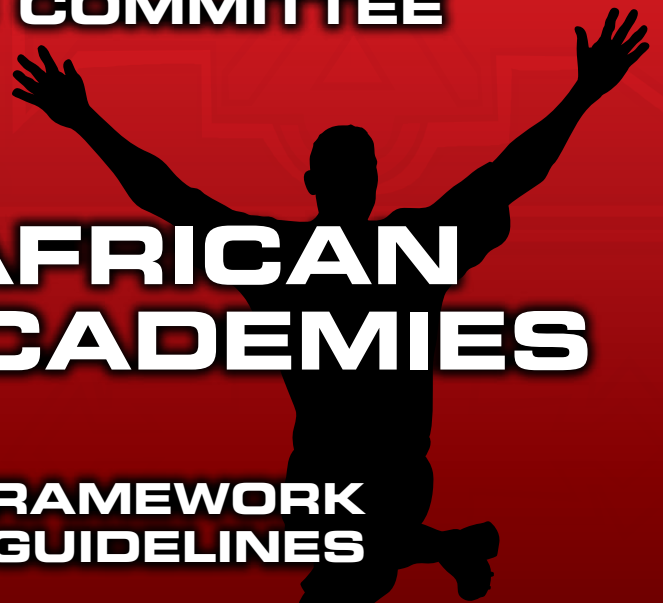




**SOUTH AFRICAN  
SPORTS CONFEDERATION  
AND OLYMPIC COMMITTEE**

# **SOUTH AFRICAN SPORTS ACADEMIES**

**STRATEGIC FRAMEWORK  
AND POLICY GUIDELINES**



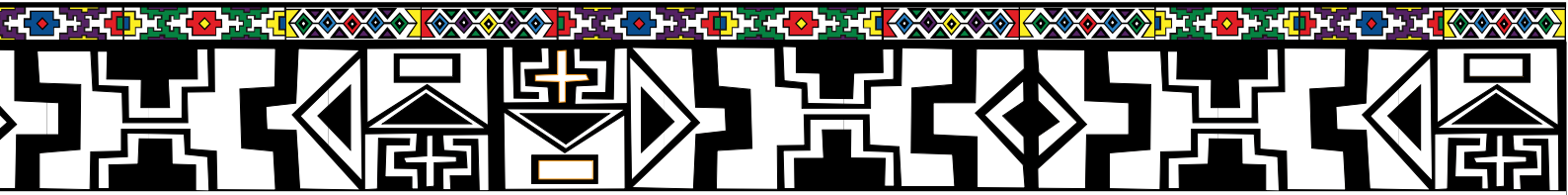


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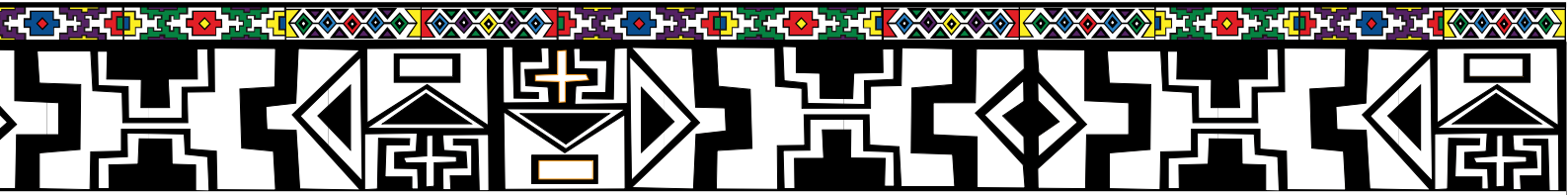
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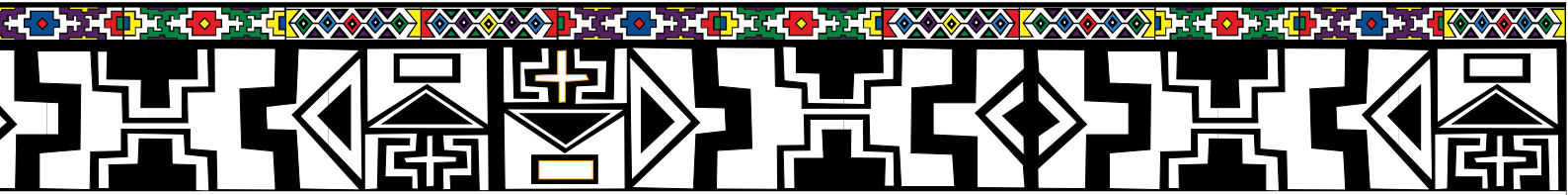
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# **FOREWORDS**

## **SOUTH AFRICAN SPORTS ACADEMIES**







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**

President of South African Sports Confederation and Olympic Committee



The publishing of the South African Sports Academies Strategic Framework and Policy Guidelines marks one of the key milestones in the 8-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 the SA to be involved in the driving of the Academy system.

This system will see the establishment of a National Training Centre in the long term, however, we believe that it 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 the 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 already in process Long-Term Participant Development which we started in 2009. As of November 2012, 14 National Federations had already completed their sport-specific LTPD plans and 17 were in the process of completing theirs. We see these 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**

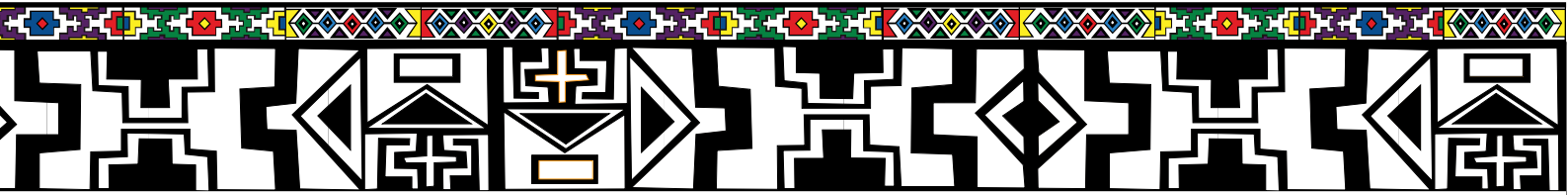
Chief Executive Officer of South African Sports Confederation and Olympic Committee



# **BACKGROUND**

## **SOUTH AFRICAN SPORTS ACADEMIES**





## 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, 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 Sports Academies (PAS) operating under the auspices of the National Sports Council (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 emphasized 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 SASCOC's Mandate on Academies.

