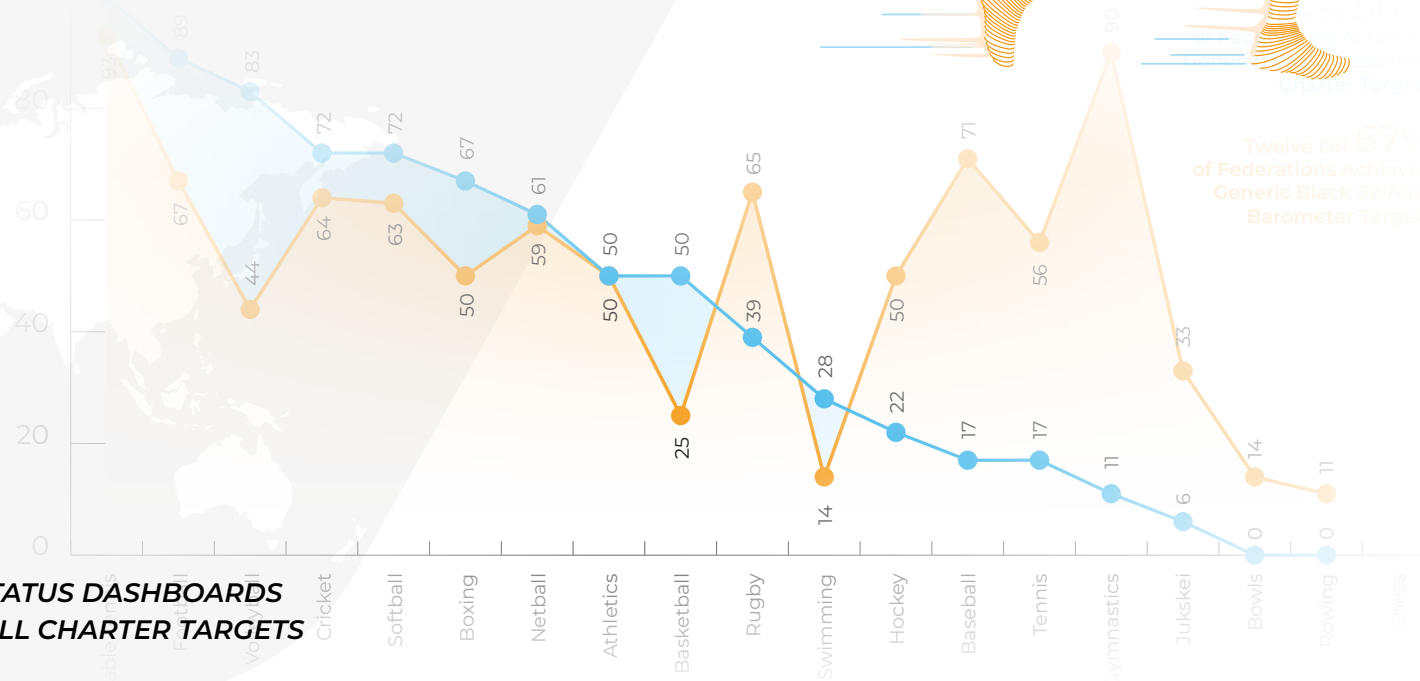
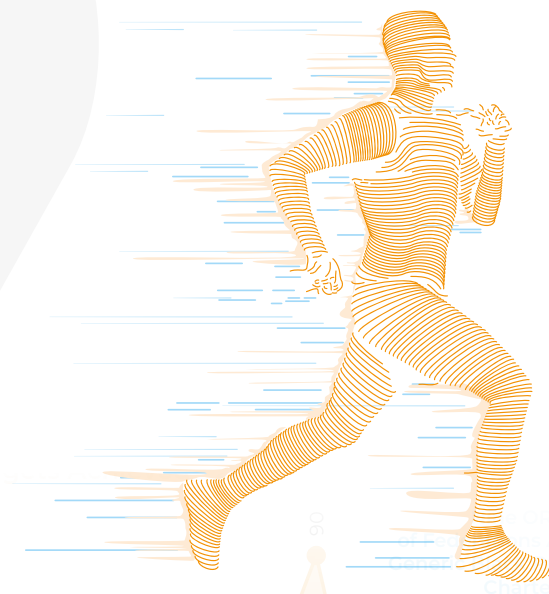




