province;
- Provide reports to the Provincial Academy Commission

District Academies of Sport (DAS)

The number of DAS will be determined by SRSA in consultation with the Provincial Sports Confederation, Provincial Department of Sport and Recreation and relevant (Sport and Recreation) Local Government representatives.

The responsibilities of DAS shall be facilitation and co-ordination of the following services:

- Talent identification, selection and nurturing;
- Linking with community sport programmes to ensure talented athletes from mass participation programmes are channelled through to sports structures;
- Specified scientific and medical support – as agreed with PAS and PF;
- Facilitation of access to sports facilities and grounds for training.
- Ensure access to facilities for some of the provincial athletes within the communities as shall be agreed upon with PAS and PF;
- Identified life-skills interventions;
- Motor learning and sport specific skills development;
- Coaching;
- Liaison with Clubs, District Sports Confederations, Ward Committees, and other key stakeholders;
- Ensure alignment of the athletes' programme in line with the NF's Long Term Participant Development Plan.

Number of District Academies of Sport (DAS)

Below is the number of District Academies of Sport (DAS) per province to be established by 2016, to ensure that the Academy services reach as many talented athletes as possible. It is expected that the implementation of the DAS will be through a phased in approach based on the availability of infrastructure to render such services:

- Eastern Cape – 8 Academies
- Free State – 5 Academies
- Gauteng – 5 Academies
- Kwa Zulu Natal – 6 Academies
- Limpopo – 5 Academies
- Mpumalanga – 3 Academies
- Northern Cape – 4 Academies
- North West – 4 Academies
- Western Cape – 5 Academies

Sport Focus Schools

Sport Focus schools are seen as an integral part of the sport development system, especially as a feeder to mainstream club structures. It is therefore, critical that they are included as part of the Academy system to mainly act as a talent feeder to the District and the Province. The role of Sport Focus Schools shall be implemented in line with the MOU between Sport and Recreation South Africa and the Department of Basic Education. In this regard, the responsibilities of the Sport Focus Schools shall be:

- Scout and recruit talented athletes in consultation with Provincial Federations and ensure they are registered on the District system/database;
- Accept athletes that have been scouted by national/provincial federations in school sport championships and community sport
- Ensure talented athletes in their geographical location are offered bursaries to study at the Sport School;
- Ensure talented athletes are afforded opportunities to compete for the District and Province;
- Ensure that the athlete support is as agreed upon in the SRSA-Sport Focus School MOU.
- Ensure each talented athlete has a development pathway in line with the NF's Long Term Participant Development Plan.

SRSA

The main roles of SRSA are provision of support for all the structures through:

- Legislative and Regulatory Framework;
- Policy formulation
- Funding;
- Assist SASCO in the development and standardization of Provincial, District Academies and Sport Focus Schools to ensure that a sustainable feeder system is operated between all relevant stakeholders and role players;
- Monitoring and Evaluation (programmatic and systematic audits)

Provincial Departments of Sport and Recreation

Provincial departments should support the provincial federations, via the PAS, DAS and sport focus schools as follows:

- Monitor progress to ensure there is adequate support for talented athletes in collaboration with Provincial Sports Confederations, Manager Academy and Provincial Academy Commission ;
- Funding of provincial and district academies. The system should be streamlined across all provinces, that is, there should be minimum standards agreed upon which all provinces should comply with. Additional support should then be based on the demographics and geographical nature of the particular province;
- Funding and logistical support for sport focus schools
- Ensuring that provincial academies have a strong district academy system that will be on the ground with the schools and community structures, through engagement of Local municipalities in the provision of the required infrastructure;
- Work closely with local government and the Provincial Sports Confederations to ensure system sustainability.

Local Government/ Municipalities

The Municipalities will play a crucial role in the establishment and running of district academies. The main role of Local government/ Municipalities will be to:

- Provide a facility (offices, access to training facilities) for District and Provincial Academies;
- Provide funding for district academies of sport (DAS) for all identified talented athletes and coaches;
- Facilitate the conducting of mass screening programmes for selection of talented athletes;
- Monitor the running of community sport programmes to ensure that they are aligned with provincial and national, and therefore, creating pathways for talented athletes from district level and mass participation;
- Work closely with all local structures, including sports confederations;

Areas within the proximity of the Provincial Academy of Sport shall receive support services from that Provincial Academy.

