

SUSSEXSPORT

Sussexsport Strategy 2018 and beyond

DRAFT - DECEMBER 2018

US

UNIVERSITY
OF SUSSEX



Enhancing the
student and
staff experience
through Fitness,
Sport and
Wellbeing

Our vision for the future

Sussex will be a leading south east university in our fitness, sport and wellbeing offer.

WE ARE SPORT

We have four core strategic aims:

- To develop high quality sustainable sports facilities and services that meet the demands of a growing campus and exceed student and staff expectations
- To deliver a diverse and inspiring programme of fitness, sport and wellbeing provision for staff and students
- To continually develop and nurture a motivated staff team who maintain a reputation for offering an excellent customer focused, high quality and knowledgeable service to all our users
- To work collaboratively and in partnership to maximise Sussexsport's contribution to the wider University objectives, enhance the student and staff experience and contribute to the local community

▶ MAKING THE FUTURE

- New facilities as part of the campus masterplan
- Active US: creating a sustainable sport participation model post funding
- Award-winning Active Workplace
- A top 40 place in the BUCS rankings by 2021
- Green Impact Award (Gold)
- Investors in People Award (Platinum)



“Sussexsport are doing a fantastic job of encouraging staff and students to be more active and healthy. I think activities such as Commit to Get Fit have been great for teamwork and encouraging members of staff who would not normally do much sport to get active and think about their health and wellbeing!”

Staff Survey respondent 2016

Nurturing high performance student sport

Sports Scholarships provide talented student athletes with support to develop athletic potential alongside academic responsibilities.

EXCELLENCE THROUGH COLLABORATION

The Sports Scholarship Scheme is supported by the Development and Alumni Relations Office (DARO) and friends of the University via the Sussex Fund.

Working with the University's schools of study, the Careers and Employability Centre (CEC), Students' Union, Widening Participation, Student Recruitment and Marketing (SRM) and the Internal Communications team we will support students:

- To excel through balancing their academic and sporting commitments
- By providing high level specialist coaching, workshops and 1-2-1 mentoring
- By offering employability support that recognises and promotes the determination of many Sussex students
- With a financial support package
- By providing an academic flexibility policy for performance athletes
- Through maintaining and developing external club links that support performance

- By offering students on the scheme the opportunity to become ambassadors for sport at the University
- To inspire prospective students to choose Sussex by providing an insight into their sports scholarship experience
- To inspire young people to take part in sport through work with Widening Participation

▶ Sport Scholars Jennifer Mankin (below, right) and Elizabeth Miller with their gold and silver medals from the BUCS Outdoor Archery Championships in June 2016.



“The funding has helped massively. Sussex has been able to tailor the Sports Scholarship to my needs.”

NATHANIEL WIESENDANGER SHAW,
POWERLIFTING COMMONWEALTH
GAMES GOLD MEDALIST, SCHOLAR
AND PhD RESEARCHER, THEORETICAL
PHYSICS



54th place in the
national BUCS
rankings 2017-18

Working with student sport clubs

Sussexsport work closely with the Students' Union to promote excellence and enhance the student experience.

TOGETHER WE AIM TO ACHIEVE:

- A continued top 50 position in the British Universities and Colleges Sport (BUCS) rankings
- A top 40 place in the BUCS rankings by 2021
- A top five place in the south east BUCS rankings by 2021
- To remain the top university in Sussex within BUCS rankings
- Provision of high quality coaching and facilities for all student clubs
- Training opportunities, strength and conditioning support and access to specialist workshops
- Partnerships with local clubs and National Governing Bodies (NGBs) to improve performance levels and player pathways
- A review of governance and delivery of structures for student club sport by 2018/19
- An annual Varsity tournament that delivers a great student experience and celebrates sport

“The provision of great coaching has enabled the Sussex Women’s Volleyball team to become one of the highest ranked in UK university sport. We have developed into a more cohesive, cooperative team, which is able to compete with the best.”

Graciela Clemente, Women’s Volleyball team captain



Active US social sport

Meeting the participation gap in social sport by creating a low cost, flexible and innovative programme.

