

@CashBackScot



@basketballscot



Developing Young People

Growing The Game



basketballscotland – CashBack For Communities

Phase 3 (2014 – 2017) - Year 8 Annual Report

1st April 2016 – 31st March 2017

(Includes Quarter 4 report for 1st January – 31st March 2017)

Table of Contents

CashBack History.....	3
2016/17 Quarter 4 - Summary.....	4
Growing the Game.....	4
Developing Young People	4
Equalities Focus.....	4
2016/17 Quarter 4 and Annual - Financial Report.....	5
2016/17 Annual (Including Quarter 4) - Outcomes	9
basketballscotland Membership for Season 2016/17 as at 31 st March 2017.....	11
Qualifications in Quarter 4.....	12
Qualifications – Summary for 2016/17 Year.....	13
2016/17 Annual (Including Quarter 4) – Outputs / Indicators	14
2016/17 Annual Report – Schools of Basketball.....	16
2016 /17 Annual Report – Club Champions.....	17
2016/17 Annual Report - Competitions.....	17
2016/17 Quarter 4 – Organisational Development	18
2016/17 Quarter 4 – Equalities Information	19
2016/17 Quarter 4 – Marketing and Communications	20
2017/18 Phase 4 (Year 9) – The Future / What Next?.....	21
Appendix	22
Appendix 1: Cashback Programmes Outline.....	22
Appendix 2 – Evaluation Plan Phase 3	27
Appendix 3: Phase 3 Logic Model (revised October 2015)	35
Appendix 4 – Club Champion Summary Table.....	43
Appendix 5 – School of Basketball Summary Table	45
Appendix 6: Case Study – Zane Bricite.....	47

CashBack History

In 2008 **basketballscotland** accessed £343,000 from the CashBack for Communities scheme. By partnering with the Scottish Sports Futures charity, who engage socially disaffected youths via the Twilight Basketball and Jump2it participation programmes, **basketballscotland** sought this additional resource to enhance its community basketball initiatives through a regional approach.

The impact of the first three years of basketball in schools, clubs, volunteers, membership and regional competition was clearly demonstrated with more coaches and players involved in local and regional basketball opportunities. RDLs, **basketballscotland**'s Regional Development Leagues, were a big success and a new competition bringing together youths from all regions and development squads called the National Challenge was launched for both boys and girls.

With the success of the **basketballscotland** CashBack programme in the first three years confirmed, a fresh bid for renewed funding led to a £700,000 grant being awarded to **basketballscotland** for the period up to 31st July 2014.

With the retention and increase of staff, beneficial projects like RDLs and National Challenges continued and expanded into Under 10 and Under 12 opportunities, plus new exciting projects like Future Clubz were able to be initiated and delivered.

After 6 great years of **basketballscotland** and CashBack for Communities partnership working, another 3 years of funding (£600,000) was granted to **basketballscotland** and took the total investment in the 9 year period to £1,643,000. The new funding was for the period 1st April 2014 up to 31st March 2017.

Finally, we are pleased to progress into phase 4 with CashBack as one of 17 partners. Our offer in terms of programme moving into the next 3 years is built around CashBack Schools of Basketball where we will invest a total of £814,980 into the creation of 16 programmes across the most deprived areas in Scotland, £492,800 of which coming from the CashBack Programme.

2016/17 Quarter 4 - Summary

The focus during Quarter 4 in 2015/16 was about delivery of the programmes, reviewing the progress so far and making changes to our infrastructure as we move into Phase 4 of our investment. A summary of highlights and key developments during the quarter, under the project headings, are outlined below:

Growing the Game

Regional Development Leagues continued in each region with RDL Final's hosted in March

Primary school and secondary school competitions continue to grow, with schools cup finals having been played in March

Club Champions – 10 clubs selected and agreements in place. All ten club champions are now recruited, deployed and having an impact on club profile and membership.

Inaugural Schools of Basketball Championships held in April & May

Developing Young People

Young Persons Panel continue to meet and influence changes in policy within the governing body

Evolving educational programmes to support the changing landscape in terms of how we engage with and develop young coaches and referees

Re-introduction of Referee Camp to fast track our most committed young volunteers

Youth Leadership awards programme continues to be delivered

Equalities Focus

Female Strategy Group formed

Work has now commenced on progressing to Intermediate Stage of the Equalities Framework

SBC for Wheelchair has commenced and sponsorship coming into place

Work has begun on our first ever School of Wheelchair Basketball

Monitoring and Reporting Systems

Coaching and officiating reporting for sportscotland aligned with CashBack reporting to simplify process

New database solution implemented to support CashBack monitoring

Focus on schools basketball and wheelchair basketball, aligned with youth membership increases, gave a major push on increased memberships to exceed target.

2016/17 Quarter 4 and Annual - Financial Report

	2016/17		2016/17	
	Q4		Total for year	
	Budget	Actual	Budget	Actual
	£	£	£	£
Income				
CashBack grant	47,961	47,961	191,843	191,843
Carried forward from 15-16			28,250	28,250
			220,093	220,093
Expenditure				
Salary costs	34,599	34,599	135,474	133,551
Staff Travel	2,250	1,942	9,000	8,705
Competition costs	4,875	5,890	13,000	21,778
Education costs	875	300	3,500	5,615
Regional Delivery costs	575	250	10,300	8,920
Club Development			48,250	41,378
Total expenditure	43,174	42,982	219,524	219,947
Surplus	4,787	4,979	569	146

The above amounts include VAT incurred in the delivery of the programmes.

Notes to the accounts:

basketballscotland's target for the financial year end 31 Mar 2017 was to increase our reserves back to a position of strength. The ambition was to not only restore the reserves but to increase them to the highest level reached for the organisation.

Due to Brexit and the fluctuation in Euro, the organisation's overall surplus target had to be revaluated mid financial term. **basketball**scotland sends teams to Europe to compete and the extra cost of the falling exchange rate impacted the business by wiping out the majority of its overall surplus for the year.

An estimated deficit is forecast for the organisation which currently sits at £655 at the time of writing this report due to the impact of the fluctuations in Euro and control measures to minimise this impact. The accounts are currently in draft format.

Following a recovery plan of three years, the strength of the reserves has mitigated the risk of unforeseen circumstances such as these and the Executive Board are striving to increase the financial stability of the organisation in the coming years.

The Executive Board, along with CEO and Head of Operations are now tasked with reassessing the organisational structure and its underpinning resource requirement and how the business reserves supports this.