Sports Performance Institutes/Tertiary Institutions

Sports performance institutes/ Tertiary institutions have played a key role in the provision of services to some of the Provincial Academies of Sport and host some of the Academies. Their main role in the system will be to:

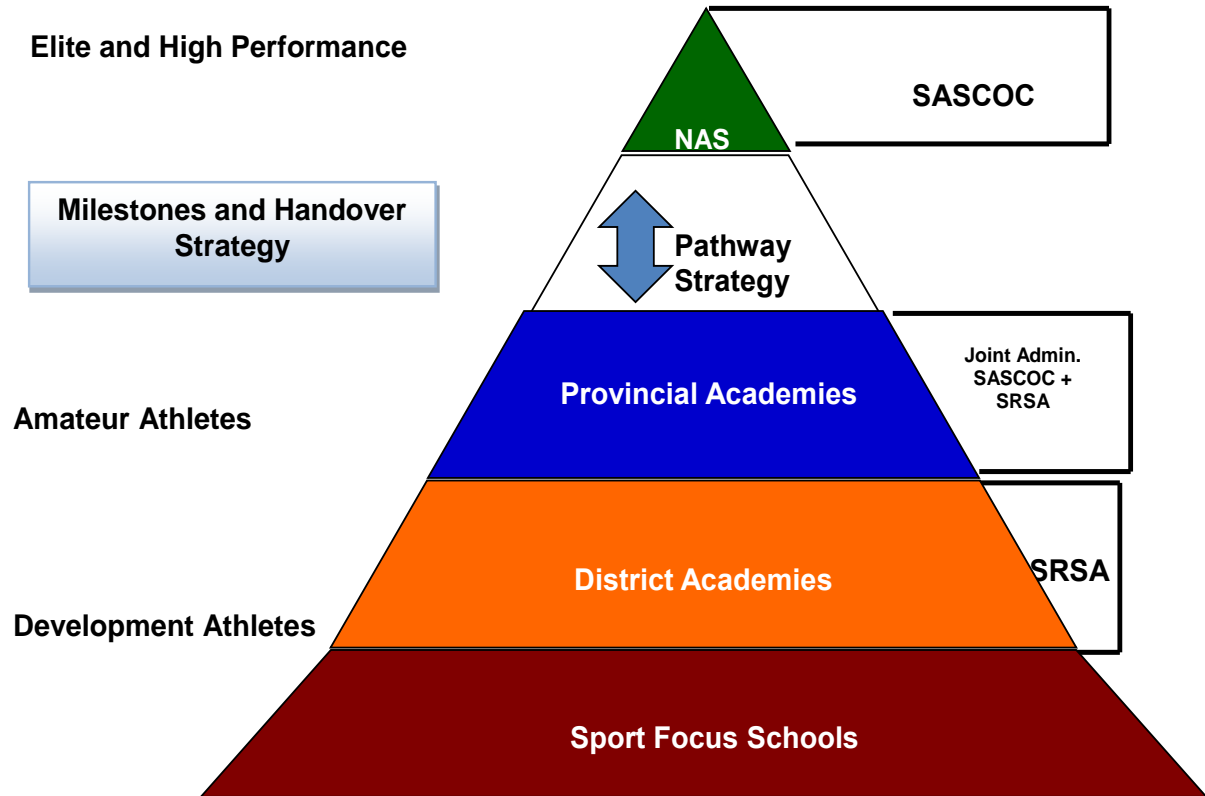
- Provide assessment protocols, as shall be agreed with the National Federations;
- Provide scientific assessments and interventions;
- Provide talent identification guidelines to the Federations in line with the LTPD Plan;
- Provide sports medical assessments and interventions;
- Provide training and competition facilities as applicable;
- Provide scientific, medical, and technological data/ research;
- Education and training as applicable;

Private Academies

Private Academies that exist in the country will need to ensure that they function within the prescripts of this framework and policy guideline. Athletes and parents will be encouraged to utilise private academies that are part of the overall national system and subscribe to the recognition criteria as set out in Annexure A.