EPG: Comparative Sport Federation Transformation Status Dashboard

2018/19



COMPARATIVE TRANSFORMATION STATUS DASHBOARDS
BASED ON PRE-SET ONE-SIZE-FITS-ALL CHARTER TARGETS



sport & recreation

Department:
Sport and Recreation South Africa
REPUBLIC OF SOUTH AFRICA



The Independent EPG Committee

The EPG comprises prominent personalities, men and women of good standing in society:

Mr Happy Ntshingila, the Chair of the EPG

Ms Ria Ledwaba

Dr Willie Basson

Mr Louis von Zeuner

Mr Maxwell Moss

Prof Marion Keim-Lees

Mrs Wimpie du Plessis

Mr Mark Williams

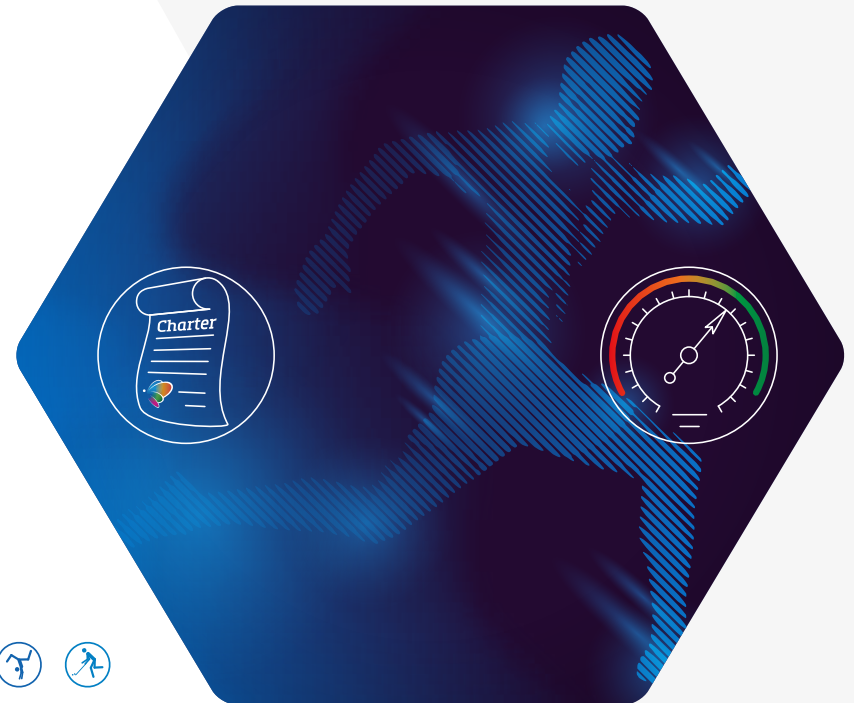
Mr Songezo Lubabalo Nayo

Mr Fezile Gobizembe Sipamla

Ms Nomsa Mahlangu

Mr Tebogo Selesho, and

Ms Nizenande Machi





1. Preamble

Each component of the Transformation Charter is quantifiable in terms of the measurable outcomes of the interventions aimed at bringing about changes that will produce breakthrough results in key transformation areas. The comparative overview reflects a federation's transformation status relative to that of other federations with respect to the achievement of pre-set, one-size-fits-all Transformation Charter targets, in both dashboard and summary narrative format. A comparison of federations achievements in different Charter categories provides a helicopter view of the transformation landscape's identifying areas that require attention.

A dashboard display is used in cars and aircraft to provide drivers and pilots with vital information about speed, oil pressure, temperature and so on. Gauges, red and green lights and odometers are strategically positioned so that, at a glance and without losing focus on where they are going, drivers and pilots can instantly see if everything is functioning correctly, or not. This allows for decisions to be made accordingly.

Just as drivers and pilots rely on their dashboards to reach their destination safely and efficiently, leaders and managers today are increasingly turning to analogous business dashboards for help to run their organisations. Giving managers a dashboard of well-designed screens that show the key information needed to monitor items in the areas for which they are responsible helps them to identify a problem quickly and to take action to solve the problem and improve overall performance.

Once strategy and tactics have been developed, strategy maps and scorecards can be used to help managers visualize and track the progress made with achieving their goals and with the results of the tactics used. Dashboards can then display this information. Well-planned and well-designed dashboards can ensure that key performance-related charts and indicators, strategy maps and scorecards, are displayed effectively, to help ensure that everyone is focused on important performance-related activities and drivers.

Evaluation of dashboard data involves the identification of appropriate questions to be asked and for a judgement call to be made based on specified criteria. The intention is not just to assess what is happening, but also to expose the reasons for it, and to detail what lessons can be learnt and how the transformation process can be improved.

