

APRIL 2021

# BUCS SPORT

# REVIEW

CYCLE THREE  
BRIEFING PACK



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# INTRODUCTION

British Universities and Colleges Sport (BUCS), in partnership with its membership of higher education institutions, has one core mission;

## **To deliver the best student sport experience in the world.**

In order to achieve this mission, we need to re-examine our understanding of the landscape of sport, across the higher education sector. Ensuring that, wherever necessary, we are able to evolve our programme for the benefit of student-athletes.

As a part of the operational delivery of the BUCS Sport Programme, regular sport-by-sport reviews have always been undertaken, to try and maintain the suitability of our competitive sport offers. However, as the provision of inter-university competition sits at the very core of everything BUCS does, it was agreed that an overarching framework for reviewing competition delivery was needed to bolster this review process. The BUCS Sport Review is about advancing a more transparent and open process, which will allow us to consistently appraise and progress our competition programme.

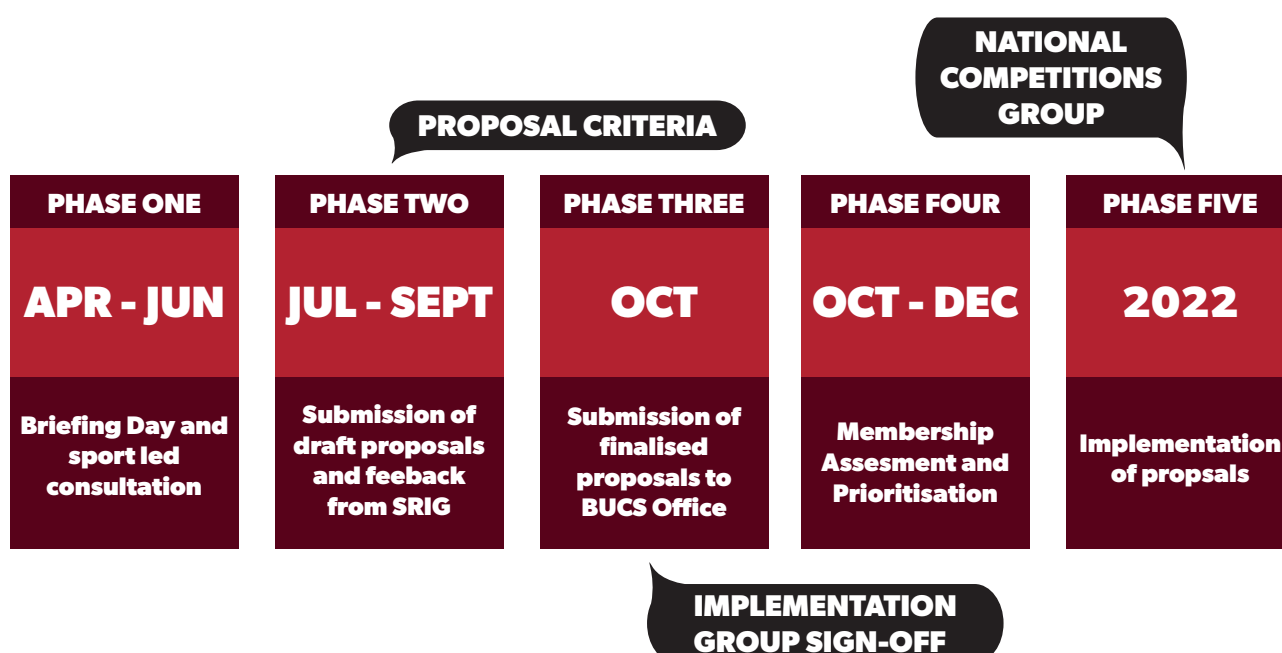
Cycle One and Cycle Two of the Sport Review process have concluded with a number of changes moving to implementation for the 2019-20 season and 2020-21 (or 2021-22 due to the impact of the pandemic) season respectively. For a list of key highlights from Cycle One and Two see Appendix E. All of the sports that engaged with Cycle One and Cycle Two began their journey at a briefing event. Contained within this briefing pack is all of the information needed to understand the BUCS Sport Review process. Information which will help you assess your current higher education offer, and ultimately decide whether you would like to make a proposal for change to BUCS and its members.

# THE PROCESS

Simply put, the Sport Review process is an opportunity for sports to submit proposals for consideration by BUCS and its member institutions. The process is open to existing BUCS sports to suggest changes to current competition offers, as well as proposals to add to new sports, disciplines, or events to the BUCS programme. To engage with this opportunity, sports will need to clearly outline how their proposal will improve the experience of student-athletes, and make evident all consultation supporting the need for change.