1 April 2016 – 31 March 2017 CashBack Expenditure LA Breakdown

	Local Authority	Region	£	Number of people impacted
1	Edinburgh	East & Central	5,894.44	1854
2	West Lothian	East & Central	5,894.44	238
3	East Lothian	East & Central	5,192.50	218
4	Mid Lothian	East & Central	5,894.44	223
5	Borders	East & Central	5,192.50	265
6	Falkirk	East & Central	5,192.50	680
7	Stirling	East & Central	5,894.44	436
8	Clackmannanshire	East & Central	5,894.44	163
9	Moray	Grampian	9,247.31	48
10	Aberdeen City	Grampian	9,247.31	1296
11	Aberdeenshire	Grampian	9,713.43	1027
12	Highland	Highland	10,131.86	2215
13	Shetland	Highland	9,194.10	75
14	Orkney	Highland	9,194.10	65
15	Western Isles	Highland	9,194.10	63
16	Angus	Tayside & Fife	10,640.90	251
17	Dundee	Tayside & Fife	10,640.90	292
18	Fife	Tayside & Fife	10,640.90	374
19	Perth & Kinross	Tayside & Fife	10,640.90	366
20	Glasgow	West	4,375.65	1492
21	East Dunbartonshire	West	4,375.65	408
22	West Dunbartonshire	West	4,375.65	318
23	Renfrewshire	West	4,375.65	742
24	East Renfrewshire	West	4,375.65	306
25	East Ayrshire	West	4,375.65	294
26	North Ayrshire	West	4,375.65	196
27	South Ayrshire	West	4,375.65	297
28	Argyll & Bute	West	4,375.65	57
29	Dumfries & Galloway	West	4,375.65	110
30	North Lanarkshire	West	4,375.65	202
31	South Lanarkshire	West	4,375.65	102
32	Inverclyde	West	4,375.65	42

Total amount of money spent on our local authorities £210,419

Total number of people impact by this work 14,715

Note:

As CashBack funded, **basketballscotland** employed staff work either on a regional or national basis, Local Authority figures are derived from:

- 1 - Regional Development Officer costs for that region divided by number of local authorities in the specific region;
- 2 - An equal share (1/32nd) of National staff (Club Development and Membership / Communications officer);
- 3 - Plus school of basketball, club link and club champion grant costs directly attributed to the Local Authority;
- 4 - Plus an equal share (1/32nd) of the impact assessment and staff training costs.
- 5- **basketballscotland** have no official activity or basketball projects in Shetland or Orkney in 2016/17, so Highlands and Islands expenditure is only shared between 2 local authorities in that region.

2016/17 Annual (Including Quarter 4) - Outcomes

Outcome Number	Outcome	Strand	Progress as At end of Quarter 4 31 st March 2017
1	Increased participation in positive activity	Competition and Club Development Programme Schools of Basketball	Membership for the year to 7291 Schools of basketball launched in 10 schools for 2015/16 season Schools of Basketball end of Phase 3 cycle, 8 Schools confirmed for phase 4 cycle Schools of Basketball Championship Delivered Champions of Schools Basketball awarded x 6
2	Increased participation in difficult to engage and equalities groups	Competition and Club Development Programme Schools of Basketball Equalities Programme	U10, u12 and u14 RDL delivered in every Region with increased participation Equality focused engagement continuing in each region Wheelchair Championship Launched with 5 team league Male:Female ratio showed slight decrease on target 67.54%:32.46%
4	Increased opportunities to develop interests and skills	Competition and Club Development Programme Club Champions	Club Champions programme operating effectively. Carryover in place to honour agreements which started in year 3 of phase 3 award. 15 education courses delivered throughout Scotland to 255 individuals in Q4 A newly formed Officiating Advisory Group and our recently published Officiating White-Paper will see massive changes to how we recruit and support referee's into our game
9	Participants demonstrate new skills and positive changes in behaviour	School Champions Education Programme Youth Leadership Youth Achievement Awards	6 x Champions in Schools recognised for their efforts within their programmes
10	More participants have achieved accreditation for their learning	Education Programme School Champions	15 education courses delivered throughout Scotland to 255 individuals in Q4

		Youth Achievement Awards	
15	Sustained participation in positive activities	<p>Competition and Club Development Programme</p> <p>Schools of Basketball</p>	<p>More effective processes in place to distill Business Intelligence from Azolve</p> <p>Integration of UpShot to more effectively monitor and evaluate impact of cashback activities</p> <p>Transitory work in place for phase 3 to phase 4 schools of basketball</p>
18	Sustained improvements in the benefits of play, interactive, physical and social activities.	<p>Competition and Club Development Programme;</p> <p>Schools of Basketball</p>	<p>Competition and education programmes continue to engage and inform YP in identified benefits</p> <p>Figures in External Evaluation May 2017</p>
20	More Participants progress into positive destinations: such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment.	<p>Education Programme</p> <p>Club Champions</p> <p>Youth Leadership</p> <p>Youth Achievement Awards</p> <p>Modern Apprenticeship</p>	<p>999 candidates attended 67 basketballscotland education courses</p> <p>Youth Leadership programme continues.</p> <p>Club Champions fully operational</p> <p>Two modern apprentices employed within the business, one of which has now become a full time employee as part of the Phase 4 CashBack Regional Team</p>

basketballscotland Membership for Season 2016/17 as at 31st March 2017

Membership at 31 March 2017

12 months ago Comparable

	Male	Female	Total	Mar-16	Members	%age
Senior	1706	631	2337	1977	+360	18%
U18	312	131	443	382	+61	16%
U16	479	186	665	515	+150	29%
U14	440	275	715	631	+102	13%
U12	489	226	715	821	-106	-13%
U10	457	186	643	660	-17	-3%
Volunteers	178	180	358	317	+41	13%
Associate Members	4	2	6	3	+3	100%
Club Committee	8	16	24	13	+9	85%
Wheelchair Basketball	101	54	155	120	+35	29%
School Members	831	531	1362	1071	+291	27%
TOTAL	4924	2367	7423	6510	+913	14%

* **basketballscotland** membership year runs from 1st August – 31st July annually. During Quarter 2, (1st August annually) our membership data is reset to zero.

The above analysis shows a significant 14% increase on the comparable data from the same point in the previous season. We have seen an increase in the membership across U16, U18 & Senior which can be attributed retention within our clubs of members that have been moving up through the age groups. We have also made developments with our membership database, making the registration administration more efficient and effective for our club volunteers. This coupled with the tightening of competition regulations requiring an official team list at every game has ensured those competing are always registered on our database.

We continue to hold a strong schools membership due to the work we are doing with schools across the country and helping them in registering their school players with us.

We have seen a decrease across the U10/12 age groups which was expected with the restructuring of Regional Development Leagues which we expect to be fully integrated next season.

Qualifications in Quarter 4

A range of **basketball**scotland and UKCC qualifications were delivered during 1st Jan - 31st March 2017:

Qualification	Candidates		
	Male	Female	Total
Getting Started in Coaching	61	13	74
UKCC Level 1 Coach	43	14	57
UKCC Level 2 Coach	0	0	0
Getting Started in Refereeing (CSRA)	9	7	16
Level 1 Referee	19	8	27
Level 1 Table Official – Classroom	8	1	9
Level 1 Table Official – Online Course	24	30	54
Level 2 Table Official – Classroom	13	5	18
Education Through CashBack	0	0	0
Total	177	78	255

Quarters 2, 3 and 4 are the main training windows for education courses being delivered by **basketball**scotland due to National Team activity and school exams during Quarter 1.