Although measures to establish a sporting code's transformation status are affected by the distinctive characteristics and situation of the code, a comparison of the outcomes of these measures is useful because the performance of all codes is measured using the same transformation dimensions. The comparative dashboard format allows federations to do periodic assessments of the impact of interventions in an understandable format that communicates in a clear and consistent way. This allows federations to compare scorecards, and identify the variances, trends, ratios and change seen in each of the selected transformation dimensions.

This dashboard overview includes the latest information regarding transformation in women's sport in the federations audited, as well as an overview of school and club sport participation in each province.

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Mr N Mthethwa, MP
Minister: Sports, Arts and Culture

2. Foreword by the Minister of Sport

I am honoured to present the first Eminent Persons Group (EPG) report as Minister of the newly configured Department of Sports, Arts and Culture. The 2019/2020 report comes on the back of what has been an exciting year for our sporting codes in the international arena, where our teams have experienced highs and lows.

The Springboks won the Rugby World Cup in Japan – their third crown on three different continents (Africa in 1995, Europe in 2007 and Asia in 2019). Our cricket team, the Proteas, disappointed in their World Cup appearance midyear in England. Our women senior national football team, Banyana Banyana, made their debut at the World Cup in France and made their mark despite bowing out in the first round. Another highlight is the performance of our Protea netball team, which lost at the seminal of the World Cup held in Liverpool. They certainly showed the world what they are capable of, and gave the country reason to believe that come the 2023 Netball World Cup in Cape Town on African soil, we will be strong contenders. Let us not forget that this being an Olympic and Paralympic year, with Japan 2020 taking centre stage, a lot is expected from our athletes, as they will be jetting off to represent 57 million South Africans.

Having said all that, for South Africa to remain competitive in the global sporting arena, we need to champion the transformation agenda. The ongoing exclusion of people from opportunities for developing their skills and talents to reach their full potential will have unpleasant repercussions for our society at large.

Social justice, a constitutional imperative, is about the fair and just distribution of opportunities, resources, privileges and burdens in society. The preamble to our constitution promises to provide a foundation to “heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights”. It further promises to improve the quality of life of all citizens and free the potential of every person.

Championing social justice, therefore, is about delivering on our constitutional mandate. The 2011 Sport Indaba defined a way forward in this regard with the adoption of the Transformation Charter, which paved the way for the establishment of the Transformation Audit Committee, the EPG and the introduction of annual transformation audits.



This year's report marks a watershed moment since the launch of these audits, in that leadership in the government and sports sector can no longer afford to not respond to the dysfunctional school sports structure, as this is the baseline and talent pipeline for the future of sport in our country.

We must acknowledge and deal with the dynamics of population demographic changes for the long-term sustainability and competitiveness of sports. Of concern are factors such as the continued under-representation of the growing 80% black African component of society, a projected decrease in white population numbers from the current 4.5 million to about 2 million by 2050, a projected decline of 33% over the next 15 to 20 years in the number of whites under 18 and the corresponding increase, from 17 to 21 million, in the black African under-18 age group.

We have to find a mechanism to deal with the impact of increasing levels of poverty and inequality, which is dividing the sports system in two – one for those who can afford to play, and another for those who cannot afford to play.

It is, therefore, crystal clear that if we fail to administer tough reforms and find reliable partners in implementing the transformation agenda, we will be failing our society and future generations.

Transformation status is established by measuring actual federation performance in 18 categories (as defined by the Charter) against two sets of targets in scorecard format. The one scorecard is based on the achievement of the prescribed and one-size-fits-all targets of the Charter, and the other, the 'Barometer' (introduced in 2016/2017) is based on the achievement of a federation's own or self-set and forward-projected targets. Both sets of measures serve as milestones directing a federation's transformation journey towards 'an accessible, equitable, sustainable, demographically representative and competitive sport system'. As the adage goes, 'you can't improve what you don't measure'. Therefore, the quality of data collected and submitted by federations becomes integral to the audit process. Though there has been some improvement in the data submitted, more still needs to be done. Credit must go to federations such as those for cricket, netball and rugby, who are consistently providing highly reliable data which are the benchmarks for the process. The biggest improvement from 2017 to 2018 was shown by softball, with 29 percentage points (35% to 60%), whereas football and tennis showed the largest decreases, with 14 and 12 percentage points, respectively.

With all the barometer forecasts reviewed and changed where required, penalties will be rigorously applied in 2020. Four of the five pilot federations, namely rugby,

cricket, football and netball, have all achieved their self-set Barometer targets in 2018/19.