The process for developing and submitting proposals is enveloped within a five-phase process. Which despite initially appearing quite linear, is fundamentally fluid, as sports are able to return to different phases to develop ideas as the process intensifies.

The diagram and definitions below, illustrate how proposals with an objective of being implemented for the 2022-23 BUCS season, could progress through the process:



**Phase One (April to June)** is initiated by a briefing event on Thursday 22 April 2021. Following which sports are instructed to initiate consultation with their current student-athletes and any relevant higher education institutions. Within this phase, sports are expected to review their current offering, and clearly outline the types of student-athletes that participate (see APPENDIX A). This is to help sports identify whether the current competition offer is appropriate for the different types of student-athletes, and if there are gaps in provision which would indicate a need for change.

**Phase Two (July to September)** starts with the deadline for initial proposals to be submitted to BUCS on Monday 5 July 2021. This is followed swiftly by a primary review of proposals by the BUCS Sport Review Implementation Group (SRI Group). Sports will be provided with a clear set of proposal criteria (see APPENDIX B) that should be factored into the development of initial proposals (see APPENDIX C). Once the SRI Group have reviewed the initial proposals, sports will be invited to a specific feedback session, to receive and discuss any comments. After receiving direct feedback sports are then welcome to undertake any further consultation or progress with the finalisation of proposals.

**Phase Three (October)** on Tuesday 5 October 2021 sports will be asked to submit a finalised version of their proposal. At this point the SRI Group will be invited to once again review the submissions, and approve proposals to move to Phase Four; the membership consultation phase. At this stage, proposals may be pushed back to Phase Two if it is felt that the proposal is not yet ready to enter Phase Four. Support and constructive feedback will be provided throughout.

**Phase Four (October to December)** is the formal membership consultation and assessment stage for proposals. The current governance structure aligned to BUCS National Competitions Group will be utilised to collate and evaluate membership feedback on final proposals. This feedback will be assessed utilising the Decision Making Matrix, which has been developed as a part of the Sport Review process. An example of the matrix is available in APPENDIX D.

**Phase Five (December)** will be the point at which decisions relating to proposals being taken forward to implementation for September 2022, are made and communicated to sports. At this point, dependant on the membership feedback received, sports may still be referred back to earlier phases to review content and offer amended or alternative suggestions.

## INITIATING A PROPOSAL

Five student-athlete profiles have been identified by BUCS to help develop a more universal vocabulary, as we begin to acknowledge the different 'types' of student-athlete within higher education sport. These profile types are the key component of the entire Sport Review process, and should be the starting point for sports wanting to assess their current offer and submit a proposal for change.