BACKGROUND

A three year Sport England project that commenced in 2014, Active US has been one of our most successful programmes to date, surpassing participation targets with our focus groups of First Generation Scholars, International Students and Postgraduates.

By the end of year four, the project has achieved over 72,900 additional visits to our sports facilities: already exceeding the project's participation level targets of 40,000 over the four year time frame!

A CROSS-CAMPUS COMMITMENT

We aim to establish core University funding to sustain the project at the end of the Sport England funded period and achieve a cross-campus commitment, which will:

- Employ 18 student sport Activators from schools across the University
- Continue a partnership with BMEc to employ a dedicated part-time Data Insight role for a student each year
- Employ a Social Media and Communications Graduate Intern, part-financed with the Students' Union
- Work closely with the International Office and the Students' Union
- Support One World Week and one world events to celebrate our international campus
- Use sport to support social cohesion and cultural awareness
- Continue to play a significant role in the work of the Buddy Scheme
- Improve graduate employability through working closely with CEC

EXTERNAL PARTNERSHIPS

We will continue external partnerships with Freedom and Wave Leisure. These have led to the creation of the popular £1 swim offer, which students used 6,798 times in 2015-16. Regular bouldering, beach volleyball and soccer will continue in conjunction with Boulder Brighton and Yellowave.

A PEER LED DELIVERY MODEL

Student involvement and feedback is crucial to the ongoing success of the project. Our peer led delivery models will continue to work by:

- Recruitment of student Activators
- Offering a programme led by student feedback
- Recruitment of volunteer student ambassadors to promote Active US
- Social media engagement led by an intern who is a Sussex graduate
- Partnership with the Students' Union



“Great way of involving more students in sporting activities, really enjoy the bouldering sessions and £1 swim.”

Student Forum feedback, March 2016

STUDENT SOCIAL SPORT

Over 72,900 visits
in four years



Our facilities, group exercise and wellbeing programmes

Our aim is to provide facilities that offer industry leading technology and service standards, delivered by high quality staff, which meet the needs and expectations of our users.

FACILITY DEVELOPMENT THROUGH:

- Working collaboratively with key stakeholders on a facility development plan to redevelop and upgrade all indoor and outdoor sports facilities to meet the needs of a growing campus population, as part of the campus masterplan
- Working with the University of Brighton, Brighton Aldridge Community Academy (BACA) and Falmer village to ensure the best sporting provision at Falmer
- Ensuring our sports facilities support our fitness, sport and wellbeing ambitions for the future
- Maintaining investment in state of the art fitness equipment that is renewed regularly to reflect latest industry standards
- Ongoing facility maintenance and servicing to provide the best possible service to all our users, including the local community

OUTSTANDING DELIVERY THROUGH:

- Maintaining one of the leading and most diverse, high quality group exercise programmes in the south east



Student Forum feedback, March 2016

Staff and student feedback consistently shapes the programmes we offer



**DELIVERING WELLBEING
CAMPUS-WIDE BY:**

- Enhancing staff and student wellbeing with low cost, highly qualified therapists in physiotherapy, chiropractic, massage and beauty therapy
- Working with the Student Life Centre to offer specific packages to students with a disability and care leavers
- Working with partners on campus including: the Meeting House, International Office, Schools of Study, Residences, Internal Communications, Staff Development Unit and the Students' Union to promote cross-campus opportunities

“I use the facilities most days when I am at work and usually go to a class, whether it be Circuits, Metabolic, Dynamic Pilates or Insanity. All of the instructors are fantastic and friendly and build good relationships with the people taking part.”

Staff Survey respondent 2016



Sussexsport Staff Programme

Enhancing the staff experience through fitness,
sport and wellbeing.

STAFF OPPORTUNITIES

We aim to consistently be a leading and award-winning Active Workplace and help staff enjoy a rounded career, championing family friendly policies, giving all staff access to fitness, sport and wellbeing services.