A lot of ground has been covered. There have been some marginal successes; however, major challenges remain as highlighted above. There seems to be 'light at the end of the transformation tunnel'. I would like to encourage all the federations to take ownership of the process and commit to upholding very high standards in our quest to transform our sporting landscape and build a country and sports system in which the majority of South Africans have equitable opportunities for participating and excelling in sports.



Mr N. Mthethwa, MP
Minister: Sports, Arts and Culture

3. Statement by the Chairperson of the Transformation Committee (EPG)

First let me congratulate the team for successfully completing yet another audit. As you know, this is no small task and could not have been achieved without the co-operation of the federations. For that I thank all those who have been intimately involved with this process.

The road to transformation is a long one. And it is riddled with many potholes. The country's economy has been faced with its own challenges and, as you know, poverty, which affects those who mainly come from disadvantaged backgrounds, is one of the biggest hindrances to access to sport. Even those who are lucky enough to make a breakthrough from the shackles of poverty and crack it into mainstreams sport, still faces enormous challenges as they enter the arena substantially disadvantaged. Talent alone does not lead to success. All the other ingredients, training, nutrition, health and access are but some of the factors necessary for achieving success in sport.

The Sport Transformation Charter is not ambiguous. It calls for change. Change for the better. And we have no choice in the matter, otherwise we will never be able to compete with the best in the world. Numbers don't lie, and as you will see in this latest publication, the population numbers tell us that if we do not transform now, some of the white dominated sporting codes will soon be extinct.

The challenge does not end there. The schools' sports system remains a challenge. It is common cause that when the school's sports system is dysfunctional, young talent cannot be nurtured properly.

In terms of the audit itself, while it is encouraging to see that federations are making every effort to achieve the self-set targets, it is also disappointing that those that seem to be making progress are the same ones who have done so in the past. The usual suspects who have, in the past, failed to come to the party, continue to underperform.

This situation cannot be allowed to persist. I have mentioned before that transformation is non-negotiable. It requires a willingness on the part of the leadership of federations to make a play for change. For the betterment of sport. To build a united nation; a winning nation.

Thank you.

Mr Happy Ntshingila,
Chairperson of Transformation Committee

4. Acronyms and Abbreviations

BEE	Black Economic Empowerment
CEO	Chief Executive Officer
DBE	Department of Basic Education
EPG	Eminent Persons Group
SASCOC	South African Sports Confederation and Olympic Committee
SASSO	South African School Sports Organisation
SAFA	South African Football Association
SISA	Sport Information and Science Agency [no longer exists]
SRSA	Department of Sport and Recreation South Africa
Stats SA	Statistics South Africa
USSASA	United Schools Sports Association of South Africa





5. Background

Since the adoption of the sport Transformation Charter by the sport movement, in 2011, and the appointment of an independent transformation commission (the Eminent Persons Group (EPG)), in 2012, by Minister Fikile Mbalula, seven transformation status reports have been compiled and published by the study group comprising Dr Willie Basson, Ms Mmathapelo Matoko and Ms Phindile Radebe.

The *first* report on the transformation status of sport, based on the Charter, was a pilot project that included: *athletics, cricket, rugby, football and netball*. This report was published in 2012, 18 years after the country's first democratic elections in 1994.

In 2013, the number of federations audited was increased to 19, with the inclusion of: *amateur boxing, basketball, baseball, bowls, chess, gymnastics, hockey, jukskei, netball, rowing, softball, swimming, table tennis, tennis and volleyball*.

Since then, and based on the cooperation of the 19 codes indicated, six reports have been published that profile the transformation status of sport (individually and comparatively). This has provided reliable insight and understanding of the level of support and commitment to *change* of individual federations and

the *strategic* factors that impact on the rate and extent of transformation.

Government and leaders of the various sporting codes can no longer afford *not* to:

- Respond to an increasingly dysfunctional school sport structure.
- Acknowledge and react to the effect of demographic change in the population on the longer-term sustainability and competitiveness of some federations.
- Find mechanisms to deal with the impact of increasing levels of *poverty* and *inequality*, which is dividing the sport system into two: one for those who **can afford to play**; and another for those who **can't afford to play**.

In an increasingly uncertain environment, sport may be required to make *scenario planning* part of their planning toolbox when looking into the future. High and low road scenario possibilities have become a stark reality for several codes, and possibly for the entire South African sport system. Traditional approaches to planning may need to be reviewed, as the *more-of-the-same* approach could have uncomfortable consequences for some.