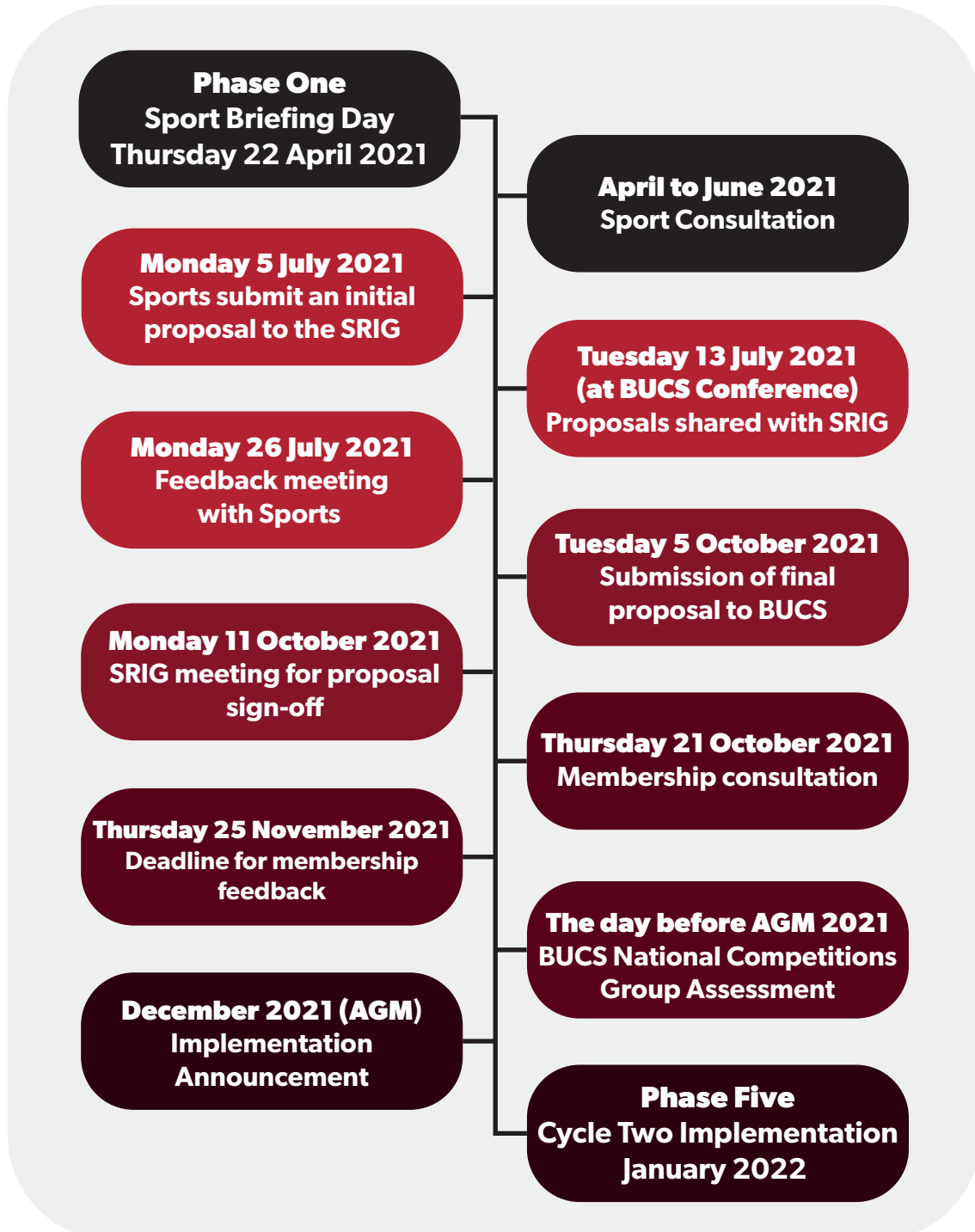
Before pen is put to paper, sports are asked to utilise the student-athlete profile types and evaluate how these relate to the student-athlete participants currently engaging in their sport. The profile types are based on three main components: ambition, commitment and prioritisation. This is to reflect the differing motivations that student-athletes present in relation to sport participation.

It is extremely important that sports fully understand the varying types of experience that their student-athletes are looking for. As this will help identify whether the current competition offer is appropriate, and if there are gaps in provision which would evidence a need for change. Sports will be expected to clearly identify which type or types of student-athletes are experiencing a gap in provision. For example, if the proposal is aimed at developing a performance focused National League competition offer then it should be clear that the proposal is targeting the development of a more appropriate offer for student-athlete Types 4 and 5. If a proposal is aimed at adding a new sport or event to the BUCS Programme, it is important to be clear on what types of student-athlete the new competition will be appropriate for.

Being clear on the type of student-athletes associated to the proposal, allows both BUCS and its member institutions to fully understand what is being proposed, and ensure that the appropriate consultation is undertaken during Phase Four of the cycle.

Once sports are ready to begin constructing a proposal to address a gap in provision, then the comprehensive proposal criteria document (APPENDIX B) should be referred to. Alongside this, sports will be asked to use the Sport Review Proposal Template (APPENDIX C) to create their proposal document.

# TIMELINE SUMMARY



# APPENDIX A

## STUDENT-ATHLETE PROFILE TYPES

### SUMMARY DOCUMENT

The full definitions relating to each of the Student-Athlete Profile Types identified by BUCS.

TYPE	AMBITION	COMMITMENT	PRIORITISATION
<p><b>5</b></p>	<p>Success within Elite Sport.</p> <p>Depending on the sport in question, this could mean:</p> <p>International Representation, a Professional or Semi-Professional Contract, or High Performance National Competition/NGB Pathway.</p>	<p>Highest levels of commitment to both personal and team performance development.</p> <p>Strong desire to engage with supplementary training environments, such as: strength and conditioning, performance analysis, physiotherapy and sport rehabilitation treatment.</p> <p>No issues with lengthy time and travel commitment.</p> <p>Cost unlikely to be a factor for consideration when establishing commitment to participate.</p>	<p>Sporting performance is a very high priority, possibly ahead of most other commitments.</p>
<p><b>4</b></p>	<p>Success within a Highly Competitive/Performance Focused Environment.</p> <p>Depending on the sport in question, this could mean: NGB Talent Pathway Entry, National Leagues, and/or National and Premier Tiers of BUCS.</p>	<p>High levels of commitment to performance advancement.</p> <p>Desire to engage with supplementary training environments.</p> <p>However, focus may sway more towards the outcome of performance (winning) rather than personal development for future performance.</p> <p>Minimal issues with committing long periods of time to training or lengthy travel associated with fixtures.</p> <p>Cost less likely to be a factor for consideration when establishing commitment to participate.</p>	<p>Will generally prioritise sport participation ahead of most other commitments.</p>



