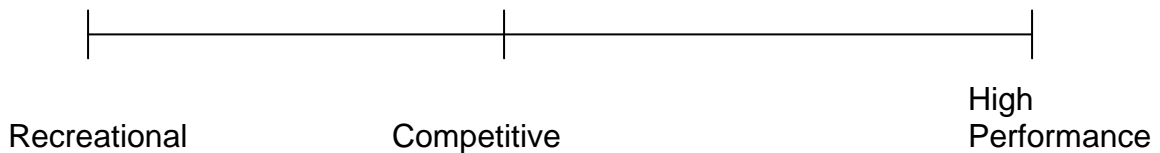




STRATEGY FOR THE SELECTION OF COMPETITIVE CLUBS

1. INTRODUCTION

The University of the Witwatersrand Sport provides participation opportunities to all students and staff according to their needs and the level of talent and competence in sport. In order to do that, participation is categorized on a continuum that includes social/recreational participation on the one end, and high performance participation on the other end. Between these extremes competitive participation is positioned.



Within the context of the University of the Witwatersrand, sports clubs are also categorised (being a social/recreational, competitive or high performance club) based on the compliance within certain criteria. Evaluation of the respective clubs is done annually. It should be understood that high performance clubs are obliged to not only provide high performance opportunities, but also competitive (campus league) and social participation opportunities to participants.

Through this approach the identification and the development of talent are nurtured through a process of continuous strategizing and development.

The following combination of factors is imperative for a club to be considered as a Competitive Club.

2. **CRITERIA** for the evaluation of competitive sports clubs. Seven criteria will be utilized to assess clubs, namely:
- a) Criteria 1 - Human Resources, Coaches etc.
 - b) Criteria 2 - Recruitment (I & E), Retention annual targets
 - c) Criteria 3 - Club Administration (Annual Planning Session)
 - d) Criteria 4 – Performance Level & Achievement – USSA
 - e) Criteria 5 - Commercial Targets
 - f) Criteria 6 - Strategic Value (Alumni Strategy)
 - g) Criteria 7 – Transformation Targets
 - h) Criteria 8 – Marketing

2.1 Human Resources (1 point, compulsory)

It is imperative for a club to have a coach to become a competitive sporting code; without one a club is not eligible to become a competitive sport code

HP clubs must develop and support the following human resources:

- *Coaches*
- *Team Managers*
- *Academically at risk student-athletes (ASP)*
- *Student-athletes (each to be on an annual HP programme)*

A job description for each member of a club's human resources must be submitted together with Curriculum Vitae for each person.

2.2 Recruitment and Retention (3 points - 1 point for internal recruitment, 1 point for external recruitment, and 1 point for retention and meeting annual targets. In year one 2 points might be rewarded for internal recruitment as it shows the actual market for the sport on the Wits Campus.)

One of the major strategic objectives is Recruitment and Retention. A competitive club should have a system and strategy in place that incorporates both internal and external recruitment strategies. These strategies must be aligned to the Wits Sport recruitment and retention plan. By ticking both the internal and external recruitment boxes we enable and position the respective club to have both depth and performance which is a key ingredient in a sustainable sporting system.

If there is no recruitment strategy in place a club is ineligible to become a competitive or HP code.

2.3 Club Administration (3 Points)

This speaks to not only effective administration by the sports officer but also in how well the club and the sports officer work together to ensure deadlines are met, annual planning is done and university financial policies are adhered to.

- The clubs need to show proof of regular Operation Meetings (Minutes, Agenda's etc.)
- The club must have a functional club committee. (Proof of the functionality of the club committee for the last 2 years must be provided).
- An updated club constitution is a necessity.
- Proof of a succession plan must be given.

2.4 Performance Level & Achievement – USSA (3 points – 1 for performance, 1 for regular leagues/events and 1 point for a competitive Internal League.)

This includes not only the actual provincial or national performance but also the existence of Regular Competitive Competitions and Leagues. Just relying on USSA results is not sufficient for a club to demonstrate its competitive characteristics. If a club has no continuous ranked tournaments to show evidence to their competitive abilities, they cannot be considered for a competitive sporting code

This criteria really do form the foundation for a club to become a competitive sport code and even possible a High Performance Code in future

2.5 Commercial Targets and Fundraising relative to size of club (2 points)

The club must raise an agreed upon amount (through fundraising or sponsorships) to contribute to the University budgeted funds they receive annually. Are regular fundraisers done to meet all USSA and other running expenses?

2.6 Strategic Value (1)

This speaks to the ambits of strategic importance to Wits Sport, Wits University as well as National goals. This would include the following at this stage:

- Gender Equality
- Alumni Networking
- Mass Participation

2.7 Transformation Targets (3 points if transformed, 1 point if targets are met Annually.)

According to the national sports plan, teams that have more than 60% black members are considered transformed. Without a doubt this should be our goal for all Wits Sport Teams. Teams and Clubs that do not adhere to this already will be expected to submit targets for the next 3 years to which end improvement can be measured.

Principle of this criteria is to ensure clubs show serious intend in regard

2.8 Marketing(2 points)

The club should be marketable within the University of the Witwatersrand Sport context. As part of the return on investment (ROI) for Wits University, marketing value to the value of at least the Universities budget allocation will be expected.

- ❖ Media : Press (Newsclip articles and photographs) and/or
- ❖ Media: Electronic (Proof of electronic media coverage)
- ❖ Active on Social Media
- ❖ Wits Sport website

Must have a sustained strong presence at registration welcome day and O week

3. PROCEDURE FOR GRADING ON THE SPORT CONTINUUM

All the clubs on High Performance and Competition level of the continuum are evaluated annually.

Additional criteria for upgrading from a lower to a higher level on the continuum:

Participation

In order for a sports club to be promoted to the next level on the continuum, such a club must have organized a successful internal competition during the previous season, before participation in provincial leagues can be considered.

Performance level

See 2.6. Results of all the teams entered into the provincial league will be considered when decisions are made with regard to promotion or relegation on the continuum.

4. HIGH PERFORMANCE CLUBS

2014
Rugby
Hockey
Football
Cricket
Netball

2015
Rugby
Hockey
Cricket
Basketball
Football

2016
Rugby
Hockey
Cricket
Basketball
Football

5. COMPETITIVE CLUBS

2019
Tang Soo do
Rowing

6. RECREATIONAL

25 Recreational Codes

7. SUMMARY

University of the Witwatersrand Sport is committed to deliver quality, multi-leveled sport participation opportunities to all our students and staff through an innovative and integrated trend-setting programme.

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