In the period November 2005 to February 2006, SASCOC conducted an audit on the status of the PAS. The findings of the audit, in summary, were that PAS have:

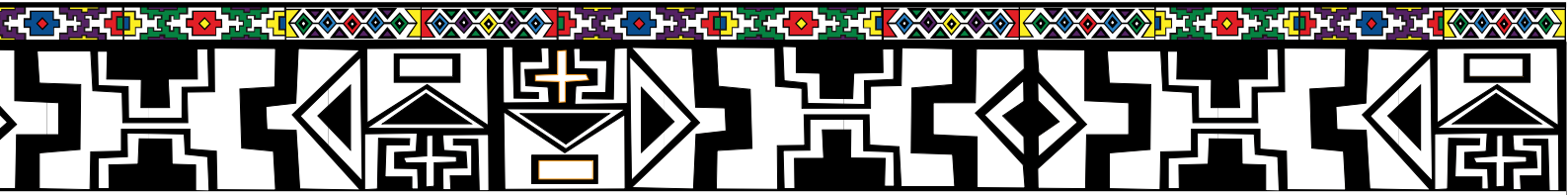
### Impact of PAS on sport development

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

### Challenges

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

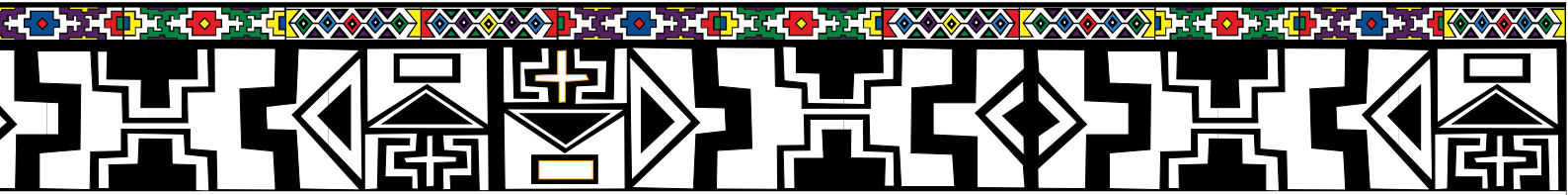
No relationship existed between SASCOC and the PAS between the periods 2007 to 2009. In 2009, discussions between SASCOC and PAS resumed, however, did not yield any positive outcome due to the Mandate still being questioned. This culminated in a series of meetings and a presentation to the Technical MINMEC in October 2009. It was evident that not all Provinces were amenable to SASCOC 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. SASCOC 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 (2012) and the Recognition Criteria as shall be set out by SASCOC.



# **STRATEGIC FRAMEWORK**

**SOUTH AFRICAN  
SPORTS ACADEMIES**





## 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:

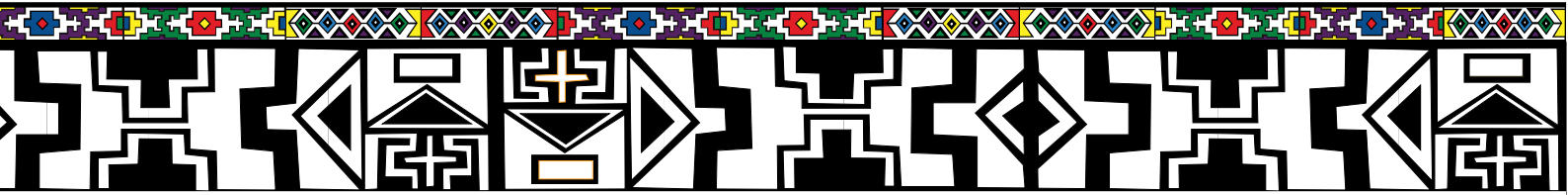
### TO SUPPORT THE DEVELOPMENT OF SOUTH AFRICAN SPORT THROUGH A COORDINATED ACADEMY SYSTEM

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 were employed to assist National Federations on the development of sport specific Long Term Participant Development. By October 2012, 13 NFs had already launched and were in the process of implementing their LTPD plans and 17 NFs were in the process of developing their plans. By December 2013, all NFs affiliated to SASCOC are expected to have developed their sport specific plans. SASCOC believes 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 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 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.

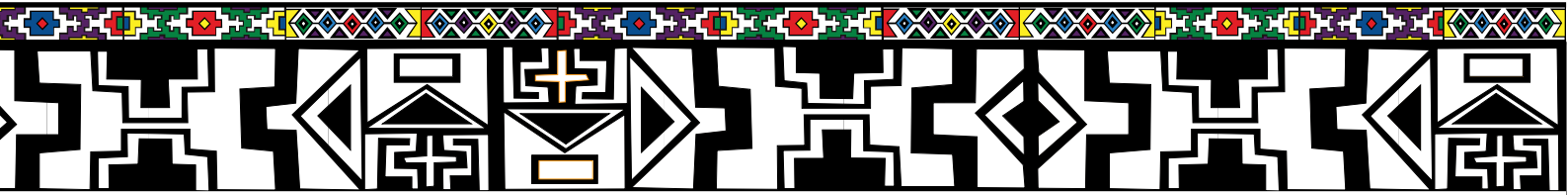




# **SERVICES TO BE RENDERED BY ACADEMIES**

**SOUTH AFRICAN  
SPORTS ACADEMIES**



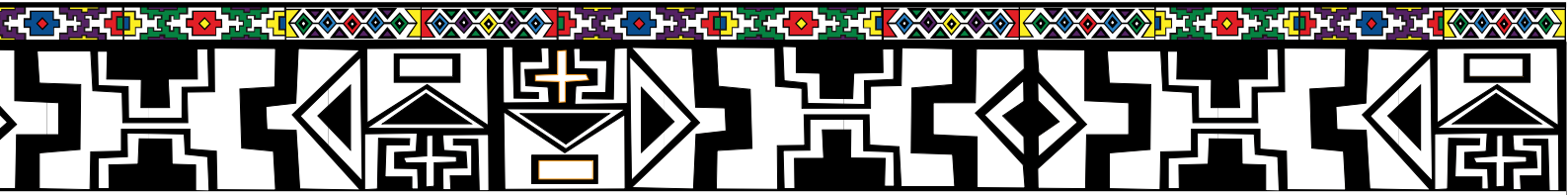


## SERVICES TO BE RENDERED BY ACADEMIES

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 of appropriate support services for the specific athlete or official. The following are the services that will be rendered by the Academies, however, will vary based on the needs assessment conducted for each athlete and official:

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

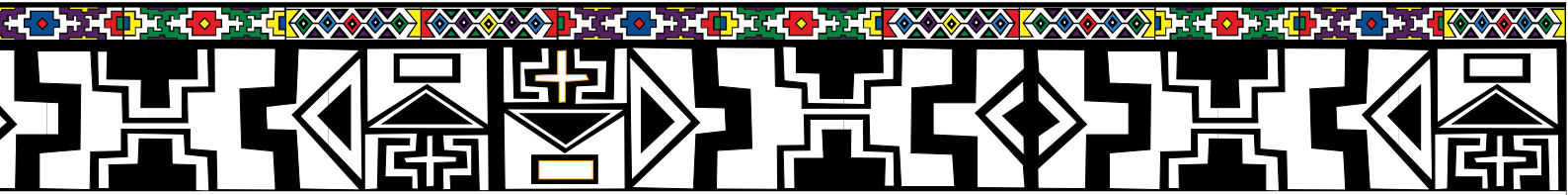




# **ROLES AND RESPONSIBILITIES OF PRIMARY STAKEHOLDERS AND ROLE PLAYERS**

**SOUTH AFRICAN  
SPORTS ACADEMIES**





## 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 Training Centre 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;
- Proper lifeskills and career opportunities required by athletes and officials;
- Talent identification, selection and development;
- Source and provide funds for District and Provincial Academies;
- Oversee and monitor the implementation of programmes and functioning of PAS and 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 SASCOC. 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 SASCOC;
- Work closely with SASCOC on the monitoring and improvement of the Academy system;
- Liaise with Provincial Federations and Sports Confederations to ensure that sport specific programmes are implemented.