TYPE	AMBITION	COMMITMENT	PRIORITISATION
<p style="text-align: center; font-size: 24pt; font-weight: bold;">3</p>	<p>Success within a Competitive Sporting Environment.</p> <p>Very likely to consistently engage with regular competitive opportunities. May be interested in advancing within a sport to compete at the highest tier possible both within and outside HE sport, however focus may be isolated to simply succeeding within current competition (e.g. winning the league).</p>	<p>'Seasonally based commitment': will readily commit to competing and trying to personally improve within a competitive season.</p> <p>Competitive outcome very likely to be a stronger factor compared to personal performance development. Generally little interest in engaging with supplementary training environments.</p> <p>Some issues with lengthy travel. Would prefer to strike a balance between competing and other personal commitments.</p> <p>Cost could be a factor for consideration when establishing commitment to participate.</p>	<p>May prioritise competing ahead of other commitments/interests.</p> <p>Likely to balance prioritisation of sport against wider commitments.</p>
<p style="text-align: center; font-size: 24pt; font-weight: bold;">2</p>	<p>Engagement with recreational sporting environments.</p> <p>Motivational factors more likely to be focused around: enjoyment, experience, and socialisation.</p> <p>There may still be ambition to experience a competitive environment, however the driver for this is quality of experience rather than performance related. current competition (e.g. winning the league).</p>	<p>Unlikely to be committed to advancing through competitive environments. Instead are more likely to seek enjoyable opportunities to compete on a regular to intermittent basis. Appropriateness of opportunity very important, as a Type 2 participant would be likely to disengage quickly if the offer is not right.</p> <p>Regular issues with lengthy travel, preference would be to remain quite local to engage with competitive opportunities.</p> <p>Cost would be a factor for consideration when establishing commitment to participate.</p>	<p>Might prioritise ahead of other commitments, but generally unlikely. The offer must suit the individual's motivation and can become quickly deprioritised.</p> <p>Likely to balance prioritisation of sport against wider commitments.</p>

TYPE	AMBITION	COMMITMENT	PRIORITISATION
<p><b>1</b></p>	<p>Participation in sport on a flexible basis.</p> <p>Motivational factors very likely to be focused around: enjoyment, experience, and socialisation.</p> <p>Little ambition to experience a highly competitive environment.</p>	<p>Minimal/no level of commitment to advancement. Seeking opportunities that offer ad-hoc or intermittent competition, making it easier to flexibly commit to participation.</p> <p>Issues with travel, strong preference for localised opportunities.</p> <p>Cost very much a factor for consideration when establishing commitment to participate.</p>	<p>Unlikely to prioritise ahead of other commitments</p>

# APPENDIX B

## PROPOSAL CRITERIA

### SUMMARY DOCUMENT

#### OVERVIEW

This document is intended to provide sports with the guidance needed to develop initial proposals as a part of the Sport Review Process.

#### TIMELINE FOR DEVELOPING PROPOSALS

Within Cycle Three, the deadline for initial draft proposals is Monday 5 July 2021. This is to allow the Sport Review Implementation Group (SRI Group) the opportunity to review proposals and provide constructive feedback on their structure and content. As outlined earlier within this booklet, only proposals endorsed by the SRI Group will progress through to the final submission stage to seek membership approval in Phase Four. Endorsement by the Group is dependent on sports adequately evidencing consideration for all criteria elements presented within this document.

#### PROPOSAL CRITERIA

The considerations outlined below are grouped within six categories: Purpose, Strategic Alignment, Consultation and Support, Resource Implications, Wider Impact Assessment, and Key Performance Indicators. Within each category is a list of questions that need to be answered within proposals. There is a template for compiling finalised proposals attached to this document in APPENDIX C; the section titles within the template directly reflect these six categories. Please note that simple yes or no answers will not be adequate, and supplementary evidence should be presented wherever appropriate.

##### Purpose

- Why is this proposed change needed? Is there a clear gap in provision?
- Who is the proposal specifically targeting? Which specific type of student-athlete is the proposal focused on (e.g. Type 1-5)?
- How will student-athletes directly benefit from this proposal? Are the benefits to student-athletes clearly defined?

## Strategic Alignment

- How does this proposal align with the different strands of The BUCS Strategy?
  - Sport/Physical Activity: Inter University Sport, Performance Sport, Social and Recreational Sport, and Physical Activity and Health
  - Professional & Workforce Development
  - Profile & Influence
  - Inclusion
- How does this proposal align to your sport's strategy?