Qualifications – Summary for 2016/17 Year

58 **basketballscotland**, ETC and UKCC courses and opportunities were delivered in year 2016/17;

Qualification 16/17	Courses Delivered	Candidates		
		Male	Female	Total
Getting Started	23	248	111	359
UKCC Level 1 Coach	17	144	54	198
UKCC Level 2 Coach	2	18	6	24
Getting Started in Refereeing (CSRA)	5	37	26	63
Level 1 Referee	6	55	15	70
Level 1 Table Official – Classroom	5	33	25	58
Level 1 Table Official – Online Course	N/A	87	62	149
Level 2 Table Official – Classroom	9	41	37	78
Education Through CashBack	0	0	0	0
Total	67	663	336	999

2016/17 Annual (Including Quarter 4) – Outputs / Indicators

Outputs and indicators are for end of Quarter 4 as at 31st March 2017 (Year 9, Phase 3)

Output	2016/17 Target	Actual (end of Quarter 4 @ 31/03/17)	Progress / Comments
Schools Of Basketball	12	10	10 are fully operational, two schools are funding restraints in Year 3 – balance of funding was used to begin the inaugural School of Basketball Festival held at National Performance Centre
Champions Of School Basketball	80	82	This reward and recognition programme was re packaged into a national award for the top volunteers in schools who make basketball happen. Teachers were engaged at School Cup and School of Basketball Festival with awards going to the 6 key volunteers who were voted for by a social media campaign, they were recognised in Q4 for their efforts within their schools.
New teams / clubs	24	18	Includes 16 new Under 10 and Under 12 boys and girls sections within existing clubs. Club Champions having an impact.
Number of Club Champions / Community Coaches deployed	10	10	Ayrshire Tornados Glasgow City Dunfermline Reign Glasgow Storm City Of Edinburgh Kings Portlethen Panthers Glasgow Fever Boroughmuir Blaze Glasgow Rens South West Edinburgh Sharks
Number of u10 teams in RDLS	42	21	U10 / 12 has proven to be a challenge from a capacity perspective – given it's the entry point to our pathway it's often the most in flux in terms of year in year out entries.
Number of u12 teams in RDLS	72	50	
Number of u14 teams in RDLS	54	68	
Number of u16/18 teams competing out with National League Division 1	50	45	3 rd Division National League boys created to cater for extra demand.
Under 10s membership	660	643	Decrease in u10/12 membership due to RDL restructure of season 2016-17
Under 12s membership	750	715	
Under 14s membership	560	715	
Under 16/18s membership	900	1108	Growth in competitions available and positive retention within clubs
Total basketballscotland membership for season 15/16	7400	7423	See full membership breakdown table on page 11.

2015/16 (Annual - Including Quarter 4) – Outputs / Indicators (continued)

Output	2016/17 Target	Actual (end of Quarter 4 @ 31/03/17)	Progress / Comments
Number of coaches registered during season 16/17	800	801	Work is now underway to produce a system to allow us to track the deployed and active coaches within the network to truly measure the impact of having such a high level of coaches.
Number of officials registered during season 16/17	1000	1002	279 registered members have a Floor Officials (Referee) qualification 723 registered members have a Table Officials qualification
Number of coaches qualified during season 16/17	796	581	Getting Started = 359 UKCC Level 1 = 198 UKCC Level 2 = 33 Total Candidates = 581 Getting Started into Coaching reaching end of life. New 'Make it Happen' award in development and will be ready to roll out in December.
Number of officials qualified during season 16/17	526	418	See Courses and Qualifications Breakdown on Page 10.
Youth Achievement Awards	100	190	Delivered through ETC not Youth Achievement Awards See Courses and Qualifications Breakdown on Page 10.
Number of young people on Youth Leadership Programme	80	92	On target.
Number of Young People on National Panel	10	10	The panel will continue as a mainstream programme within basketballscotland activities.
Male / Female Active Membership Ratio	63%/37%	67.54%:32.46%	Female Strategy Group in place in order to address challenges met internally and within the community in terms of meeting our ambitious target.
Membership Retention Rates	66%	Average 71%	Retention rates for some age categories U16, U18 and Senior Men continue to exceed 70% and some areas, U- 14s (both) / Senior /U18 Females is less. Player tracking will form part of our build with UpShot to better understand the customer journey through basketball

2016/17 Annual Report – Schools of Basketball

Outputs and indicators are for end of Quarter 4 as at 31st March 2017 (Year 9, Phase 3)

While Schools of Basketball have been a flagship project for us within phase 3, there is a recognition that the model for delivery was not the most sustainable – namely due to the level of funding leveraged and invested in the human resource to deliver.

This has led to some challenges in maintaining momentum through staff changes or poor leadership within clubs; however we view this learning as an opportunity to progress and we are confident, after a period of review that we have a workable, sustainable model moving forward into phase 4.

	Years	School	Local Authority	Link to Club
1	4	Ardrossan Academy	North Ayrshire	Ayrshire Tornados
2	3	Shawlands Academy	Glasgow City	Glasgow Rens
3	3	Calderglen High School	South Lanarkshire	South Lanarkshire Colliers
4	3	Wallace High School	Stirling	Stirling Knights
5	3	Larbert High School	Falkirk	Falkirk Fury
6	2	Hillhead High School	Glasgow	Glasgow Fever
7	2	Perth Grammar School	Perth & Kinross	Perth Phoenix
8	2	Inverness Royal Academy	Highlands	Inverness City Lions
9	2	St Maurices RC HS	North Lanarkshire	Lady Rocks
10	1	Queen Anne High School	Fife	Dunfermline Reign
11	1	Inverness High School	Highlands	Highland Bears

2016 /17 Annual Report – Club Champions

Outputs and indicators are for end of Quarter 4 as at 31st March 2017 (Year 9, Phase 3)

Membership continues to grow within our partner clubs within the club champions programme. Some staffing changes have resulted in the dropping of one club, Glasgow Rens. We are now in the process of sustaining this resource within clubs through the support of our Club Services Team

Glasgow Fever

Boroughmuir Blaze

Glasgow City

City of Edinburgh Kings/Kats

Dunfermline Reign

Glasgow Storm

Portlethen Panthers

Ayrshire Tornadoes

South West Edinburgh Sharks

Full impact on clubs can be viewed in appendix 4 at the end of this report.

2016/17 Annual Report - Competitions

Outputs and indicators are for end of Quarter 4 as at 31st March 2017 (Year 9, Phase 3)

RDLS and Schools Competitions

Regional Development Leagues (RDLs) continued to run within the 4 regions aforementioned and although really successful in terms of giving opportunities for entry level teams to play the game there is a recognition it is no longer an appropriate development opportunity for our more established teams. This has led to a review of the programmes where we will provide a more appropriate development opportunity for the more established teams while giving new players an opportunity to play in an environment that's built solely on developing a love for the game.

Regional Secondary Schools competitions were also delivered in all regions, either by **basketballscotland**, Education departments, Active Schools or a partnership of all three working together. Overall growth in secondary school basketball continues to be strong with a 27% increase in the amount of players participating within our schools competitions.

For the first time we have also provided a competitive outlet for CashBack Schools of Basketball, culminating in 2 festivals at Oriam in March and April of this year.

2016/17 Quarter 4 – Organisational Development

Club Development

Following the departure of Kirsty McNicol, we have back filled the West Club Services Manager with Jay Runga. We have also appointed Adam Szymozsowskyj as the East Club Services Manager.