### PROVINCIAL SPORTS CONFEDERATIONS

Provincial Sports Confederations shall be responsible for:

- Oversee the implementation of the academy system in the province as shall be guided by SASCOC;
- Monitor the activities of the Provincial Academy in their respective provinces as shall be guided by SASCOC;
- Ensure that Academies are properly governed in line with SASCOC's policies and guidelines;
- Consolidate all activities in the Provinces, including at district level and Sport Schools and provide feedback reports to SASCOC;
- Liaise with Regional Sports Councils to ensure there is monitoring of regional programmes in their respective regions;

### PROVINCIAL FEDERATIONS

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

- Talent scouts and coaches;
- Federation-specific technical expertise;
- Channeling 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, regional 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 counseling 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 SASCOC through the Provincial Sports Confederations.

**DISTRICT ACADEMIES OF SPORT (DAS)**

The number of DAS will be determined by the PAS in consultation with the Provincial Sports Council, Provincial Department of Sport and Recreation and relevant (Sport and Recreation) Local Government representatives. The various Metropolitan, District and Local Municipalities, should be facilitated to share expertise and resources in terms of facilities and officials. Sports Performance Institutes and Universities who apply for recognition shall be considered as District Academies on the proviso they meet the criteria set out in **Annexure A**.

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

- Talent identification, selection and nurturing;
- Linking with the Hubs’ programmes to ensure talented athletes from mass participation programmes are channeled 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, Regional Sports Councils, 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 a phased in approached 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 4 Academies, hub of High Altitude training
- Northern Cape 4 Academies
- North West 4 Academies
- Western Cape 5 Academies

**SPORT SCHOOLS**

Sport 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 feeder to the District and the Province. The role of Sport 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 Schools shall be:

- Scout and recruit talented athletes in consultation with Provincial Federations and ensure they are registered on the District system/ database;
- 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 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 SASCOC in the development and standardization of Provincial, District Academies and Sport 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 as follows:

- Monitor progress to ensure there is adequate support for talented athletes in collaboration with Provincial Sports Confederations, Manager Academy and Management Committee;
- Funding of provincial and regional 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;
- Ensuring that provincial academies have a strong regional/ satellite academy system that will be on the ground with the schools and community structures, through engagement of Local municipalities in the provision of 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 Hubs to ensure that programmes are aligned with provincial and national, and therefore, creating pathways for

talented athletes from regional level and mass participation;

- Provide reports to District Academy Coordinators;
- Work closely with all local structures, including sports councils;

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

**Sports Performance Institutes/Tertiary Institutions**

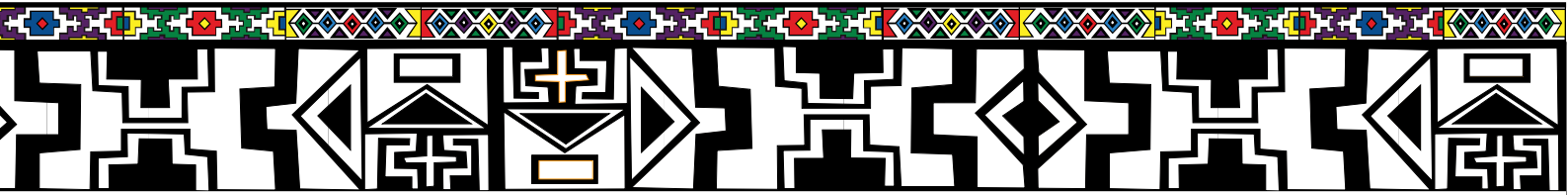
Sports performance institutes/Tertiary institutions have played a key role in the provision of services to some of the Provincial Academies of Sport and host some of the Academies. As indicated under District Academies, some of the Institutions can apply for recognition as a District Academy. Their main role in the system however, 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 and medical 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 utilize private academies that are part of the overall national system and subscribe to the recognition criteria as set out in Annexure A.

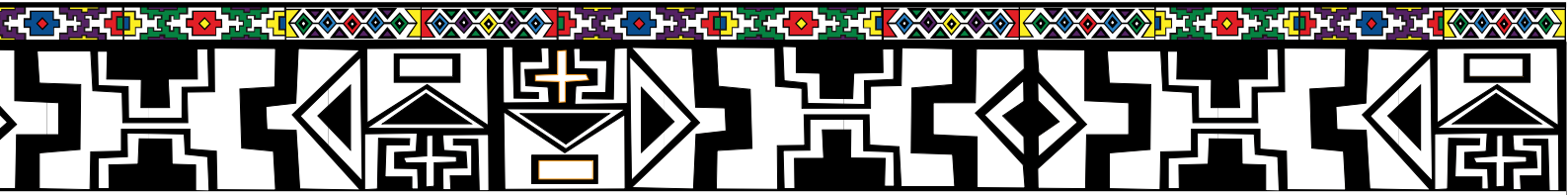
All levels of Academies shall be expected to implement the **Transformation Charter** in line with the national agenda as contained in the NSRP 2012.



# **GOVERNANCE**

## **SOUTH AFRICAN SPORTS ACADEMIES**





## 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:

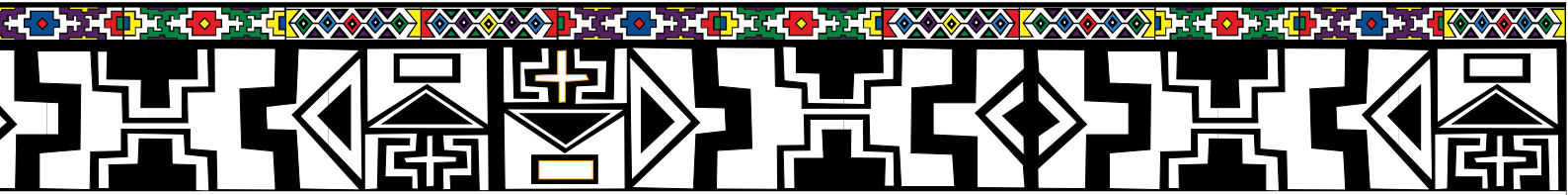
- The Board of SASCOC shall be the structure accountable for the Academy system in the country;
- The SASCOC General Assembly shall ratify the policies and strategies of the Academy system;
- The operations of the Academy system shall reside within the High Performance Department of SASCOC;
- The Provincial Sports Confederation shall oversee and monitor the implementation of programmes of Provincial Sports Academies;

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. It is believed that there is no need for nine Academy Boards over and above the SASCOC Board elected by the member NFs. An alternative proposal of establishing Management Committees was made which would have a similar role to that of the Boards. The establishment of the Management Committees would create another provincial structure which may further cause confusion in further spread the limited resources. Since there are already existing structures aligned to the national sport agenda, the Provincial Sport Confederations are best suited to oversee the functioning of academies in their provinces. These structures however, should be properly governed and functional in order to take over this additional role.

SASCOC shall also appoint an Advisory Committee which will advise on Talent identification, development and High Performance issues. The Advisory Committee shall be constituted by various experts and shall meet on a semester basis or as often as shall be required.