All levels of Academies shall be expected to implement the **Transformation Charter** in line with the national agenda as contained in the NSRP 2012.

ATHLETE PROGRESSION WITHIN THE ACADEMY SYSTEM



GOVERNANCE

For the system to effectively render services to the SA sport fraternity, it will be critical that all the above-mentioned roles and responsibilities are adhered to. Over and above this, the following structure shall be implemented to ensure that the reporting lines are not blurred and supports the roles and functions of the various stakeholders mentioned above:

- The Board of SASCOC shall be the structure accountable for the Academy system in the country;
- The operations of the Academy system shall reside within the High Performance Department of SASCOC;

- The Provincial Academy Commission shall oversee and monitor the implementation of Provincial Sports Academies programmes ;

The Academies functioned under a Board which was elected by the provincial federations in the respective provinces. The Boards comprised of sport representatives, experts in the field of sport science and medicine, and legal and finance, with Provincial Government representatives having ex officio status. The current Provincial Academy Board shall be dissolved and a new Provincial Academy Commission appointed. The Provincial Academies shall function under a ten member Commission as shall be jointly appointed by SASCOC/Provincial Sports Confederations and Provincial Departments of Sport and Recreation. Five members shall be nominated by the SASCOC/Provincial Sports Confederation and five by Provincial Government. The composition of the Commission shall include the following representatives:

Provincial Sports Confederation (Excluding the President): PSC nomination

Athletes Representative: PSC nomination

Coaches Commission representative: PSC nomination

Provincial Federation representative: PSC nomination

Medical Commission representative: PSC nomination

School sport structure representative: Government nomination

SALGA representative: Government nomination

Provincial Department representative – Government nomination

The remaining two members will be at the discretion of the provincial MEC

SASCOC Manager Team Preparation and Academies – Ex Officio

SRSA Deputy Director Scientific Support – Ex Officio

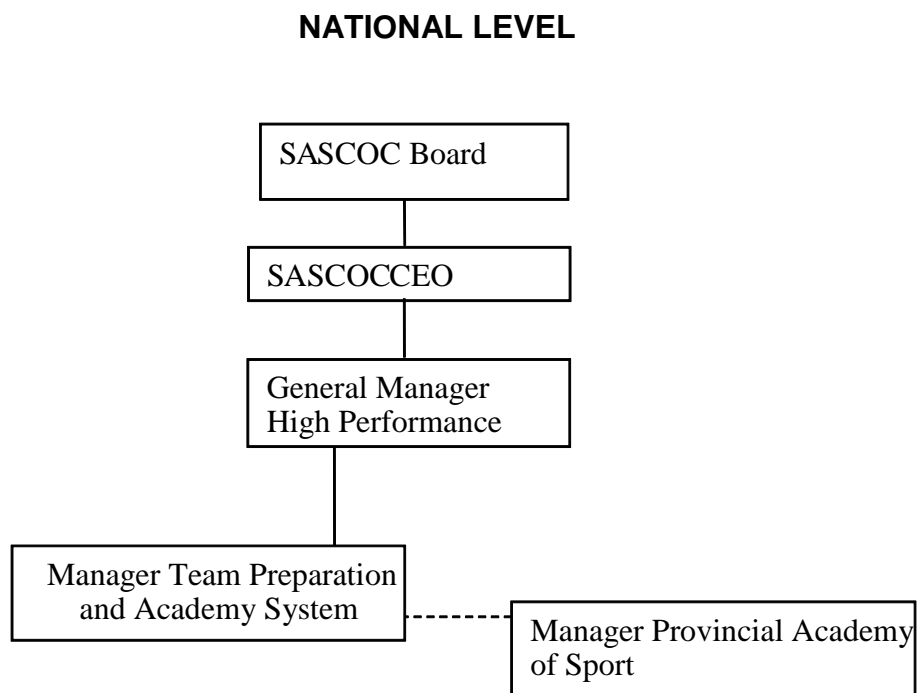
Appointment of Provincial Academy Commission members

The appointment of Commission members shall follow a nomination process. Subsequent to nomination, the nominations shall be consolidated by the HOD Sport Recreation Arts and Culture and recommendations forwarded to the DG Sport and Recreation and SASCOC CEO/Secretary General. Upon approval of the lists, these shall be ratified by the relevant MECs.