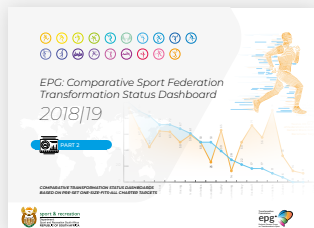
6. Transformation Status Report Structure 2018/19

The report consists of three parts:



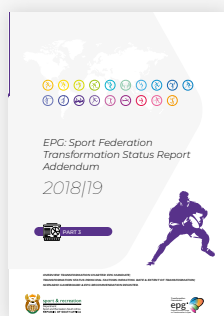
Part 1

EPG: Individual Federation Barometer and Sport Transformation Charter Scorecards



Part 2

EPG: Comparative Sport Federation Transformation Status Dashboard 2018/19



Part 3

EPG: Sport Federation Transformation Status Report Addendum 2018/19

The sport *Transformation Charter* and the associated ministerial *EPG mandate* is included in Part 3 – the addendum.

The transformation status of sport is established based on two scorecard structures: one is the achievement of the pre-set *one-size-fits-all* Charter targets (introduced in 2011); the other is the achievement of federation's *self-set* and *forward projected* barometer targets introduced in 2016. The latter forms part of an MoU entered into by SRSA and SASCOC, which provides that failure of a federation to achieve its *own forward projected* barometer targets could lead to one or more penalties being imposed.

The 2018/19 report is the seventh since the adoption of the Charter in 2011. It further expands and deepens insight into: the transformation status of sport; the factors and drivers that impact on the rate and extent of transformation and the strategic and moral reasons for this at individual federations in a comparative format.

As was the case in 2017/18, the 2018/19 transformation status report consists of three parts.

PART 1:

The *EPG Individual Federation Barometer and Sport Transformation Charter Scorecard* reflects the individual federation transformation status of *selected* categories in the Transformation Charter, based on achieving two sets of targets.

The first set is based on *pre-set* and *one-size-fits-all targets* that are defined in the Charter; but they are not sport-specific and have a retrospective focus (rear-window analogy). Non-achievement of these *pre-set* charter targets does not result in a penalty being imposed, and this reduces leadership transformation accountability significantly. Transformation progress, in this instance, depends on voluntary implementation of corrective action by federations, in response to the findings and recommendations that form part of the annual EPG transformation status reports.

The second set of targets (*barometer* targets) are based on the achievement of a federation's own (*self-set*) and *forward projected* targets. These are part of the MoU between the federation, SRSA and SASCOC, which was introduced in 2012. Non-achievement of 50% or more of the *self-set* targets is subject to the imposition of one or more of the following penalties on the federation by the Minister:

- *Revoking the authority to bid for or stage international tournaments locally.*
- Suspension or withdrawal of funding or support from government.

- Withdrawal of the opportunity to award national colours.
- Withdrawal of the recognition of a national federation in terms of the National Sports Act.

The purpose of the Barometer is: to improve the accountability for transformation of a federation's leadership; and to motivate for by sport organisations to focus more on longer-term sustainability and competitiveness issues.

Both sets of performance measures serve as milestones that signpost a federation's transformation journey along the road to *an accessible, equitable, sustainable, demographically representative and competitive sport system*.

A comparison of the two sets of measures used by federations enables a distinction to be made between the conservative (safety first) approach to target setting (which is done to avoid penalties being imposed), and the positive aggressive approach to target setting.

PART 2:

The *EPG Comparative Transformation Status Dashboards* reflect federation transformation status on a comparative basis in both dashboard and summarised-commentary format, based on the achievement of *pre-set* and *one-size-fits-all* Transformation Charter targets.

Each component of the Transformation Charter is quantifiable in terms of the measurable outcomes of action that is aimed at ultimately bringing about

changes that will produce breakthrough results in key areas. Evaluation of the data involves objective examination, analysis and interpretation that allows for appropriate questions to be asked and for judgement calls to be made based on specific criteria. The intention is not simply to assess what the outcomes are, but also to understand why they have occurred, what lessons can be learnt and how the transformation programme might be improved.

Although measures to establish a code's transformation status will be affected by the unique characteristics and situations of a code, a comparison of the outcomes of these measures between federations is useful because performance is measured in terms of the same transformation dimensions by all federations. Performance measures serve as the milestones that signpost a federation's transformation journey towards *an accessible, equitable, sustainable, demographically representative and competitive sport system*.

The very essence of a dashboard system is a set of strategic metrics that fit the purpose of its use, which drive long-term success, by supporting improved decision making and actual performance in specific areas.