To achieve this we will:

- Work collaboratively across the campus community and with external partners to increase engagement and awareness of an Active Workplace and to help develop a wider University strategy for wellbeing
- Provide regular social sport and activity opportunities for staff
- Organise social sport events throughout the year
- Support local and national fitness, sport and wellbeing initiatives to enhance the role these can play in improving physical and mental health and reducing stress
- Support friendly family policies through the provision of quality children's sports camps for staff and students with families
- Offer a programme of treatments with fully qualified and insured therapists in areas such as physiotherapy, chiropractic, massage and beauty therapy
- Offer schools and professional services opportunities for team building through the medium of sport and exercise



“I love the staff swimming for only £1. Swimming is great for my mental health as well as my physical wellbeing.”

Staff Survey respondent 2016



Previous winner and
runner up: Sussex
Business Awards -
Workplace Health

Nominated for 2016
Active Workplace
Award - Sussex Sports
Awards

Commit to
Get Fit

Staff
bouldering

Football
Leagues

Wellbeing
walks

Staff rounders
tournament

Staff-only courses



Active Workplace Challenges

Beach Volleyball
tournament

Team Building
sessions

Social running

Martial Arts
Clubs

£1 swims

Commit to Go Far



Going for Gold

For over ten years, Sussexsport has been committed to using Investors In People as a model for achieving outstanding performance, delivered by an outstanding team. Our aim was to achieve the Gold award in 2018.

OUR CORE FOCUS WAS:

- Leadership: commitment to developing inspiring leaders through training, development and sharing of best practice in Europe and the UK
- Building capability: ensuring high priority is given to ongoing learning and development and structuring work to nurture talent and team motivation
- Coaching and mentoring: ensuring that this is at the heart of what we do and is reflected in our staff development programmes
- Reward and recognition: focusing on a total reward system linked to our core purpose
- Collaborative working: encouraging innovation, sustainability and wider partnerships

“It has been a privilege to have had the opportunity of undertaking the Investors in People assessment on behalf of Sussexsport against the 6th Generation Framework. Sincere thanks for the excellent work that went into preparing, organising and coordinating this assessment; and particularly to Simon Tunley for such patience in dealing with requests for information or clarification. Achieving and maintaining Investors in People accreditation is a significant accomplishment; and is something to which everyone at SussexSport should feel justifiably proud.

Kevin Newman - IIP Assessor, 2018

SUCCESSION PLANNING

- Ensuring staff are supported in career progression within and beyond Sussexsport
- Commitment to supporting Sussexsport student employees and volunteers to develop and demonstrate new and transferrable skills, which enhance graduate employability



“Getting this kind of training early on in my career can only aid me in my future prospects. I hope that it gives me the edge that I will need to secure a position in whatever industry I enter after graduating.”

Alex Cipa, Economics Undergraduate, Active US Men’s Football Activator and Sussexsport Sports Assistant. Alex gained a place on the prestigious BUCS Deloitte Leadership Academy training in 2016



The wider community

Sussexsport has a strong history of working with and supporting the local community as a venue and service provider.

WE WILL CONTINUE TO:

- Work with local clubs, schools and community groups
- Play an active role in the Brighton and Hove Sports Strategy Group
- Partner with external providers such as Freedom Leisure and Wave Leisure, Brighton Aldridge Community Academy (BACA) and Boulder Brighton to enhance off campus provision
- Continue to support local charities through fundraising and organisation of events
- Be a leading local provider of high quality children's sports coaching camps and programmes
- Work with, partner and support organisations including: National Governing Bodies, British Universities and Colleges Sport (BUCS), the European Network of Academic Sports Services (ENAS), Sport England, UK Active and Active Sussex as part of our wider development strategy
- Increase engagement with our sporting Alumni to strengthen their relationship with Sussex and support our activities



Sussexsport's charity cycle ride for Rockinghorse, May 2016



Over £3,000 raised
for Rockinghorse
Children's Charity



**SIMON TUNLEY
HEAD OF SPORT,
DECEMBER 2018**

This document is testament to how we have maximised and diversified our resources to deliver a high quality service across the board both to the campus and external community. The challenge now is to build on our achievement and look to support the ever growing student population and their changing needs through the development and expansion of our facilities and services; it is a challenge that myself and the Sussexsport team are looking forward to taking on.

SUSSEXSPORT

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