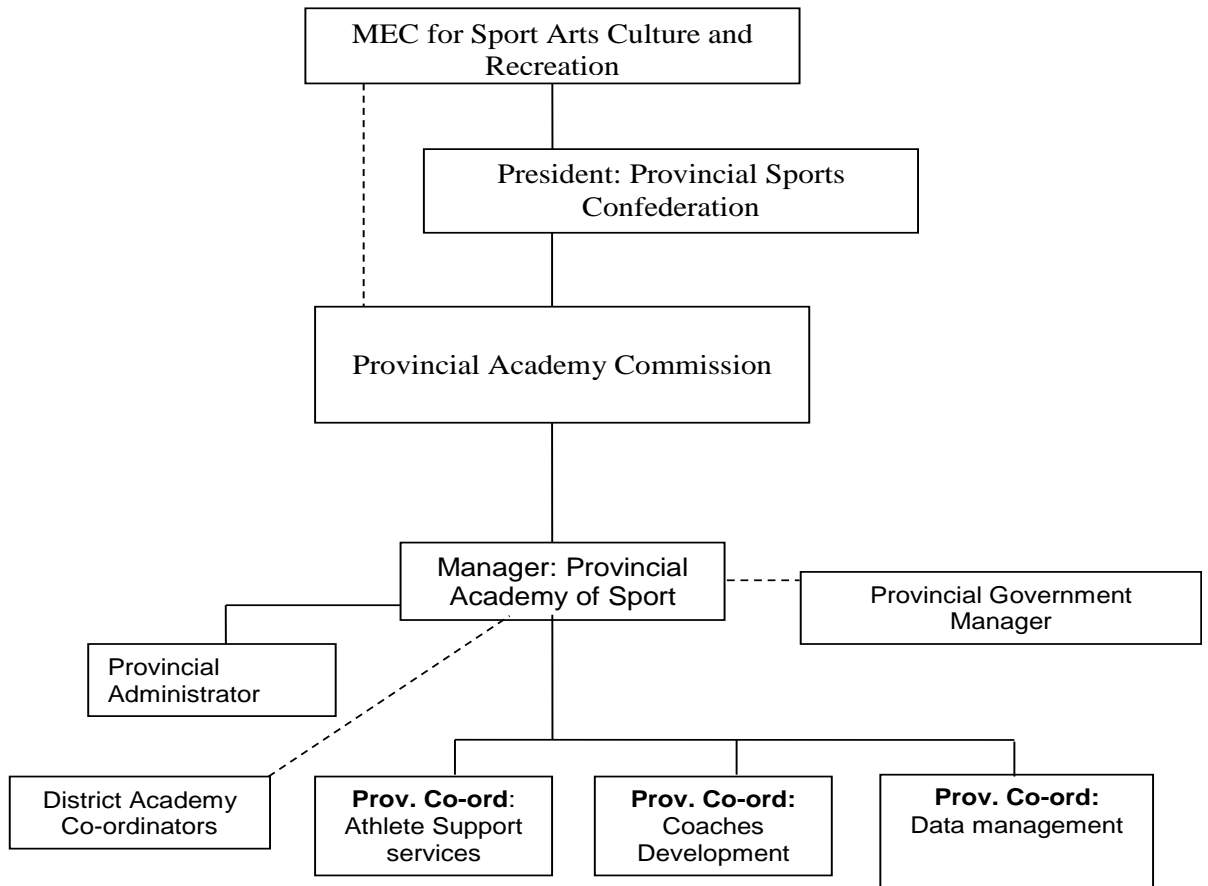
Accountability

- The 10 member Provincial Academy Commission shall be accountable to the MEC and the Provincial Sports Confederation President.
- The Manager Provincial Academy of Sport shall be accountable to the Provincial Academy Commission chairperson.