Workforce Development

In order to service the elite end of officiating we have appointed a GB Technical Panel Representative who will oversee the ongoing development of our elite referees.

In addition to this we have also established the Officiating Advisory Group who will take a strategic lead on the development of officiating – both table and running – within our game.

Partnerships

basketballscotland & Scottish Sports Futures have engaged in a series of conversations to build a robust partnership moving into Phase 4. This will include a quarterly reporting session where experiences are shared and joined up working is reflected within our reports to CashBack.

In addition to this we are aiming to strengthen the relationships we have with our partner clubs for the purposes to effectively delivering our funded programmes – the start point will be a more formalised partnership agreement with clear objectives set for the life span of our CashBack Schools of Basketball.

Grampian RDO

We are very pleased to announce that our Modern Apprentice RDO for Grampian has progressed amazingly through her programme.

When our Tayside & Fife RDO retired in March we underwent the aforementioned changes to the regional structures.

Zane, our Modern Apprentice for Grampian applied for the new North East Development Officer role and was successful.

This is a huge endorsement for the modern apprenticeship programme on the whole and her journey would not have been so positive into employment had it not been for the CashBack investment.

2016/17 Quarter 4 – Equalities Information

The **basketballscotland** Equalities activities are now progressing to a new level thanks to our partnership with sportscotland. We are now on track to gain accreditation for intermediate level within the Equalities Framework. This work will be led by our Head of Operations, Louise Burke. There have been a couple of notable developments against our current action plan which are noted below:

Gender – as mentioned throughout the report, our M/F ratio is 67.54%:32.46%. Although this is industry leading within Scotland we can do more as a governing body. We have commissioned the Female Strategy Group to address this so we can push things forward in terms of how we provide an appropriate provision for women and girls to participate within our sport.

Disability – thanks to the continued efforts of our Wheelchair Development Officer, Tina Gordon, we are seeing significant growth within the game. An increase of 29% year to date is a reflection of Tina’s passion for the development of the game and it is a statement of intent in terms of our overall investment and commitment to providing opportunities for all to participate in basketball in Scotland.

As part of the ongoing work within wheelchair and disability we will invest a proportion of our Phase 4 CashBack investment into Tina to deliver our innovative CashBack School of Wheelchair Basketball.

2016/17 Quarter 4 – Evaluation Plan

We are currently awaiting our external evaluation paperwork from Black Stevenson.

2016/17 Quarter 4 – Marketing and Communications

Communications – Website & E-communications

The Communities Basketball activity news regularly featuring on the front page of the **basketballscotland** website has been enhanced with the development of the new **basketballscotland** website. The new website puts our CashBack for Communities activity at the front and centre of our communications and really helps to highlight the partnership to our community.

basketballscotland.co.uk had 24,282 web users during Quarter 4 with more than 271,509 page views with more than 70% of our visitors regular visitors of our website.

basketballscotland is producing regular content updates regarding the main CashBack for Communities funded programmes including Regional Development Leagues as well as Coaching and Officiating opportunities. In addition to the Schools of Basketball launches, The Youth Leadership programme, Club Champion Programme and Champions of School Basketball announcements.

Social Media Presence and Engagement

At **basketballscotland** we have continued to significantly develop our presence on social media.

Our community basketball news continues to lead on reach and engagement on our main social media platforms, Facebook and Twitter.

Facebook Avg Weekly Engagement	8300 (+35% in Quarter 4)
Facebook Likes	7482 (+20% in Quarter 4)
Facebook Avg Weekly Reach	27,000 (+5% in Quarter 4)

Twitter Followers	4800 (+23% in Quarter 4)
Twitter Avg Weekly Visitors	1900
Twitter Impressions	1,084,000 (+28% in Quarter 4)

Annual Highlights - Marketing and PR

We continue to work towards increasing our presence in local and national media, the communication to local and national media is regular but as mentioned in the past, the challenge relies on monitoring our appearances. We have found success with engaging our audience on social media and CashBack related content is well received by our community.

The main highlights of the year include articles in local press surrounding our CashBack for Communities School of Basketball launches.

VIDEO: [Inverness High School – School of Basketball Launch](#)

WEBSITE: [Basketballscotland nets funding boost from CashBack for Communities](#)

Staffing

Our Communications Team has grown in the last year with the support of CashBack for Communities.

Cameron McLay, Communications Officer at **basketballscotland** helped to develop our CashBack for Communities Modern Apprenticeship, Aiden Gallagher who played an active role in delivering on the organisation's Communications Plan.

Branding, promotion and Exposure for CashBack for Communities

basketballscotland is fully committed to promoting the CashBack brand and values. A variety of advertising materials are always visible at **basketballscotland** events, education opportunities and are also court-side at Caledonia Pride home games and showpiece Finals events.

Newly branded staff kit includes the CashBack for Communities logo on all of our Regional Development staff who are regularly out in our community delivering CashBack for Communities projects.

The feedback from our membership is invaluable – they know Cashback is a key partner for **basketballscotland** but also the values of CashBack for a safer, stronger, more confident Scotland fits well with the vision and feel of the very diverse basketball community in Scotland.

2017/18 Phase 4 (Year 9) – The Future / What Next?

Immediate priorities for Phase 4 Year 9, Quarter 1 include:

Publishing the External Evaluation with Blake Stevenson

CashBack for Communities Annual report for 2015/16 (Year 9) in May 2016

RDL Review

Close out of existing Phase 3 Programmes

Under 14 National Challenges in Inverness on Sat 13th (Boys) and Sun 14th (Girls) May 2017

Other work and activities for the year 2017/18 are shaped around our Phase 4 launch of our new CashBack Schools of Basketball Programmes.

Appendix

Appendix 1: Cashback Programmes Outline

Competition and Club Development Programme

The Regional Development League Programme, combined with support for clubs, has been successful in driving a steady 10% per annum growth in basketball participation.

We will continue to deliver and grow the Regional Development Leagues throughout Scotland at u10, u12 and u14 age groups, for boys and girls.

Alongside these opportunities, we will provide direct support to clubs to overcome barriers to increasing participation.

Outcomes and Indicators:

Outcomes	Indicators
1. Increased participation in positive activity	66 new teams established Minimum of 60% (3500) youth memberships out of total membership
15. Sustained participation in positive activities	Retention of Youth Players at 70%
2. Increased participation in difficult to engage and equalities groups	40% female players ratio 50% of Clubs delivering female basketball

Contributes to Long term outcomes:

We live longer, healthier lives

Equalities Programme

A theme throughout our Strategy is to target under-represented groups. We wish to engage all demographics of Scotland in order to continue to grow our sport.

We will undertake targeted work on a regional basis, based on EQIA and our Equalities Plan, to break down barriers to participation based.

We continue to strive towards a position where there are no barriers facing anyone who wishes to participate in the sport.