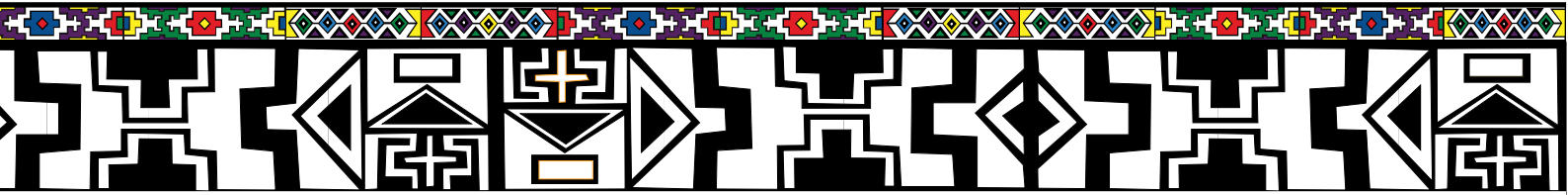




# **DIAGRAMMATIC PRESENTATION OF THE STRUCTURE**

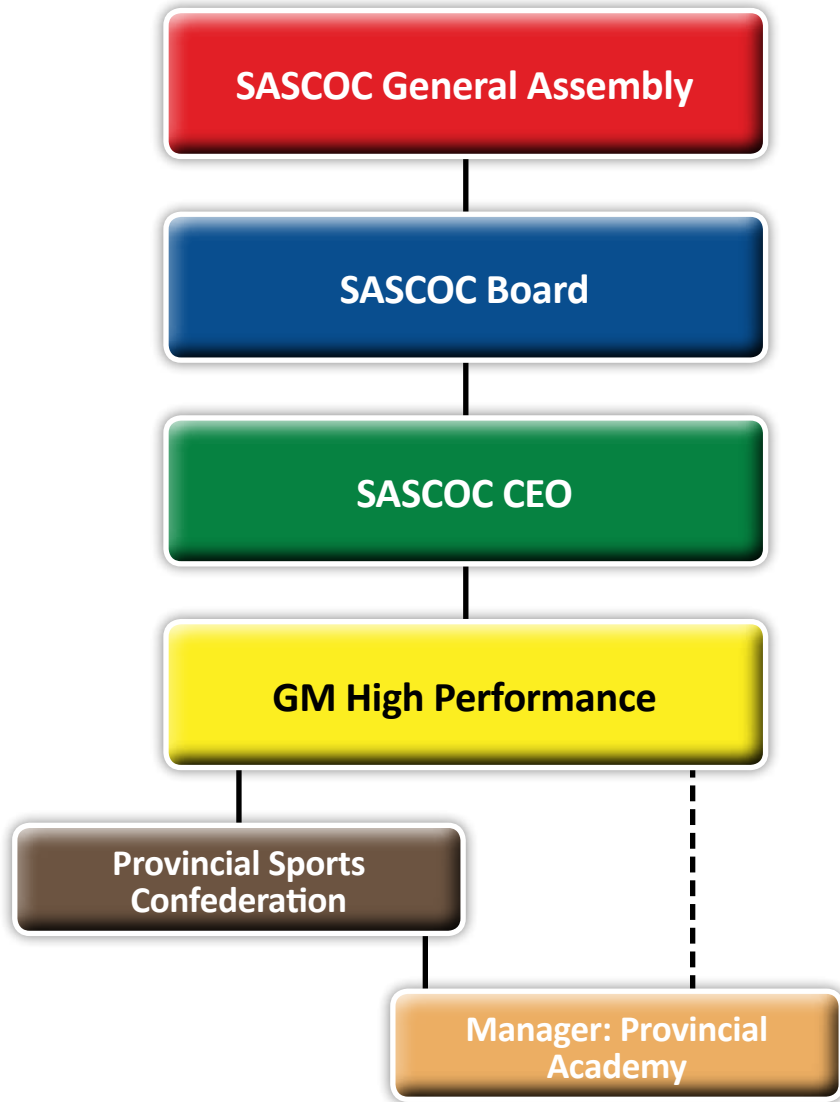
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SPORTS ACADEMIES**