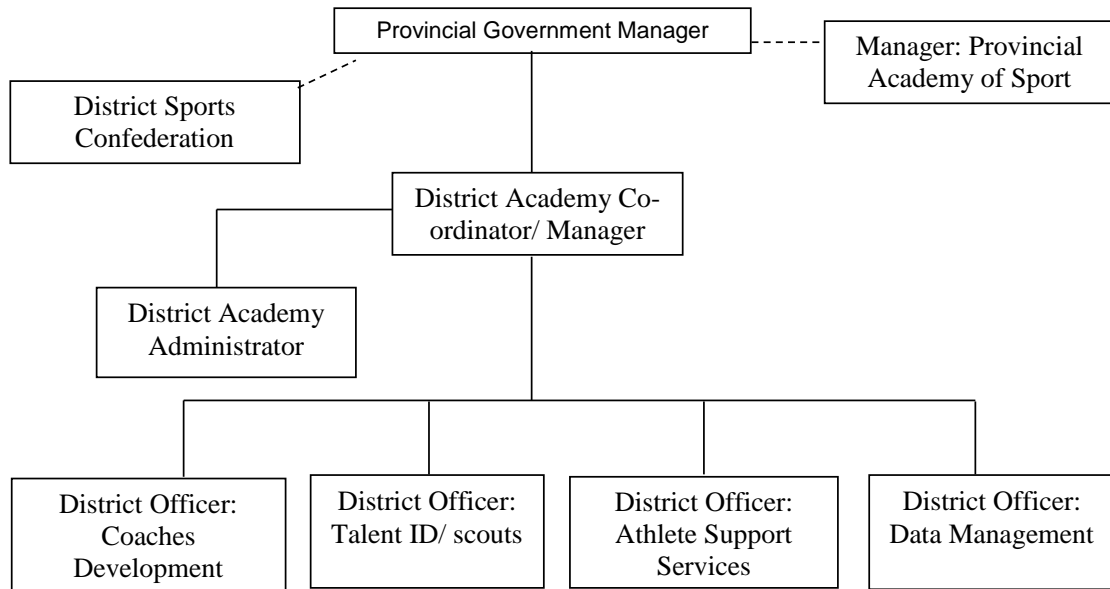
DIAGRAMATIC PRESENTATION OF THE STRUCTURES



PROVINCIAL LEVEL



DISTRICT LEVEL



FUNDING

To ensure that the system successfully identifies, develops and nurtures talented athletes and officials, funding will be a key factor. A funding mechanism will be established to ensure that the system is sustainable. Even though already highlighted in the roles and responsibilities, the following stakeholders and sources shall be responsible for funding specific areas of the Academy systems:

SASCOC

SASCOC shall be responsible for the funding of the National Training Centre/ National Academy

SRSA

- SRSA shall be responsible for funding the District Academy system

Provincial Departments of Sport, Recreation Arts and Culture

- The Provincial Departments shall be responsible for funding of Provincial and District Academies
- The Provincial Departments shall be responsible for provision of Human Resources at Provincial and District Academies

National Lotteries Distribution Trust Fund

- The NLDTF shall be responsible for funding the Academy system through direct funding to Provincial Academies of Sport

District Municipalities

- District Municipalities shall be responsible for funding programmes, human resource and facilities for District Academies

Local Municipalities

- Local Municipalities shall be responsible for ensuring availability of facilities for the District Academies

Other sources of funding

SASCOC and SRSA will approach the Private Sector and international donors to solicit funding for the various Academy programmes

SASCOC and SRSA have signed bilateral agreements with various NOCs/ countries which would be effected to be mutually beneficial to advance the development of athletes and coaches within the Academy system.

RECOGNITION AND ACCREDITATION OF ACADEMIES

To ensure proper services are rendered to SA sport, any entity that needs to render services as an Academy of sport shall adhere to the recognition criteria set out in **Annexure A**. The criteria stipulate the minimum requirements to operate as an Academy of Sport in South Africa. Over and above this, SASCOC will develop an Accreditation system which will acknowledge and reward the quality of services rendered by the academies to the sports fraternity. These criteria will ensure that the quality of services rendered remains up to standard and on par with national and international norms.

MONITORING AND EVALUATION

Monitoring and Evaluation will be a key component of ensuring success of the Academy system. An athlete and coach monitoring system will be put in place to ensure they are tracked within the system. This will be from Sport Focus School to National Academy level. There shall be joint monitoring visits to the Academies. All Academies will also be expected to provide written reports as shall be agreed.