## Consultation and Support

- What are the numbers of institutions and individual students directly impacted by this proposal? Have you undertaken any consultation with those directly impacted?
- Who is driving this change within the sport? Who are all the current organisations/groups/bodies supporting this proposal? What support has been provided or promised?
- Have all relevant home nation organisations/governing bodies been consulted?
- Are there any notable organisations/groups/bodies not yet engaged with this proposal?

## Resource Implications

- What are the resourcing implications (increase/reduction) for each of the following groups?
  - **For BUCS and the Sport (NGB and/or proposer)**  
Including, but not limited to: How will the partnership between BUCS and the sport look/change if the proposal is accepted? What are the expectations around resources provided by BUCS? What resources will the proposing external bodies be providing? For event-based proposals, what is the expected revenue and expenditure associated with the proposed events and who will be responsible for overseeing the financial management of delivery?
  - **For Institutions and Student-Athletes**  
Including, but not limited to: Will individual/team costs increase? Is there a potential impact on staffing resource e.g. administration time, upskilling on sport specific knowledge?

What is the potential impact on journey times? What percentage of the competitors are predicted to be new or additional to current participants? Are there other sports against which your proposal may be in competition for (a) facilities or (b) participants? Will there be any specific support resources provided to institutions and clubs?

- Where there is a predicted increase in resource requirement, how will this be mitigated/supported by the proposer?

### **Wider Impact Assessment**

- What is the potential impact (positive or negative) on external pathways/competitions?
- What is the predicted impact on Compliance and Governance (BUCS Rules and Regulations)?
- How would this change possibly affect the current Dual Career offer within the sport? I.e. is there any predicted impact on academic commitments.
- Does this proposal align with any other development occurring within the sport outside of BUCS?
- What is the evidence that supports this change being sustainable long-term?
- Will there be any criteria within the competition offer which might limit access for institutions or student-athletes?
- Is there an established workforce to support this change? E.g. match officials, volunteers, coaches.

### **Key Performance Indicators**

- What does success look like as a result of the proposal? This should be considered year to year and also with a three year outcome base?
- What are the outcomes expected from the proposal? How will these be measured and evaluated?
- Are the measures SMART and do they align with long term goals of both the sport and BUCS?



## ***(Insert sport here)* SPORT REVIEW PROPOSAL**

PREPARED BY *(insert name/group here)* | *(insert date here)*

### **CYCLE THREE**

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#### **SUMMARY**

*This should be an executive style summary regarding your proposal, and include the following;*

- *What the proposed change/competition/event is*
  - *What student-athlete type the proposal is targeting*
  - *How this proposal will enhance the student experience*
  - *Headlines relating to the strategic alignment, resource implication and wider impact sections*
- 

#### **1. INTRODUCTION**

*Provide some background to the proposal; how long the sport/current structure has been running within/externally to BUCS, numbers of student-athletes, institutions involved etc. Evidential data is welcome here to set up the remainder of the proposal and justify any claims/proposals made.*

*Expand on any headline points made in the summary that don't necessarily fall into any of the areas below.*

#### **2. PURPOSE**

*Provide the context for the proposal – reiterate and expand on the headlines from the summary regarding student-athlete type, and why this proposal will ultimately result in the best student-athlete experience for your particular sport. Outline the anticipated benefits of the proposal, and how you came to the conclusion that this is necessary within BUCS.*

#### **3. STRATEGIC ALIGNMENT**

*BUCS has seven strategy strands – do not feel the need to ensure your proposal meets each and every one within this section. Outline key strategic areas you see the proposal aligning with, and expand on how the SAG/NGB's current strategy or direction aligns/supports these areas.*

#### **4. CONSULTATION AND SUPPORT**

*This is a key area, and one which should be given the most attention. Outline and evidence all consultation with students and staff at institutions – the more data the better. Ensure all relevant NGBs have been consulted, and be specific about the support anticipated or guaranteed e.g. have Welsh, Scottish, English and Northern Irish bodies been consulted regarding this proposal? Have potentially contradicting bodies been consulted? E.g. some sports have multiple governing bodies within the same home nation.*

#### **5. RESOURCE IMPLICATIONS**

*This should link strongly with the consultation and support section – provide some specifics about how any anticipated resource implications have been arrived at. Exact numbers and figures aren't required, but if a substantial increase in resource is going to be required from students, institutions or BUCS, this needs to be addressed in full, and anticipated approaches to mitigating this addressed. There may, to the contrary, be a reduction in resource required from some parties and these should also be highlighted.*

#### **6. WIDER IMPACT ASSESSMENT**

*This should demonstrate how the proposal links/fits within a sports pathway; effect on dual-career opportunities; anticipated effects on existing BUCS league/event structures or governance/compliance; does the sport have the workforce necessary to deliver change, or are there anticipated plans and resource dedicated to this?*