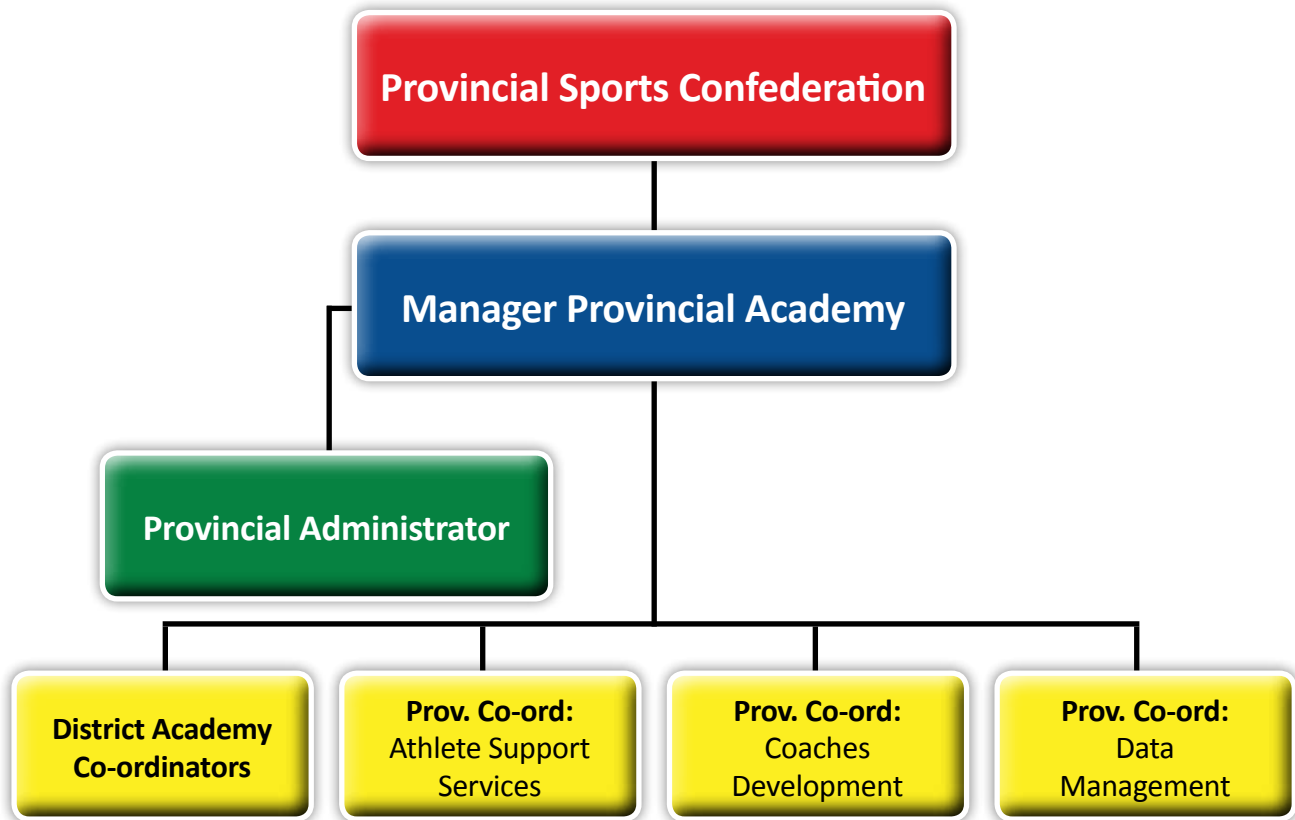




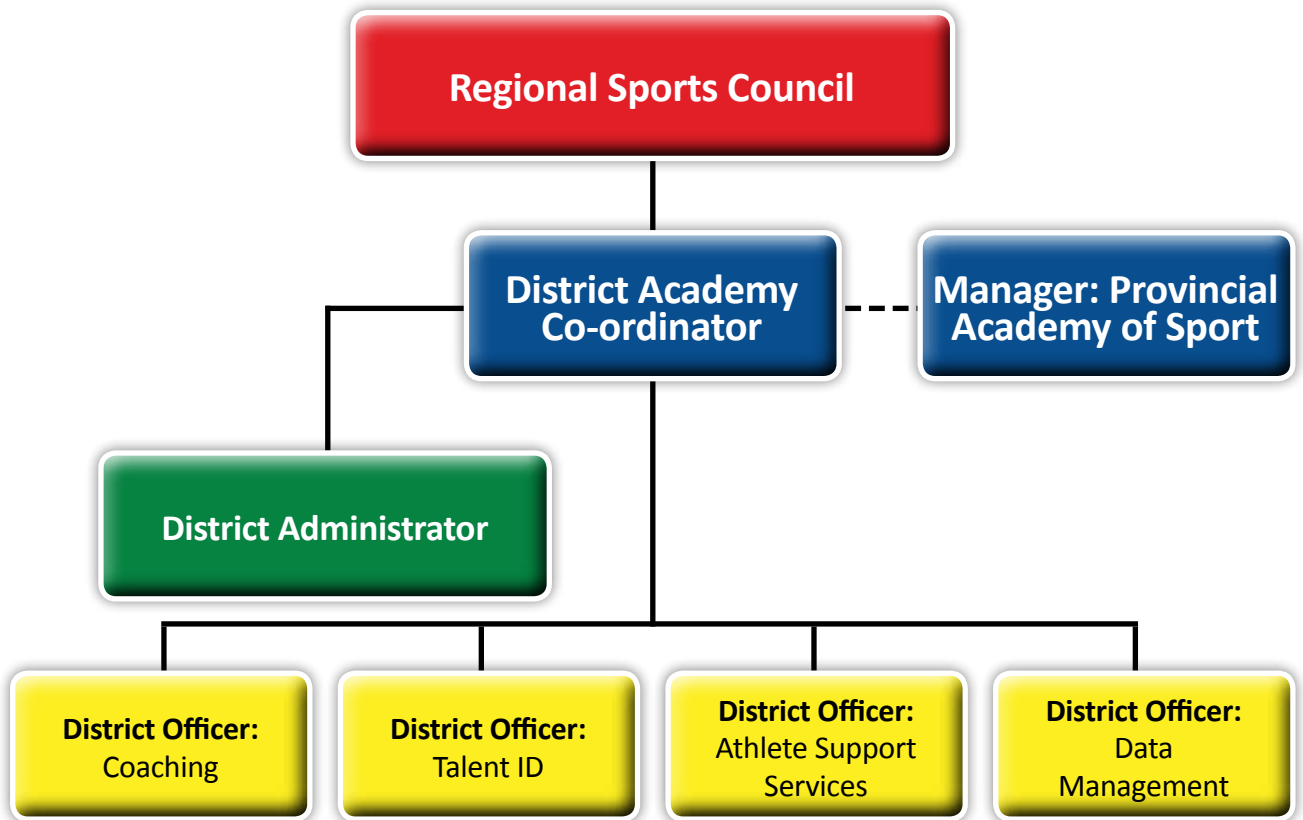
NATIONAL LEVEL

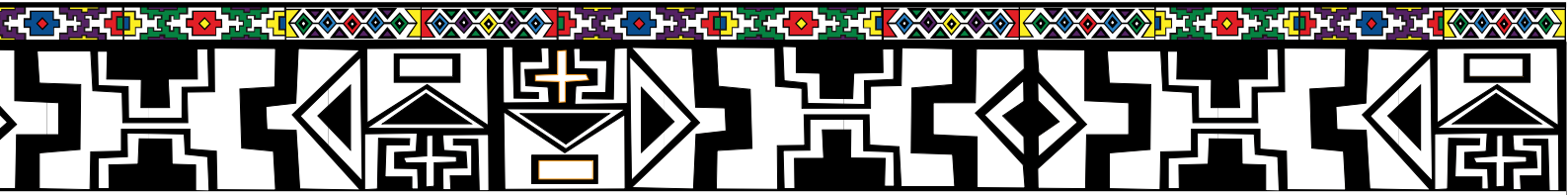


PROVINCIAL LEVEL



REGIONAL LEVEL

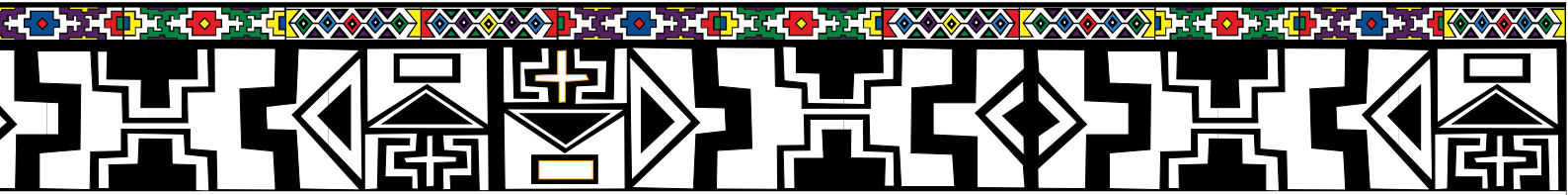




# FUNDING

## SOUTH AFRICAN SPORTS ACADEMIES





## FUNDING

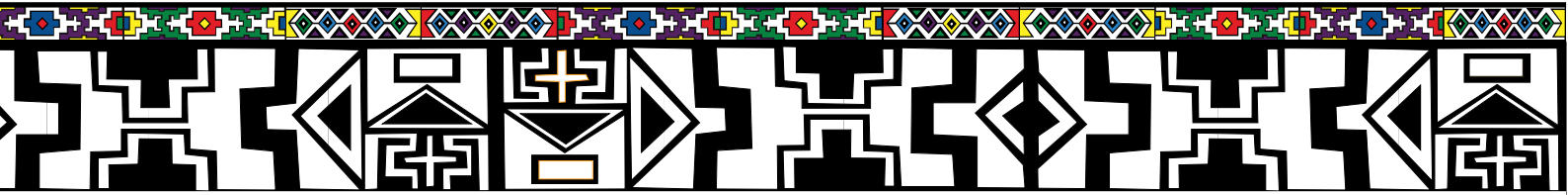
To ensure that the system successfully identifies, develops and nurtures talented athletes and officials, funding will be a key factor. A funding mechanism will be established to ensure that the system is sustainable. Even though already highlighted in the roles and responsibilities, the following stakeholders and sources will be approached to fund the academy system:

- SRSA
- Provincial Departments of Sport, Recreation Arts and Culture
- National Lotteries Distribution Trust Fund
- Municipalities
- Private sector and business
- International donors
- Use of exchange programmes to give international exposure