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- MINMEC
- SASCOC Board
- SASCOC Management
- SRSA Management
- HEADCOM
- Provincial Sports Confederations

Drafting Team

- Ezera Tshabangu – SASCOC GM High Performance
- Hajira Skaal – SRSA Director Scientific Support
- Yoliswa Lumka – SASCOC Manager Academies
- Dumisani Mtwana – Co-Ordinator Academies
- Joanne Myers – Co-Ordinator Academies

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**RECOGNITION OF PROVINCIAL, SPORTS SPECIFIC AND PRIVATE
ACADEMIES IN SOUTH AFRICA**

PURPOSE OF THE RECOGNITION CRITERIA

These recognition criteria are intended to ensure that all academies that exist within the Republic of South Africa are for the betterment of sport and have sound corporate governance principles which safeguard the interest of the athletes and users of the academies facilities and services.

1. Definition of Terms

In these recognition criteria any word or expression to which a meaning has been assigned in the Act has the meaning so assigned and, unless the context indicates otherwise.

- 16. Chief Executive Officer** means the CEO of the South African Sports Confederation and Olympic Committee;
- 17. Director General** means the Accounting Officer for Sport and Recreation South Africa
- 18. General Manager High Performance-** means the General Manger of High Performance of the South African Sports Confederation and Olympic Committee;
- 19. Independent panel** – means the group of experts in the field of sport management, science and ME;
- 20. Manager National Academy System** - means the Manager of the National Academy System of the South African Sports Confederation and Olympic Committee;
- 21. MEC** – means the Member of the Executive Council in the respective province responsible for the Sport Recreation Arts and Culture;
- 22. National Federation** –means the recognised sport body affiliated to SASCOC and in good standing with SRSA
- 23. Private Academy of Sport** –means those entities operating privately and charging a fee to athletes to partake it their activities/ training programmes;

- 24. Provincial Academy of Sport** –means the existing provincial academies of sport established by the erstwhile South African Sports Commission;
- 25. Provincial Federation** –means the recognised sports body affiliated to and in good standing with a National Federation
- 26. Provincial Sports Confederation** –means a duly constituted provincial structure affiliated to SASCOC and responsible for co-ordinating and monitoring structure for sport in a province;
- 27. District Academy of Sport** – means the existing or new district/local Academy of sport set up by the PAS or by the Municipalities.
- 28. SASCOC** means the South African Sports Confederation and Olympic Committee;
- 29. Sport Focus School** –means a school set up for talented athletes while ensuring that they receive education;
- 30. Sport and Recreation South Africa** –means the government department responsible for the promotion and development of sport in South Africa;

CATEGORIES OF FACILITIES

Category A

This shall mean a facility which has the following:

- International and national standard training and competition grounds;
- Has change rooms and ablution facilities;
- Is fully accessible to persons with disabilities;
- Has multi-purpose use;
- Has a facility manager/ caretaker;
- Complies with the Safety at Sport and Recreational Events Act (2010).

Category B

This shall mean a facility which has the following:

- National and Provincial standard training and competition grounds;
- Has change rooms and ablution;
- Is fully accessible to persons with disabilities;
- Has multi-purpose use;
- Has a facility manager/ caretaker;
- Complies with the Safety at Sport and Recreational Events Act (2010).

Category C

This shall mean a facility which has the following:

- Club standard training and competition grounds;
- Has change rooms and ablution;
- Is fully accessible to persons with disabilities;
- Has a caretaker;
- Complies with the Safety at Sport and Recreational Events Act (2010)

1. MINIMUM REQUIREMENTS FOR PROVINCIAL ACADEMIES OF SPORT

The existing PAS shall meet the following minimum requirements before being recognised as PAS by SASCOC and SRSA:

- (a) Be recognised by the MEC for Sport Recreation Arts and Culture;
- (b) Be recognised by the Provincial Sports Confederation;
- (c) **Have facilities and equipment or access to the following facilities and equipment:**
 - i. Category A or B training grounds for no less than 8 sports codes (additional sport will be province specific);
 - ii. Strength training and conditioning;
 - iii. Sports medicine;
 - iv. Sports science;
 - v. Access to a network of orthopaedic surgeons and other specialists;
- (d) **Have qualified and experienced human resources:**
 - i. Manager has a recognised qualification in Sport and/ OR relevant experience
 - ii. Administration staff have relevant qualification and or experience
 - iii. Coaching staff should be relevant recognised and certified by the relevant National Federations
 - iv. Strength and conditioning staff should be relevantly qualified (Diploma or Degree) and experienced (not less than 3 years) to deal with athletes
 - v. Sports science and medicine staff/ network that is relevantly qualified and experienced to deal with athletes;
 - vi. All officials of the Academy/ part of the network of the Academy should have no criminal record.