Outcomes and Indicators:

Outcomes	Indicators
2. Increased participation in difficult to engage and equalities groups	40% female players ratio 120 wheelchair memberships 50% of Clubs delivering female basketball Clubs/SOBs delivering in SIMD index area Protected Characteristics statistics from Equalities surveys

Contributes to Long term outcomes:

We live longer, healthier lives

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

School Champions

For the majority of Young People, their School is where they are introduced to basketball. We will work to increase basketball delivery in schools by recognising and rewarding the people who are delivering the game in schools, while incentivising them to deliver more basketball and link their school to clubs.

We believe that Young People who get involved in school sport are more engaged in school activity.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
1. Increased participation in positive activity	3500 youth males and females registered (60/40 ratio)

Contributes to Long term outcomes:

We live longer, healthier lives

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Club Champions

A major barrier to clubs increasing participation is having coaches available at the right times to deliver in school time and during the after-school period from 3pm – 5pm.

This project will seed fund, on a decreasing basis over 3 years, a part-time position in clubs throughout Scotland. These posts would be partnership funded with the relevant Local Authority and Club asked to contribute a small amount. We will support the club to develop a sustainable finance model beyond the initial contribution.

The posts will be tasked with increasing the delivery of basketball and the membership of the club. We also anticipate these posts being an opportunity for Young People to gain employment in basketball.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
2. Increased participation in difficult to engage and equalities groups	40% female players ratio 50% of Clubs delivering female basketball
1. Increased participation in positive activity	66 new teams established Minimum of 60% (3500) youth memberships out of total membership
15. Sustained participation in positive activities	Retention rate of Youth members at 70%
20. More participants progress into positive destinations: such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment	12 young coaches in sustainable employment through club champions

Contributes to Long term outcomes:

We live longer, healthier lives

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Education programme

Our Education Programme will continue to provide opportunities for Young People to gain accredited learning, develop new skills, increase confidence and give back to the basketball community.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
20. More participants progress into positive destinations; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment	2300 coaching qualifications achieved 1500 officiating qualifications achieved
9. Participants demonstrate new skills and positive changes in behaviour	2300 coaching qualifications achieved 1500 officiating qualifications achieved

Contributes to Long term outcomes:

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Youth leadership

Our aim is to have a large group of well trained, confident and healthy young leaders working together with adult connects to support the development of their club and basketball on a local, regional and national level.

This will be delivered in partnership with clubs throughout Scotland and focus on providing mentoring support, accredited qualifications and leadership opportunities to Young People.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
20. More participants progress into positive destinations; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment	100 well trained, confident YP on Youth Leadership Programme Ten young people serving on National YP Panel.
9. Participants demonstrate new skills and positive changes in behaviour	100 well trained, confident YP on Youth Leadership Programme Ten young people serving on National YP Panel.

Contributes to Long term outcomes:

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Modern Apprenticeship

In year 3 of the CashBack programme, we will seek to employ a Modern Apprentices. The Apprentice will be supported through a range of training and mentoring towards achieving their modern apprenticeship.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
20. More participants progress into positive destinations; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment	One Modern apprentice employed and deployed.

Contributes to Long term outcomes:

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

School of Basketball

We will work with targeted school to become Schools of Basketball, with curriculum and extra-curricular basketball programme for S1 and S2 pupils and links to clubs. The programme will be linked to sustainable participation in the club environment and delivered by qualified teacher or coaches.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
20. More participants progress into positive destinations; such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment	12 schools of basketball, with 480 young people participating
9. Participants demonstrate new skills and positive changes in behaviour	Longitudinal Case Studies
1. Increased participation in positive activity	Survey of young people involved using questions from the CB Question bank

Contributes to Long term outcomes:

Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

9. Youth Achievement Awards

We will work with Youth Scotland to deliver Youth Achievement Awards, recognising and rewarding young volunteers who have developed their leadership, responsibility and confidence and undertaken a volunteering placement.

Outcomes and Indicators:

Outcomes	Indicators (2014-2017)
4. Increased opportunities to develop interests and skills	300 young people achieving youth achievement awards

Appendix 2 – Evaluation Plan Phase 3 basketballscotland External Evaluation

basketballscotland are committed to undertake regular, rigorous external evaluation of the CashBack for Communities Programme. We have an ongoing working relationship with Blake Stevenson (Scottish Government approved External Evaluator) and intend to build on our successes as we deliver and evaluate Phase 3.

We are committed to regular, honest self-review and evaluation aimed at providing both positive and challenging feedback that can help us continually improve our programmes and delivery.

Included below are the Evaluation Planning timeline and our Evaluation Plan, including both internal and external monitoring and evaluation.

Evaluation Timeline

Action	Timeframe	Status
Evaluation Outline Developed and Discussed with Evaluators	June 2014	Complete
Evaluation Proposal Developed	July 2014	Complete
Evaluation Plan finalised	August 2014	Complete
End of Phase 2 (Year 6)/Baseline Phase 3 Evaluation	Aug – Sept 2014	Complete
Mid Project Evaluation (Year 7 and 8)	Mar – May 2016	Complete
End of Project Evaluation (Year 9 plus review 7, 8 and 9)	Nov – April 2017	Progressing

Outcome (change or Difference you want to make)	Indicators (how you know the outcome is happening)	How to collect information about the indicator	Who will do this?	When and Where info will be collected.
1. Increased participation in positive activity (Short)	Increase in membership Male / Female numbers	Basketballscotland database Age group / gender splits on registrations	Basketballscotland RDO, CRM Manager, Communities Manager	Monthly - internally Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	Increase in number of coaches and officials registered with basketballscotland	Basketballscotland database UKCC Certifications	Basketballscotland RDO, CRM Manager, Communities Manager, Coach Education Manager	Monthly - internally Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
2. Increased participation in difficult to engage and equalities groups (Short)	Increase in membership of protected characteristics	Basketballscotland database	Basketballscotland RDO, CRM Manager, Communities Manager	Monthly - internally Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	Diversity / Equity studies	Surveys of membership and specific core sections of membership using questions from CB Question bank.	Basketballscotland Assistance from BEMIS	Annually

Outcome (change or Difference you want to make)	Indicators (how you know the outcome is happening)	How to collect information about the indicator	Who will do this?	When and Where info will be collected.
4. Increased opportunities to develop interests and skills (Short)	Number of clubs / teams Number of new clubs/teams	Basketballscotland database	Basketballscotland RDO, CRM Manager, Communities Manager	Monthly - internally Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	Number of courses delivered for Coaching Officiating	Basketballscotland delivery records	Coach Education Manager Officials Dev officer	Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	External evaluation	Surveys, interviews, case studies	Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project
9. Participants demonstrate new skills and positive changes in behaviours (Short)	Number of candidates on basketballscotland courses Coaching Officiating	Basketballscotland database Internal Reports	Basketballscotland RDO, CRM Manager, Communities Manager	Monthly - internally Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	Number of Young People receiving accredited learning	Number of candidates on UKCC, SQA and Youth Scotland accredited courses	<i>Basketballscotland RDO, CRM Manager, Communities Manager, Coach Education</i>	<i>Monthly - internally Quarterly –PA Info sheet</i>