### 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.



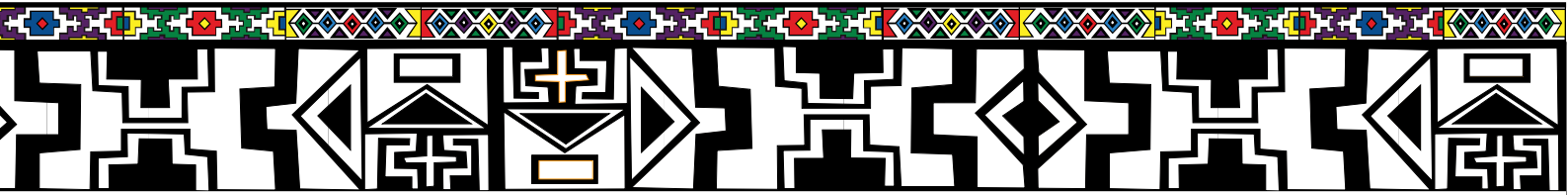




# **ACKNOWLEDGEMENTS**

**SOUTH AFRICAN  
SPORTS ACADEMIES**





## ACKNOWLEDGEMENTS

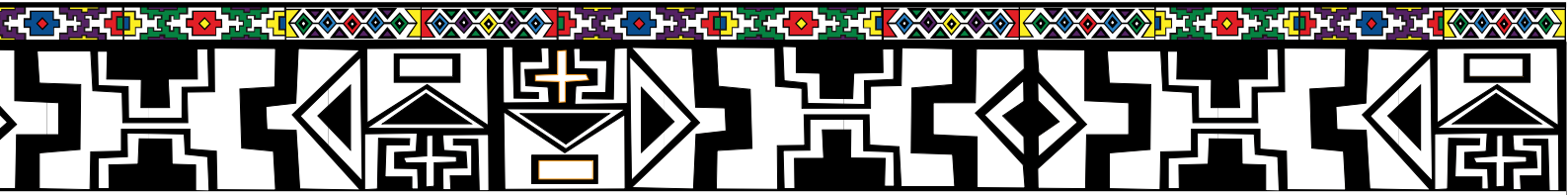
SASCOC acknowledges the contribution of the following individuals and organizations that contributed in the drafting of the South African Sports Academies Strategic Framework and Policy Guideline:

- Gideon Sam, SASCOC President
- Tubby Reddy, SASCOC CEO
- Board of SASCOC
- SASCOC Management
- Sport and Recreation South Africa
- SASCOC Affiliated National Federations
- Provincial Departments of Sport and Recreation
- Provincial Academies of Sport

### Working Group

- Ezera Tshabangu - SASCOC GM High Performance
- Leon Fleiser - SASCOC Manager Team Preparation
- Dumisani Mtwana - SASCOC Co-ordinator- Academies
- Mkhululi Magada - EC Provincial Sports Confederation
- Jerry Segwaba - Free State Provincial Sports Confederation
- Barry Hendricks - Gauteng Provincial Sports Confederation
- Patrick Hlongwane - KZN Provincial Sports Confederation
- Sanele Mthiyane - KZN Provincial Sports Confederation
- Dr Malumbete Ralethe - Limpopo Provincial Representative
- Linda Zwane - Mpumalanga Provincial Sports Confederation
- Motlatsi Keikabile - North West Provincial Sports Confederation
- Farrel Moses - Northern Cape Provincial Sports Confederation
- Bennett Bailey - Western Cape Provincial Government
- Prof Rosa du Randt - Nelson Mandela Metropolitan University
- GuguNtuli - Stellenbosch University Sports Performance Institute
- Toby Sutcliffe - High performance Centre Pretoria
- Justin Durant - Sports Science Institute of South Africa
- Prof Dawie Malan - NWU Institute for Sports Science and Development
- Ilhaam Groenewald - University of the Western Cape
- Nomsa Mahlangu - Durban University of Technology
- Mandla Gagayi - Rhodes University

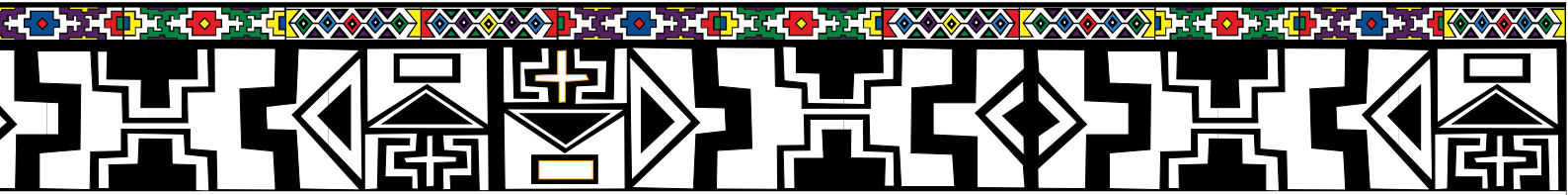
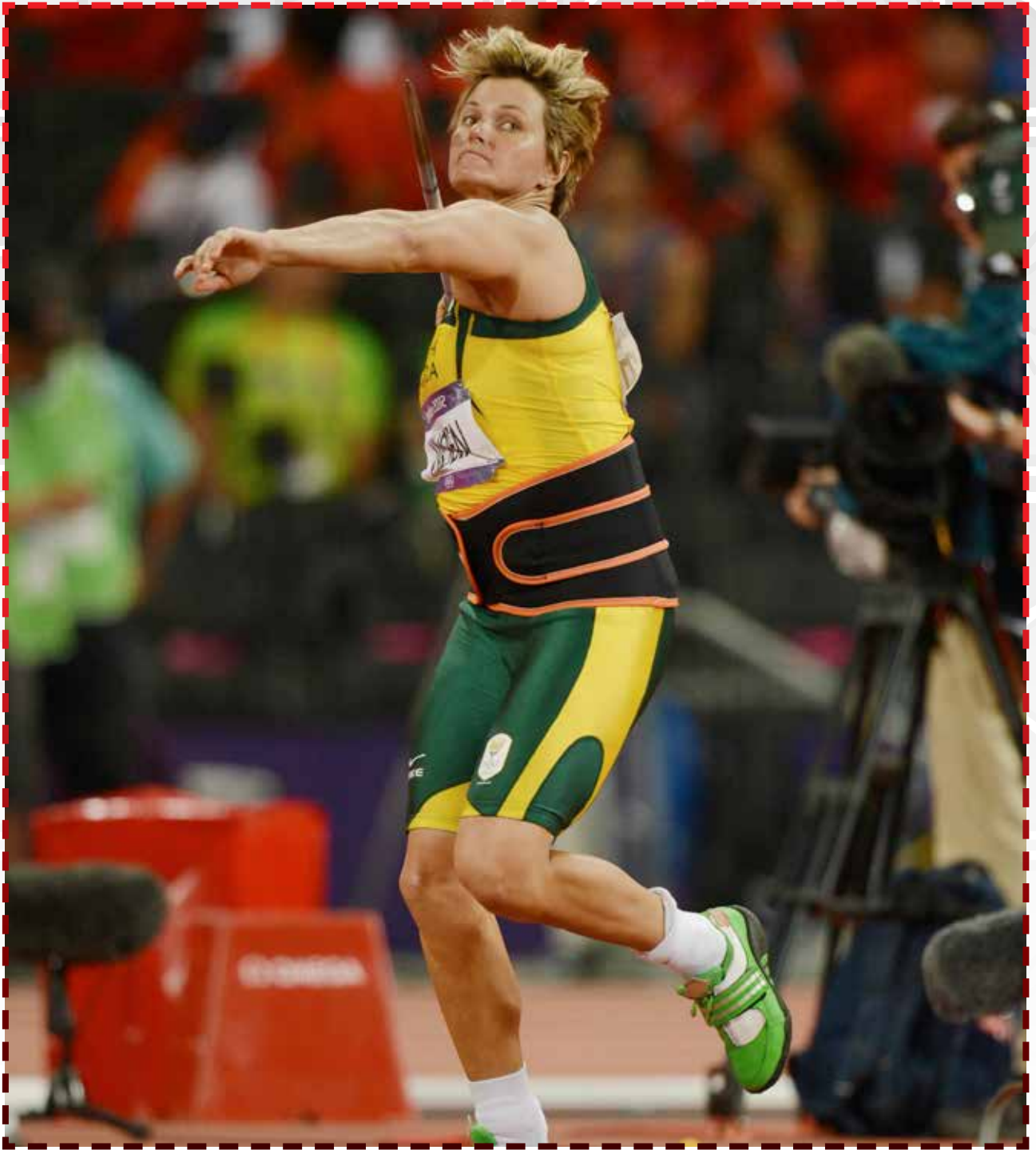