#### **7. KEY PERFORMANCE INDICATORS**

*This should include the key metrics that will be used to evaluate the success if the proposal is implemented. By default, proposals will be implemented for three years before a final review of success to determine long term retention in the programme. It is expected that there will be annual and three-year review metrics to allow BUCS to monitor progress and ensure the best chance of success. Metrics should be SMART.*

#### **8. CONCLUSION**

*This should mirror the summary – picking out the key headlines to reiterate the need for this proposal to implemented, and how it will, ultimately, provide the best student sporting experience.*

### SUMMARY DOCUMENT

#### OVERVIEW

As Cycle Three of the BUCS Sport Review begins, the BUCS membership will once again be asked to indicate their thoughts in relation to any proposals that progress through the framework.

This document contains an overview of how a decision making matrix has been developed and refined, to support Phase Four of each Sport Review Cycle. Titled the *Sport Review Decision Making Matrix*, it is intended to outline the membership consultation that should be undertaken in relation to each finalised proposal.

#### BACKGROUND

The Sport Review Decision Making Matrix has been adapted from an existing matrix aimed at tackling wider organisational decision making within BUCS. Developed by our CEO Vince Mayne, this parent matrix outlines the considerations, limits and process which will support decision making within the organisation. It details the areas to be assessed by staff or member groups when complex issues are identified.

The Sport Review Decision Making Matrix has been developed in the same vein, to support the identification of the correct consultation outcome, and ensure that decisions can be made in a clear and transparent way. The Matrix will allow us to focus our consultation processes, and ensure that those impacted by change are empowered to share their valued opinions. As a membership based organisation, collaboration and consultation lie at the very core of our values.

#### STRUCTURE

The system uses a 5 point scale with 1 being the least severe, or lowest score, and 5 being the most severe, or highest score. The areas of assessment are:

- **Number of member institutions impacted**
- **Resource impact on member institutions**
- **Resource impact on BUCS**

Once each area has been assessed and given a score, each score is then



multiplied together to provide a **final score**. The score is then used to guide the course of action taken, by identifying the most appropriate type of consultation to undertake during Phase Four of a Cycle.

## **THE SPORT REVIEW DECISION MAKING MATRIX**

<b>IMPACT ON MEMBERS (A)</b>		<b>RESOURCE IMPACT ON MEMBERS (B)</b>		<b>RESOURCE IMPACT ON BUCS (C)</b>	
<b>NUMBER OF MEMBERS</b>	<b>RATING</b>	<b>IMPACT LEVEL</b>	<b>RATING</b>	<b>IMPACT LEVEL</b>	<b>RATING</b>
<b>30+</b>	<b>5</b>	<b>HIGH</b>	<b>5</b>	<b>HIGH</b>	<b>5</b>
<b>&lt;30</b>	<b>4</b>		<b>4</b>		<b>4</b>
<b>&lt;20</b>	<b>3</b>	<b>MEDIUM</b>	<b>3</b>	<b>MEDIUM</b>	<b>3</b>
<b>&lt;10</b>	<b>2</b>		<b>2</b>		<b>2</b>
<b>&lt;5</b>	<b>1</b>	<b>LOW</b>	<b>1</b>	<b>LOW</b>	<b>1</b>

For the *resource impact on member institutions* and *resource impact on BUCS* assessment areas, we have developed definitions associated to each of the 5 points within the scale. These definitions are intended to reflect both acute financial elements (e.g. entry fees, travel costs) and less quantifiable resource areas (e.g. administration time). These definitions have been refined through consultation with the BUCS National Competitions Group and the Sport Review Implementation Group, they can be viewed in more detail in the *DEFINITIONS* section below.

## CONSULTATION PROCESS

A target response rate has been identified for each level, within the outcome scoring element of the Matrix. For example, where consultation with those directly impacted is required, then 80% of recipients are expected to respond to validate the consultation process. Whilst, if the identified outcome is to consult the entire membership, then only 25% of recipients are expected to respond.