2. MINIMUM REQUIREMENTS FOR DISTRICT ACADEMIES OF SPORT

The existing District Academies of Sport (DAS) shall meet the following minimum requirements before being recognised as DAS by the relevant Municipality, Provincial Sports Confederation, Provincial Department of Sport and Recreation, SASCO and SRSA:

- (a) Be recognised by the MEC for Sport Recreation Arts and Culture;
- (b) Be recognised by the Executive Mayor/ Mayor of the relevant District/City;
- (c) Be recognised by the Provincial Sports Confederation and Sport Academy.
- (d) Be accessible to as many sports codes as possible.
- (e) Have facilities and equipment and/or access to the following facilities and equipment:**
 - i. Category C training grounds for no less than 10 sports codes
 - ii. Strength training and conditioning;
 - iii. Sports medicine;
 - iv. Sports science;
- (f) Have qualified and experienced human resources:**
 - i. Manager has a recognised qualification in Sport and/ OR relevant experience
 - ii. Administration staff have relevant qualification and or experience
 - iii. Coaching staff should be relevant recognised and certified by the relevant National Federations
 - iv. Strength and conditioning staff should be relevantly qualified (Diploma or Degree) and experienced (not less than 3 years) to deal with athletes
 - v. Sports science and medicine staff/ network that is relevantly qualified and experienced to deal with athletes;

- vi. All officials of the Academy/ part of the network of the Academy should have no criminal record.

3. MINIMUM REQUIREMENTS FOR SPORT SPECIFIC ACADEMIES OPERATED BY NATIONAL/ PROVINCIAL FEDERATIONS

SASCOC and SRSA supports National Federations who have established their own sports academy to further develop talented athletes and coaches:

- a. Be recognised by SASCOC and SRSA;
- b. Have facilities and equipment and/or access to the following facilities and equipment:**
 - i. Category A or B Training grounds
 - ii. Strength training and conditioning;
 - iii. Sports medicine;
 - iv. Sports science;
 - v. Access to a network of orthopaedic surgeons and other specialists;
- c. Have qualified and experienced human resources:**
 - i. Manager has a recognised qualification in Sport and/ OR relevant experience
 - ii. Administration staff have relevant qualification and or experience
 - iii. Coaching staff that is qualified and experienced certified;
 - iv. Strength and conditioning staff should be relevantly qualified (Diploma or Degree) and experienced (not less than 3 years) to deal with athletes
 - v. Sports science and medicine staff/ network that is relevantly qualified and experienced to deal with athletes

4. MINIMUM REQUIREMENTS FOR SPORT FOCUS SCHOOLS

Sports Schools shall be expected to meet the following minimum requirements:

- a. Be registered as a School with the Department of Basic Education, OR Independent Schools Association of Southern Africa;
- b. Be recognised by, and be in good standing with the relevant National Federation(s);
- c. Be recognised by the MECs for Education, and Sport, Recreation Arts and Culture in the province;
- d. Be recognised by the DG for Sport and Recreation South Africa
- e. Be recognised by the Provincial Sports Confederation and Provincial Sports Academy.
- f. Have facilities and equipment and/or access to the following facilities and equipment:**
 - I. Category B or C training grounds for at least 4 sports;
 - II. Have Boarding facilities
 - III. Have access to a network of sports science and medicine specialists;
 - IV. Have basic gymnasium facilities and equipment
- g. Have qualified and experienced coaching staff**
- h. Have excellent academic programmes**

5. MINIMUM REQUIREMENTS FOR PRIVATELY-OWNED ACADEMIES OF SPORT

The existing Privately Owned Academies shall meet the following minimum requirements before being recognised as an Academy by SASCOC and SRSA:

- a. Be registered as a Company in RSA;