# **REFERENCE DOCUMENTS**

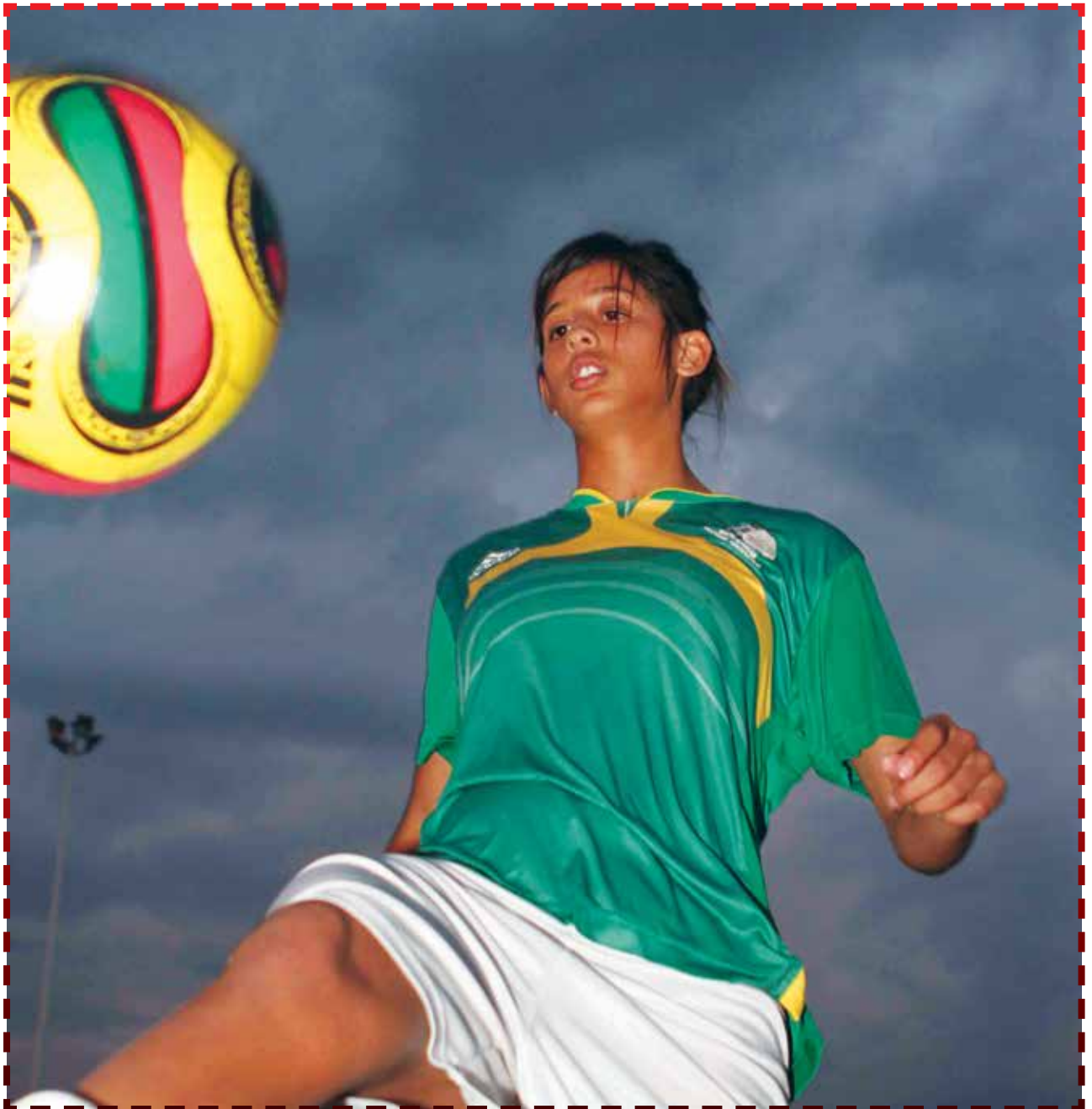
**SOUTH AFRICAN  
SPORTS ACADEMIES**

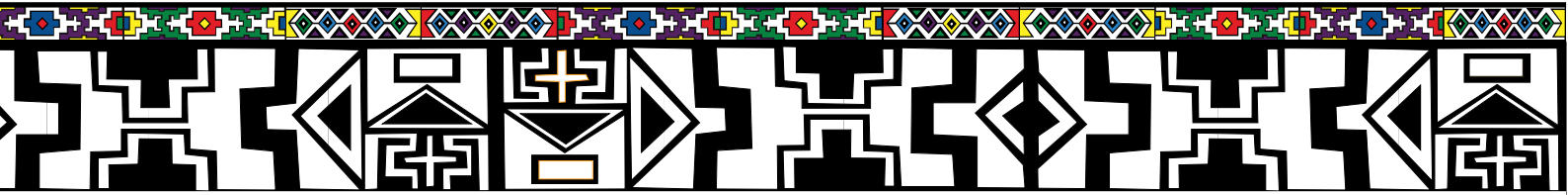




## REFERENCE DOCUMENTS

1. Academies of Sport in South Africa: Founding Document, National Sports Council (27 Feb 1997)
2. Provincial Academies of Sport (PAS) Blueprint – South African Sports Commission (2002)
3. Towards a South African National Academy System – South African Sports Confederation and Olympic Committee (2005)
4. SASCOC Audit of PAS (2006)
5. Strategy for Delivery of Integrated Scientific Support Services - SRSA (2009)
6. National Sport and Recreation Plan – SRSA (2012)
7. South African Sport for Life – A Model for Long Term Participant Development, SASCOC (2012)



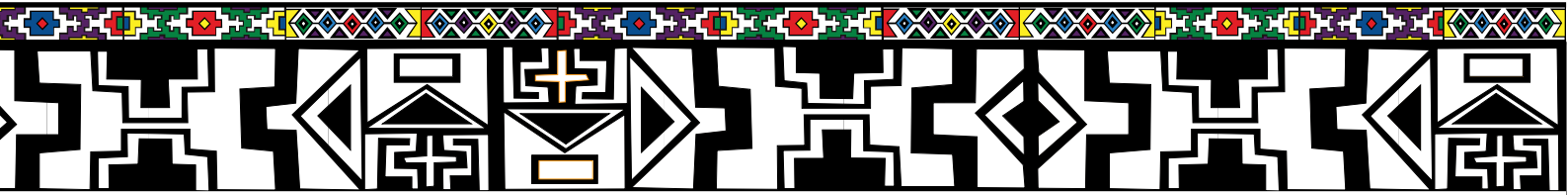




# **ANNEXURE A**

## **SOUTH AFRICAN SPORTS ACADEMIES**





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

### PURPOSE OF THE RECOGNITION CRITERIA

This recognition criteria is 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.