### **DECISION MAKING MATRIX OUTCOMES**

<b>SCORE</b>	<b>ACTION</b>	<b>TARGET RESPONSE RATE</b>
<b>51 - 125</b>	<b>FULL MEMBER CONSULTATION AND SIGN OFF BY BUCS BOARD</b>	<b>25%</b>
<b>31 - 50</b>	<b>MEMBERSHIP CONSULTATION WITH ALL MEMBERS - REGARDLESS OF WHETHER THEY OFFER THE SPORT</b>	<b>25%</b>
<b>21 - 30</b>	<b>MEMBERSHIP CONSULTATION WITH ALL THOSE ENGAGING WITH THE BUCS COMPETITION OFFER</b>	<b>50%</b>
<b>5 - 20</b>	<b>MEMBERSHIP CONSULTATION WITH THOSE DIRECTLY IMPACTED</b>	<b>80%</b>
<b>4</b>	<b>NATIONAL COMPS GROUP DECISION</b>	<b>N/A</b>
<b>1 - 3</b>	<b>BUCS EXECUTIVE STAFF DECISION</b>	<b>N/A</b>

For each consultation outcome, the response data will be reviewed by National Competitions Group, who will then have the ability to either adopt, reject or send the proposal back out for further consultation.

## FURTHER DEVELOPMENT

One area of the Matrix that has held particular focus is the definition associated to the statement 'those directly impacted'. It is recognised that impact can be measured across a number of variables, and can mean very different things to different parties.

SCORE	ACTION
5 - 20	MEMBERSHIP CONSULTATION WITH THOSE DIRECTLY IMPACTED

### DEFINITIONS OF 'DIRECTLY IMPACTED'

**Restructure of an existing league(s)/tier(s):** any institutions within the tiers directly above and below, and any other specific teams likely to be moved up or down a league as a result of the restructure.

**Creation of a new league:** existing top two tiers of competition

**Event based sport:** all institutions evidenced as engaging with the BUCS competition offer on the last three years

**New sport:** all institutions evidenced as currently engaging with the offer outside of BUCS

For the moment we have tried to establish clear definitions for the different proposal types, based on a broad categorisation of proposals. We have devised four definitions that we believe provide clarity to the four main categories which capture the proposals; the restructuring of an existing league(s)/tier(s); the creation of a new league; an existing event based sport; a new sport.

## DEFINITIONS

### Member Resource Impact

RESOURCE IMPACT ON MEMBERS (B)		
IMPACT LEVEL	RATING	DEFINITION
HIGH	5	<b>SIGNIFICANT INCREASE IN RELATED FINANCIAL COSTS, INCLUDING: ENTRY COSTS, TRAVEL DISTANCE/TIME, FACILITY REQUIREMENTS AND STAFF RESOURCE COSTS</b> Identifiable investment required to attain competition related minimum operating standards
	4	<b>SIGNIFICANT INCREASES IN RESOURCING OR FINANCIAL COSTS</b> Such as travel, entry costs, facility requirements, or workforce requirements
MEDIUM	3	<b>NOTABLE INCREASES IN RESOURCING OR FINANCIAL COSTS</b> Such as travel, entry costs, facility requirements, or workforce requirements
	2	<b>NONE OR MINIMAL INCREASE IN RESOURCING OR FINANCIAL COSTS</b> Such as travel or entry costs
LOW	1	<b>EVIDENCED REDUCTION IN RESOURCING OR FINANCIAL COSTS</b> Such as reduction in facility hire, travel or entry costs

## DEFINITIONS

### BUCS Resource Impact

RESOURCE IMPACT ON BUCS (C)		
IMPACT LEVEL	RATING	DEFINITION
<b>HIGH</b>	<b>5</b>	<b>SIGNIFICANT INCREASE IN RELATED FINANCIAL COSTS</b> Such as increased staff administration time, relationship management time, risk management time, logistical support, Marcomms support, and delivery costs
	<b>4</b>	<b>SIGNIFICANT INCREASES IN RESOURCING OR FINANCIAL COSTS</b> Such as increased staff administration time, relationship management time, logistical support, or delivery costs
<b>MEDIUM</b>	<b>3</b>	<b>MODERATE INCREASES IN RESOURCING OR FINANCIAL COSTS</b> Such as increased staff administration time, relationship management time, logistical support, or delivery costs
	<b>2</b>	<b>NO INCREASE IN FINANCIAL COSTS</b> Except for short term resourcing costs during implementation
<b>LOW</b>	<b>1</b>	<b>REDUCTION IN RESOURCING REQUIREMENTS</b> Such as reduced staff administration time, or reduction in delivery costs

## APPENDIX E

### PREVIOUS CYCLES

#### EXAMPLES & LEARNING

A number of proposals were successful in being approved for implementation in Cycle One and Cycle Two. In order to help new or returning sports through their Cycle Three journey, full proposals from Cycle Two are available to download from the BUCS website. Copies of proposals from Cycle One are available on request. Highlights from previous cycles are pulled out below.