			Manager Officials Dev officer	Quarterly report Annual Report
increased attendance records at school of pupils Improved behaviour at school of pupils Better grades for pupils involved in S.O.B.	School of Basketball Monitoring data set	S.O.B Teachers S.O.B. Coach RDO Communities Manager	Quarterly –PA Info sheet Quarterly report Annual Report	
External evaluation	Surveys, interviews, case studies Course attendance figures, basketballscotland stats	Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project	

Outcome (change or Difference you want to make)	Indicators (how you know the outcome is happening)	How to collect information about the indicator	Who will do this?	When and Where info will be collected.
15. Sustained participation in positive activities (Intermediate)	Retention figures Year on year growth comparisons	Basketballscotland database Internal Reports Surveys, interviews, case studies	CRM Manager. RDOS, Communities Manager	Quarterly – balanced scorecard, PA Info sheet Quarterly report Annual Report
	External evaluation	Surveys, interviews, case studies	Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project



basketballscotland



		Course attendance figures, basketballscotland stats		
18. Sustained Improvements in the awareness of the benefits of play, interactive, physical and social activities (Intermediate).	Number/percentages of young people demonstrating improvements or awareness	Surveys using questions from question bank.	RDOs, Media Manager, Communities Manager	6 monthly – balanced scorecard, PA Info sheet 6 Monthly report Annual Report
	External evaluation	Surveys, interviews, case studies Course attendance figures, basketballscotland stats	Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project

Outcome (change or Difference you want to make)	Indicators (how you know the outcome is happening)	How to collect information about the indicator	Who will do this?	When and Where info will be collected.
---	--	--	-------------------	--

20. More participants progress into positive destinations: such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment (Intermediate).	Case Studies	RDO reports, course attendees, mentoring reports	Basketballscotland RDOs, Media Manager	Quarterly Longitudinal Case Studies across whole Phase 3project
	Key Volunteer Tracking	Longitudinal Case Studies, personal interviews, individual volunteer mentoring	RDOS, Coach Education Manager, Officials Development Officer	Quarterly Longitudinal Case Studies across whole Phase 3project
	External evaluation	Surveys, interviews, case studies Course attendance figures, basketballscotland stats	RDOS, CRM Manager Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project
27. Better community integration and cohesion (Intermediate).	Number of Local Authorities/Active Schools teams with integrated annual basketball action plans	Via RDOs and LA partnership meetings Internal RDO reports	RDOS, Communities Manager	Internal RDO reports 6 Monthly – balanced scorecard
	External evaluation	Surveys, interviews, case studies Course attendance figures, basketballscotland stats	RDOS, CRM Manager Blake Stevenson	Mid Phase 3 Project End of Phase 3 Project

Processes used for Internal and External Evaluation



basketballscotland



Internal Monthly database Reports

Internal Monthly staff & RDO reports

Monthly CRM reports and evaluation – key stats shared with IS

Quarterly statistics spreadsheet, membership analysis and retention (internal)

Quarterly balanced scorecards to IS

Quarterly case studies – individual / project / group

Quarterly Financials

6 monthly Logic Model outcomes reviews

6 monthly EQIA review

Annual Paper based surveys of key youth participants at key events / projects

Annual Qualitative Survey Monkey evaluations / reports of projects

Annual Equality Survey

Annual Cashback Report (x 3, @ March 2015, @ March 2016, @ March 2017)

Phase 3 External Evaluation – Mid Project @ March 2016) and End of Project @ March 2017 both undertaken by Blake Stevenson

Monthly	Quarterly	6 Monthly	Annual	External Evaluation*
Internal Monitoring Reports	Balanced Scorecard	Logic Model outcomes reviews	Paper based surveys of key youth participants (using CB Question Bank)	End Phase 2 / Start Phase 3 baseline (August / Sept 2014) *



basketballscotland



RDO Reports	Key Stats Spreadsheet	EQIA review	Qualitative Survey Monkey evaluations / reports (using CB Question Bank)	Mid Project (24 Month / April 2016)*
Database Reports	Membership analysis and retention data	Strategy Review & Self analysis	Equality Survey	End Project (36 Month / March 2017)*
	Case studies (people, Projects, Groups)		Cashback Report (x 3, March 2015, 2016, 2017)	* Provider is Blake Stevenson, Scottish Government approved contractor
	Financials			
	ScotXed Data Submission			

Appendix 3: Phase 3 Logic Model (revised October 2015)



Strand / Activity	Outputs	Outcome	Indicators / Measurement	+ve destinations
Competition & Club Development Schools of Basketball Education Programme	Increase in Number of affiliated clubs (Teams) plus number of entries in RDLs Increase in youth memberships Increase in number of coaching / officiating memberships	1. Increased participation in positive activity (Short)	New clubs and 66 new teams established Minimum of 60% (3500) youth memberships out of total membership 12 schools of basketball, with 480 young people participating 2300 coaching qualifications achieved 1500 officiating qualifications achieved	Club membership Healthy activity Volunteer roles within PCS accredited clubs Child Protection officer basketballscotland competition environment CV enhancements with basketballscotland and UKCC qualifications (SQA approved)
Equalities Programme Schools Of Basketball Club Champions Competition & Club Development	Increase in engagement of underrepresented groups and protected characteristics in basketball.	2. Increased participation in difficult to engage and equalities groups (Short)	40% female players ratio 120 wheelchair memberships 50% of Clubs delivering female basketball Clubs/SOBs delivering in SIMD index area Protected Characteristics statistics from Equalities surveys	Equitable diverse membership Reputation as Equitable, diverse organisation Chances to learn new skills or demonstrate new behaviours Volunteer roles within PCS accredited clubs
Competition & Club Development Education programme	Increase in Number of affiliated clubs (Teams) plus number of entries in RDLs Increase in participants in youth	4. Increased opportunities to develop interests	200 youth teams entered in RDLs 300 young people achieving youth achievement awards	Chances to learn new skills or demonstrate new behaviours Volunteering, Social and networking

Youth Leadership Club Champions	leaderships Increase in number of young people national young peoples' panel.	and skills (Short)	100 well trained, confident YP on Youth Leadership Programme Ten young people serving on National YP Panel. 10 young coaches in sustainable employment through club champions	opportunities within basketball clubs basketballscotland and UKCC qualifications (SQA approved) Youth Achievement awards Young person's panels
Club Champions School Champions	Increase in school players becoming members of affiliated clubs and teams	5. Increased opportunities linking up and signposting other provision (Short)	New clubs and 66 new teams established Minimum of 60% (3500) youth memberships out of total membership	Chances to learn new skills or demonstrate new behaviours Club membership Healthy activity