1. **Chief Executive Officer** means the CEO of the South African Sports Confederation and Olympic Committee;
2. **District Academy of Sport** – shall mean the existing or new district/local Academy of sport set up by the PAS or by the Municipalities.
3. **General Manger 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** – shall mean the Member of the Executive Council in the respective province responsible for the Sport Recreation Arts and Culture;
7. **National Federation** – shall mean the recognised sport body affiliated to SASCOC and in good standing with SRSA
8. **Private Academy of Sport** – shall mean those entities operating privately and charging a fee to athletes to partake in their activities/ training programmes;
9. **Provincial Academy of Sport** – shall mean the existing provincial academies of sport established by the erstwhile South African Sports Commission;
10. **Provincial Federation** – shall mean the recognised sports body affiliated to and in good standing with a National Federation
11. **Provincial Sports Confederation** – shall mean a duly constituted provincial structure affiliated to SASCOC and responsible for co-ordinating and monitoring structure for sport in a province;
12. **SASCOC** means the South African Sports Confederation and Olympic Committee;
13. **Sport School** – shall mean a school set up for talented athletes while ensuring that they receive education;
14. **Sport and Recreation South Africa** – shall mean 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 SASCO 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 7 sports codes (athletics, swimming, netball, cricket, rugby, boxing, football, (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, SASCOG and SRSA:

- i. Be recognised by the MEC for Sport Recreation Arts and Culture;
  - ii. Be recognised by the Executive Mayor/ Mayor of the relevant City;
  - iii. Be recognised by the Provincial Sports Confederation and Sport Academy.
- (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 (athletics, swimming, netball, cricket, rugby, boxing, football, (additional sport will be province specific);
  - 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

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

- (a) Be recognised by SASCOG 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 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 Provincial Sports Confederation and Provincial Sports Academy.
- (e) **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 access to a network of sports science and medicine specialists;
- (f) Have qualified and experienced coaching staff

#### 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 qualification in Sport and 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.

## 6. APPLICATION FOR RECOGNITION WITHIN THE SA ACADEMY SYSTEM

- 6.1 An academy of sport that wishes to apply for recognition must submit its application to the Chief Executive Officer (CEO) of SASCOC;
- 6.2 **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.
- 6.3 The CEO shall, within 7 days of receiving an application acknowledge receipt of the application;
- 6.4 Consider (in consultation with an independent panel) the application and any further information provided by the applicant (within 30 working days of receipt) and;
- 6.5 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).
- 6.6 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.
- 6.7 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;
- 6.8 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.

## 7. DUTY TO PROVIDE REPORTS AND INFORMATION

### 7.1 PROVINCIAL ACADEMIES OF SPORT

Every recognized Provincial Academy of Sport shall have the duty to:

- i. Provide monthly reports to the President of the Provincial Sports Confederation and Provincial HOD for Sport and Recreation;
- ii. Provide quarterly reports to SASCOC;
- iii. Attend meetings as shall be called by the Provincial Sport Confederation or SASCOC from time to time.

### 7.2 DISTRICT ACADEMIES OF SPORT

Every recognized District Academy of Sport shall have the duty to:

- i. Provide monthly reports to the Manager: Provincial Academy of Sport; Provincial HOD for Sport and Recreation;
- ii. Attend meetings as shall be called by the Regional Sport Council or Provincial Academy of Sport from time to time.

### 7.3 SPORT SPECIFIC ACADEMY

Every recognized sport specific academy shall have the duty to:

- i. Provide monthly reports to SASCOC and SRSA;
- ii. Attend meetings as shall be called by the Provincial Sport Confederation or SASCOC from time to time.

### 7.4 SPORT SCHOOLS

Every recognized Sport School shall have the duty to:

- i. Provide monthly reports to the relevant District Academy of Sport;
- ii. Attend meetings with the Regional or Provincial Sport Academy as shall be requested from time to time

### 7.5 PRIVATELY OWNED ACADEMIES

- i. Provide bi-monthly reports to the President of the respective National Federation;
- ii. Attend meetings as shall be called by the relevant National Federation from time to time.

## 8 CANCELLATION OF RECOGNITION

8.1 If an academy that has received recognition in terms of this framework does not comply with the prescripts of service provision accredited for, the CEO 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 shall have the right to immediately cancel such recognition, remove the Academy from the list of recognised Academies and inform all relevant parties.

8.2 For purposes of these Recognition Criteria, a cancellation of recognition takes effect on the date on which the certificate of recognition is cancelled by the CEO.



**APPLICATION FOR RECOGNITION AS A PROVINCIAL, DISTRICT,  
SPORTS SPECIFIC ACADEMY AND SPORT SCHOOLS**

**1. DETAILS OF ACADEMY/ SPORT SCHOOL**

Name of the Academy/ Sport School: \_\_\_\_\_  
Physical address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ Code \_\_\_\_\_

Postal address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ Code \_\_\_\_\_

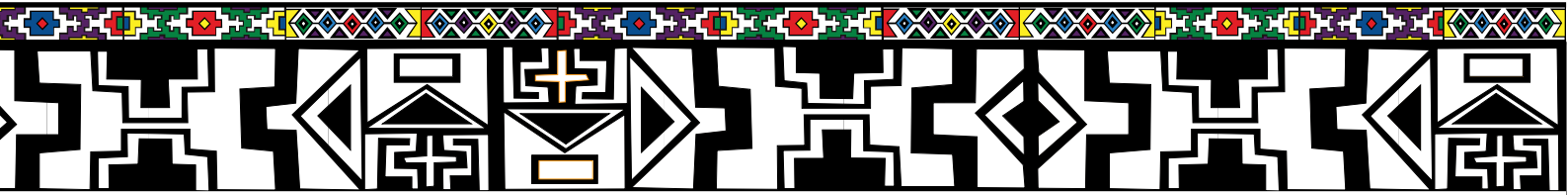
Telephone ( \_\_\_\_\_ ) \_\_\_\_\_  
Fax ( \_\_\_\_\_ ) \_\_\_\_\_  
E-mail \_\_\_\_\_

Date of financial year-end \_\_\_\_\_

**2. PARTICULARS OF OFFICE-BEARERS**

(If you have more office-bearers than is provided for on this page, provide the particulars of these office-bearers on a separate page and attach it to the application)

Name(s)	_____	Name(s)	_____
Surname	_____	Surname	_____
Business Address	_____	Business Address	_____
	_____		_____
	_____		_____
Residential Address	_____	Residential Address	_____
	_____		_____
ID Number	_____	ID Number	_____
Passport Number	_____	Passport Number	_____
Contact details	(w) _____	Contact details	(w) _____
	(h) _____		(h) _____
	(f) _____		(f) _____
Email	_____	Email	_____
Designation	_____	Designation	_____



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