- b. Be recognised by, and be in good standing with the relevant National Federation(s), MEC for Sport, Recreation Arts and Culture in the province the Academy operates in;
- c. Be recognised by the Provincial Sports Confederation;
- d. **Have facilities and equipment and/or access to the following facilities and equipment:**
 - i. Category A or B training grounds for the sports being offered;
 - ii. Strength training and conditioning;
 - iii. Sports medicine;
 - iv. Sports science;
 - v. Access to a network of orthopaedic surgeons and other specialists;
- e. **Have qualified and experienced human resources:**
 - i. Management team has recognised qualifications in Sport and relevant experience;
 - ii. Administration staff have relevant qualifications and/or experience;
 - iii. Coaching staff should be recognised and certified by the relevant National Federation(s);
 - iv. Strength and conditioning staff should be relevantly qualified (Diploma or Degree) and experienced (not less than 3 years) to deal with athletes;
 - v. Sports science and medicine staff/ network that is relevantly qualified and experienced to deal with athletes;

Overarching Principle

As Academies deal with young athletes, all officials, coaches, support staff working within the Academy System, or part of the network of the Academy should have no criminal record. All Management teams employing academy staff or contracting services for the Academy should ensure that due diligence and background checks are conducted.

4. APPLICATION FOR RECOGNITION WITHIN THE SA ACADEMY SYSTEM

4.1 An academy of sport that wishes to apply for recognition must submit its application to the Chief Executive Officer (CEO) of SASCOC;

4.2 **The following application process shall apply:**

- (a) Submit the application in the prescribed form issued by SASCOC,
- (b) Submit a copy of the relevant documentation as shall be required (registration papers, tax, etc.)
- (c) the names and physical, business and residential addresses of its office-bearers within one month after any appointments or elections of its office-bearers, even if their appointments or elections did not result in any changes to its office-bearers;
- (d) the academy's physical address in the Republic.

4.3 The CEO shall, within 7days of receiving an application acknowledge receipt of the application;

4.4 Consider (in consultation with an independent panel) the application and any further information provided by the applicant (within 30 working days of receipt) and;

4.5 If satisfied that the applicant complies with the set criteria for recognition, the independent panel, GM High Performance and Manager National Academy System shall visit the said Academy for an inspection as part of the verification process (within 40 working days).

4.6 On completion of the verification process, the CEO shall within 60 working days of receipt of application inform the relevant applicant of the outcome of the application.

4.7 Upon confirmation of recognition, the CEO shall:

- i. Issue a certificate of recognition in the applicant's name;
- ii. Include the applicant on the list of recognized academies, which will be on the SASCOC and SRSA websites;
- iii. Inform the membership of SASCOC and all concerned parties;

4.8 Where an application is not successful, the CEO shall within 30 working days of receipt of application,

- i. inform the applicant of the reasons for declining recognition;
- ii. Allow the applicant 18 months to comply with the set criteria.

- 4.9 All District Academies and Sport Focus Schools shall be set up by Sport and Recreation South Africa in consultation and Provincial Departments of Sport Recreation Arts and Culture

5. DUTY TO PROVIDE REPORTS AND INFORMATION

All recognized Academies (National, Provincial, District, Sport Focus Schools, Private, and Athlete Development Programmes in the Republic of South Africa shall provide reports as shall be specified. These reports shall be submitted to the following stakeholders, as shall be specified per tier of Academy:

- SASCOC and Provincial Sports Confederations
- SRSA
- Provincial Departments of Sport Recreation Arts and Culture
- Provincial Academy Commissions

6 CANCELLATION OF RECOGNITION

- 6.1 If an academy that has received recognition in terms of this framework does not comply with the prescripts of service provision recognised for, the SASCOC CEO/DG SRSA shall:
- i. Inform the Academy in writing of such a breach;
 - ii. Allow the Academy to remedy such a breach within 30 calendar days;
 - iii. If the Academy does not comply, the CEO/DG shall have the right to immediately cancel such recognition, remove the Academy from the list of recognised Academies and inform all relevant parties.
- 6.2 For purposes of these Recognition Criteria, a cancellation of recognition takes effect on the date on which the certificate of recognition is cancelled by SASCOC and SRSA.