Strand / Activity	Outputs	Outcome	Indicators / Measurement	+ve destinations
Youth Leadership Youth Achievements	Increase number of young people with greater Self esteem	8. Greater Self Esteem amongst participants (Short)	CashBack Survey Question Bank methods to be used on programme participants	Self Confident community Volunteer coaching opportunities



basketballscotland



				CV Enhancement
Education programme Youth leadership programme Schools of Basketball School Champions	Increase in number of coaches qualified and registered Increase in number of officials qualified and registered Youth leadership awards delivered	9. Participants demonstrate new skills and positive changes in behaviour (Short)	2300 coaching qualifications achieved 1500 officiating qualifications achieved 100 Champions of School Basketball 100 well trained, confident YP on Youth Leadership Programme	Formal qualifications Volunteer coaching opportunities Officiating opportunities CV enhancement Signposting to affiliated clubs / opportunities
Education programme Youth leadership programme Youth Achievement Programme School Champions	Increase in number of coaches qualified and registered Increase in number of officials qualified and registered Youth leadership awards delivered	10. More Participants have achieved accreditation for their learning (Short)	2300 coaching qualifications achieved 1500 officiating qualifications achieved 300 young people achieving youth achievement awards 100 well trained, confident YP on Youth Leadership Programme	Formal qualifications Volunteer coaching opportunities Officiating opportunities CV enhancement
Education programme Youth leadership programme Youth Achievement	Increase in number of coaches qualified and registered Increase in number of officials qualified and registered	11. Participants develop confidence in their skills and develop aspirations for further learning and development (Short)	2300 coaching qualifications achieved 1500 officiating qualifications achieved 300 young people achieving youth	Formal qualifications Volunteer coaching opportunities Officiating opportunities CV enhancement



basketballscotland



Programme Modern Apprentice	Youth leadership awards delivered Modern Apprentice recruited and deployed		achievement awards 100 well trained, confident YP on Youth Leadership Programme	Modern Apprentice Deployed
--------------------------------	---	--	--	----------------------------



Strand / Activity	Outputs	Outcome	Indicators / Measurement	+ve destinations
Schools Of Basketball Equalities Programme Competition & Club Development Club Champions	Increase in number of schools of basketball Increase in number of affiliated clubs (Teams) plus number of entries in RDLs Increase in youth memberships Improved retention	15. Sustained participation in positive activities (Intermediate) Straddles long term outcome of we live longer healthier lives.	12 schools of basketball, with 480 young people participating Number of affiliated teams and clubs in RDLs 3500 youth males and females registered (60/40 ratio) Case studies Longitudinal Case Studies Surveys using CB question bank	Volunteering, Social and networking opportunities within basketball clubs CV enhancements with basketballscotland and UKCC qualifications (SQA approved) Youth Achievement awards Young persons' panel Potential employment within club champions programme
Schools Of Basketball Education Programme	Increase in number of schools of basketball Increase in number of coaches qualified and registered Increase in number of officials qualified and registered	18. Sustained Improvements in the awareness of the benefits of play, interactive, physical and social activities (Intermediate). Straddles long term outcome of	12 schools of basketball, with 480 young people participating 2300 coaching qualifications achieved 1500 officiating qualifications achieved Case studies	Volunteering, Social and networking opportunities within basketball clubs CV enhancements with basketballscotland and UKCC qualifications (SQA approved) Youth Achievement awards Potential employment within club



basketballscotland


we live longer healthier lives.



Longitudinal Case Studies

Surveys using question bank

champions programme



Strand / Activity	Outputs	Outcome	Indicators / Measurement	+ve destinations
Education Programme Youth Leadership Youth Achievement Awards School Champions Club Champions	Youth leadership awards delivered Numbers of young people involved Survey of young people involved using questions from the CB Question bank. Increase in coaches qualified and registered Increase in officials qualified and registered	20. More participants progress into positive destinations: such as learning in a non-school setting, further and higher education, pre-employment training, volunteering, personal development opportunities and employment (Intermediate). Straddles long term outcome of successful learners and more confident young people.	100 well trained, confident YP on Youth Leadership Programme 2300 coaching qualifications achieved 1500 officiating qualifications achieved Survey of young people involved using questions from the CB Question bank. Longitudinal Case Studies	Qualifications gained in a non-school environment. Youth Leadership qualifications Enhanced CVs and opportunities to use skills in HE/FE environment Deployment of young people with qualifications as volunteers in affiliated clubs Employment within club champions programme
Competition & Club Development Equalities Programme	LA / ASC partnerships with annual basketball action plan and partnership agreement Membership increases and retention rates are increased in line with growth.	23. Sustained Participation in Community Based Activity (Intermediate).	Basketballscotland membership retention rates increase from 60% to 70% over the three years of Phase 3	Integrated planning Community engagement
Competition & Club Development	LA / ASC partnerships with annual basketball action plan and partnership agreement	25. Better community integration and cohesion (Intermediate).	32 out of 32 LA / ASC partnerships with annual basketball action plan and partnership agreement	Integrated planning Community engagement Volunteering within basketballscotland affiliated clubs.



Strand / Activity	Outputs	Outcome	Indicators / Measurement	+ve destinations
Schools Of Basketball Club Champions Equalities Programme Competition & Club Development	Increase in number of pupils involved in schools of basketball Increase in number of affiliated clubs (Teams) plus number of entries in RDLs Increase in youth memberships Improved retention	We live longer, healthier lives. (Long Term Outcome) Current project funding for 3 years, these outcomes are demonstrate over more than 3 years	Survey of young people involved using questions from the CB Question bank. Longitudinal Case Studies Fitness testing from Schools of Basketball participants Demographics of membership age groups and categories	Volunteering, Social and networking opportunities within basketball clubs Qualifications gained in a non-school environment. Youth Leadership qualifications Life-long participation in basketball
Education Programme Youth Leadership Youth Achievement Awards School Champions Club Champions Equalities Programme Schools of Basketball	Youth leadership awards delivered Numbers of young people involved Survey of young people involved using questions from the CB Question bank. Increase in coaches qualified and registered Increase in officials qualified and registered	Our young people are successful learners, confident individuals, effective contributors and responsible citizens (Long Term Outcome) Current project funding for 3 years, these outcomes are demonstrate over more than 3 years	100 well trained, confident YP on Youth Leadership Programme 2300 coaching qualifications achieved 1500 officiating qualifications achieved Survey of young people involved using questions from the CB Question bank. Longitudinal Case Studies	Volunteering, Social and networking opportunities within basketball clubs CV enhancements with basketballscotland and UKCC qualifications (SQA approved) Employment of Modern Apprentice. Place on National Basketball Young Persons Panel Potential employment within club champions programme

Appendix 4 – Club Champion Summary Table

Basketball Club	Club Champion	Local Authority	Delivery Area	# of Schools visited / Taster Sessions	Youth Membership Baseline	Youth Membership now	Growth since club champion	Youth male membership	Youth female membership	Male / Female ratio %
Glasgow Fever	Julie Duff	Glasgow	Glasgow (West)	7	124	103	-21	68	35	66%/ 34%
Glasgow City	Jim Sinclair	Glasgow	Glasgow (East)	18	76	67	-9	41	26	61%/ 39%
Glasgow Rens	To be re-recruited	Glasgow	Glasgow (South)	1	58	52	-6	50	2	96%/ 4%
Glasgow Storm	Oscar	Glasgow	Glasgow (North)	0	34	20	-14	19	1	95%/ 5%
Ayrshire Tornadoes	Jordan Thomson	North Ayrshire	North Ayrshire	14	12	24	12	19	5	79%/ 21%
City of Edinburgh BC	Craig Nicol	Edinburgh	Portobello & East Edinburgh	13	210	204	-6	124	80	61%/ 39%
Dunfermline Reign	Darryl Wood	Fife	Dunfermline & West Fife	45	71	40	-31	35	5	87%/ 13%
South West Edinburgh	Steve Archer	Edinburgh	Edinburgh (South West)	3	0	37	3	34	3	91%/ 9%