#### CYCLE ONE OVERVIEW

*Key highlights to emerge from Cycle One were:*

**Fencing:** to develop regional inter-university competitions in partnership with British Fencing

**Golf:** to open up the Golf Tour Championship to individual guest entries from elite non-student golfers

**Hockey:** to introduce a National League for the men's and women's programmes

**Lacrosse:** to introduce a second layer within the existing Premier Tier of women's lacrosse

**Rugby Union:** to introduce a National League for the women's programme

**Rugby Union:** improve the competitive offer in the lower tiers of the men's programme

**Taekwondo:** to adopt Taekwondo as a new sport in the BUCS competition structure

**Table Tennis:** to introduce a Premier Tier into the women's programme

**Ultimate:** to restructure the women's offer to reflect the growth of the sport

#### CYCLE TWO OVERVIEW

*Key highlights to emerge from Cycle Two were:*

**Baseball & Softball:** to adopt Baseball and Softball as new sports within the BUCS competition structure

**Golf:** introduce a new Premier Tier structure, merging three into two leagues

**Handball:** to adopt Handball as a new sport in the BUCS competition structure

**Rugby League:** to introduce a National League for the men's programme

**Weightlifting:** to adopt Weightlifting and Para-powerlifting as a new sport in the BUCS competition structure

**Wheelchair Basketball:** to adopt Wheelchair Basketball as a new sport in the BUCS competition structure

**Table Tennis:** to introduce a Premier Tier into the women's programme

**Ultimate:** to restructure the women's offer to reflect the growth of the sport

### **We aren't currently a sport offered in the BUCS programme - how do we become a BUCS sport, and what is the criteria involved?**

All sports not currently in the BUCS programme are welcome to engage with the Sport Review Process and submit proposals in order to have their sport considered for adoption into our programme. However, it should be noted that due to the limited information BUCS and the membership may have about your sport e.g. current offer/structure, demand, resource implications, more detail and evidence will likely be expected to help your sport and proposal to be understood.

### **We have undertaken the Sport Review Framework exercise, and believe that we do not need to make any changes, or make a case to have our sport included within the BUCS programme. What do we do?**

The Sport Review is an open and fluid process, with cycles aligned to new BUCS seasons. If as the governing body or sport advisory group, you believe that what is currently offered is already appropriate for student-athletes, then you do not need to continue through the process. You will of course always be welcomed back in future cycles. Please note though, that there may be instances where BUCS will encourage existing sports to continue engaging with the process even if the initial sport assessment has determined no change is needed; this could be for a number of reasons, and BUCS will of course work closely with sports in these situations.

### **We have identified a potential gap in provision/an opportunity to improve our offer, but we aren't sure whether we are quite ready to address this. What should we do?**

A number of sports have come across this after completing the initial review of their sport offer, and as mentioned throughout the booklet, Cycle Three is not a one-time opportunity. In this situation we would encourage you to undertake further consultation and gather insight to better understand the gap in provision. Then liaise with BUCS to agree when the best time might be to move forward within the Sport Review process.

**We are keen as a sport to make changes and/or suggest new offers, but do not have any additional resource to facilitate these. Can BUCS help?**

Much like you, BUCS has a finite amount of resource. However, we are dedicated to ensuring our programme and competition provides the best possible sporting experience, and can work with you to determine whether your proposal is feasible. Any extra resource required by either the sport or BUCS will need to be addressed in the proposal (should you choose to proceed).

**We have been instructed to ensure that our proposal is data and evidence driven. How do we contact students and institutions in order to gather this data/evidence?**

BUCS & the SRI Group will be able to assist you in making contact with a number of institutions, which in turn will help you reach students more directly. We would also encourage each sport to utilise existing contacts and networks within established university clubs. Sports should ensure that if they are contacting student clubs directly, that they are also liaising with staff at those institutions to guarantee that there are no gaps in understanding during consultation.

**What happens if we submit an initial or final proposal, but decide we are not ready to implement this once feedback is received?**

As mentioned, this is not a one-time opportunity, and the whole process is fluid cycle-to-cycle. Should your sport decide more time is needed after a certain phase, BUCS will continue to work with you if you want to continue pursuing the proposal in future cycles.

**If our proposal is accepted in the final phase, what are the next steps for implementation?**

Implementation can take many forms, and will vary dependent on the size and scale of impact on the existing programme. The BUCS office will work internally to determine the best method of implementing your proposed change/offer, and work with you before announcing these changes to the membership. This will take into account any concerns or queries received during membership feedback.



## **What happens if the proposal does not meet one of the feedback targets in the Decision Making Matrix?**

The Matrix is a formal guide to help facilitate decision making within the BUCS membership. All proposals shared during Phase Four, will be considered and reviewed by our National Competitions Group. The National Competitions Group is made up of elected representative from each BUCS region, who are responsible for making decisions in relation to the BUCS Competition Programme.