Portlethen Panthers	Jackie Bruce	Aberdeenshire	Portlethen / Stonehaven	10	136	189	53	142	47	75%/ 25%
Boroughmuir Blaze	Hilary Wood	Edinburgh	Central / West Edinburgh	tbc	48	247	199	167	80	68%/ 32%

Appendix 5 – School of Basketball Summary Table

	School	Local Authority	Postcode	Proportion of pupils who live in 20% most deprived datazones in Scotland*	Proportion of pupils from Ethnic minority Group*	Formal Link to Club	Coach	Delivery Year	Boys	Girls	Total	SOB Average Attendance	School Average Attendance
1	Ardrossan Academy	North Ayrshire	KA22 8AR	45 - <50%	0 - <5%	Ayrshire Tornados	Laura Nisbet	3 (includes pilot)	36	36	72	95%	92%
2	Shawlands Academy	Glasgow	G41 3TR	25 - <30%	>20%	Glasgow Rens	Joshua Tackie	2	24	24	48	92%	91.8%~
3	Calderglen High School	South Lanarkshire	G74 2LP	0 - <5%	0 - <5%	Sth Lnrkshire Colliers	Ross Hutton	2	24	24	48	tbc	91.8%~
4	Wallace High School	Stirling	FK9 5HW	20 - <25%	5 - <10%	Stirling Knights	Corey McCabe	2	52	42	94	96.4%	92.0%
5	Larbert High School	Falkirk	FK5 3BL	5 - <10%	0 - <5%	Larbert Lions & Falkirk Fury	Catherine Miller	2	71	45	116	98%	95.8%
6	Hillhead High School	Glasgow	G12 8LJ	35 - <40%	>20%	Glasgow Fever	Stacey MacDonald	1	28	23	51	Tbc	91.8%~
7	Perth Grammar	P&K	PH1 5AZ	10 - <15%	5 - <10%	Perth Phoenix	Russel Kesson	1	37	22	59	94.5%	91.8%~
8	Inverness Royal Acad	Highland	IV2 6RE	5 - <10%	5 - <10%	Highland Bears	John Kerray	1	42	40	82	98%	88.6%
9	St Maurice's	North	G68 9AG	10 - <15%	0 - <5%	Lady Rocks &	Lisa Palombo	1	12	12	24	Tbc	91.8%~

	High School	Lanarkshire				NL Chiefs							
10	Portobello High School	Edinburgh	EH15 1NF	10 - <15%	10 - <20%	City of Edinburgh BC	Tbc	Wef August 2016/17	65	42	107		
11	Queen Anne High School	Fife	KY12 0PQ	10 - <15%	0 - <5%	Dunfermline Reign	Tbc	Wef August 2016/17	47	0	47		
12	Inverness HS	Highland	IV3 5DZ	50 - <55%	10 - <20%	Highland Bears	tbc	Wef August 2016/17	12	12	24		
									450 (58%)	322 (42%)	772 (100%)	Average	Average

* Source – Scottish Government Report - Summary statistics for Schools in Scotland (as at Dec 2015) - No. 6: 2015 Edition

** Secondary Schools attendance average figure is 91.8% according to above source.

Appendix 6: Case Study – Zane Bricite

Zane was a paid coach within Sport Aberdeen and an active volunteer within our community, she had set up her own club and was operating at a very high level in terms of her quality of work and ability to deliver. She was however unable to access opportunities to work full time within sports development, and in basketball in particular.

We saw an opportunity as a business to tap into Zane’s strengths and passion for basketball; while supporting her into employment through the Modern Apprentice Scheme. Thanks to funding from CashBack and a partnership with the Aberdeen & Grampian Chamber of Commerce, Zane became an MA in August of 2016 and immediately began to make an impact on the ground within her region, Grampian.

Delivering RDL, and developing front line participation opportunities for young people in the region saw a rapid increase in the number of people playing basketball on a weekly basis as well as creating a more robust and reliable presence across our clubs within the Grampian Area.

Within the first 6 months of being in the MA programme Zane’s confidence & ability to deliver soared to the point where **basketballscotland** saw her as being one of our most exciting prospects within the team. When an opportunity came through the regional restructure, whereby we created the North East Region, it was clear that Zane would be a perfect fit for the opportunity.

Through a process of open recruitment Zane did apply and was successful. In March 2017, 7 months after starting her Modern Apprenticeship, she became a fulltime member of staff, funded through our Phase 4 partnership with CashBack.

Zane tells us in her own words what her journey was like:

“Sport, particularly basketball, has been a massive part of my life since very young age. While growing up and developing my skills on and off the court I secretly knew that Basketball will be one thing that I will always love to be involved with whether as a player, volunteer coach or in this case a Regional Development Officer. Seven years back I left my home, and while being at university I still played and coach along with studies. In last seven years I have lived and worked in 3 different countries, I have worked with Peace Players International, played for APOEL (CY) senior women’s team and while traveling working and volunteering I realised where I want to be and what skills I will need to get there.

When I moved to Scotland, Aberdeen, I got in touch with Will Clarke from **basketballscotland** straight away to see what my options were. I soon started working for Sport Aberdeen as a paid coach, but always felt like there is so much more I can give and I was not fulfilling my potential, so I decided on founding a club up in North East - Granite City Flames. This was a massive challenge as I started from nothing, but I have loved any minute since.

I have been running the club alongside everything else I do daily and have developed a good pathway from U8's all the way to U16's and Senior Women's team. This was a real test to my skills, my ability to communicate with others and proved to be a good learning curve while slowly progressing and developing.

One of my long term goals was to eventually work for **basketballscotland**. I was always keeping in touch with BBS staff and while participating in leagues and being involved with National Development Squads few years in a row, the opportunity finally came. The post for a Regional Development Modern Apprentice came and I didn't have to think twice. I was happy to find out that I got the post and was looking forward to learning in the workplace.

I knew that this will bring out my determination to succeed even more. I jumped straight in and loved my job, my main responsibilities included running Regional development leagues, referee and coaching courses and work alongside the local partners and build more relationships. I was working on my MA portfolio at the same time and while sometimes it proved to be challenging due to still running the club, working for BBS and completing my MA. About 7 months in the MA I was happy to find out the post had opened up in North for the North East of Scotland Regional Development Officer, after the interview process was over I told myself that this is what I have worked towards and everything I have learned so far will help me to secure the job.

At the moment I have completed my MA and I work as a North East of Scotland Regional Development Officer and I look after Grampian, Dundee and Angus.

To anyone who is looking to enter a MA programme I would highly suggest to get your foot in the door and think long term. All the volunteer work, learning and professional development you do, will pay off. It is also great if you are not sure of what it is you want to do in the future.

Throwing yourself in there is the best you can do, so I would like to say a massive thank you to BBS and Cashback, as well as Aberdeen & Grampian Chamber of Commerce who gave me exclusive access to a range of opportunities that helped me to get ahead in my career."