There are many ways to build a dashboard and all dashboards share the same purpose, that is, to deliver information that will allow the right decisions to be taken. A comparative dashboard format allows for periodic assessment of the impact of specific *action* undertaken by federations, in an *understandable* format that communicates clear and consistent messages. This enables federations to connect scorecards and establish

variances, trends, ratios and change in terms of each of the selected transformation dimensions.

A key role of a dashboard is to provide a means for managers to monitor, analyse and sometimes annotate items (e.g. explain variances in an embedded scorecard); therefore, it has a strong link to planning.

Although a major portion of a dashboard is not typically used to display a detailed report – because it would then be more of a report board – embedding a report in a dashboard can prove very effective in providing a detailed view of information that could support analysis done using scorecards and charts.

Part 2 of this document includes comparison overviews of the federations, as well as summary overviews of: Data Input Quality; Overall Generic Black and Black African *Pre-set Charter Target Achievements*; Federation-Specific Generic Black and Black African *Self-set Barometer Target Achievements*; Federations' Overall Generic Black and Black African % of *Pre-Set Charter Target Achievements*. It also includes a Graphic Comparison Federation Barometer for *Self-set* and Charter *Pre-set Target Achievements*.

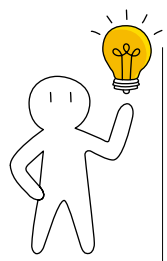
Part 2 concludes with a dashboard comparison of performance in each of the charter categories, including an overview of the transformation status of women in sport in the audited codes.

PART 3:

The *EPG: Sport Transformation Report Addendum* provides comment on general *socio-political* and *socio-economic* issues, including the impact of poverty and inequality on opportunities for equitable sport participation. The ongoing exclusion of people from opportunities to develop to their full potential in any area will *not* be without consequences for society at large nor for the longer-term well-being of sport.

Poverty prevents people from entering the race and, even when they can, they must carry so much baggage that the odds of excelling are small. Advancing social justice is about delivering on the country's constitutional promise.

A summary is provided of the Transformation Charter that was adopted at an indaba held in 2011 outlines the contribution to be made by sport to bringing about equitable access to sport. Also included is an outline of the role and function of the EPG, and an overview of the transformation status of federations, measured in terms of *Charter* and *Barometer* Generic Black and Black African % Target Achievement.



A key role of a dashboard is to provide a means for managers to monitor, analyse and sometimes annotate items (e.g. explain variances in an embedded scorecard); therefore, it has a strong link to planning.

Besides poverty and inequality, two major factors affect the *sustainability* and *competitiveness* of sport:

- an increasingly dysfunctional school sport system and
- the changing national population demographic impacting codes with slow changing and predominantly White demographic structures.

Part 3 includes a brief *introduction* to scenario planning, and concludes with scenario game boards for individual codes and for South Africa's overall sport system, based on the environmental factors that will impact on sport. The intention is not to predict a future for SA sport, because that is simply not possible. Scenarios and scenario planning are techniques that are used to assist leaders to make choices today with an understanding of how those choices *might* turn out tomorrow. This approach helps to shape thinking, open disparate minds to alternative possibilities and encourage a shared vision of the future.

The addendum concludes with the *EPG Recommendations and Implementation Progress Status Register*, which includes the latest recommendations.



Comparison Data Quality, Charter and Barometer Target Achievements



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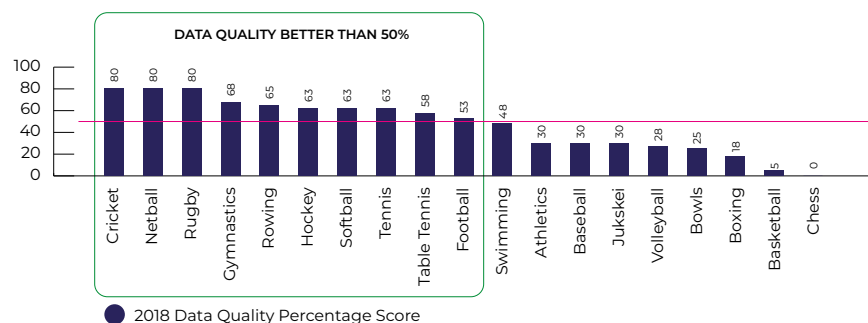
7. Comparison Data Quality, Charter & Barometer Target Achievements

7.1. Data Input Quality

Data quality input is affected by:

- sub-optimal leadership commitment and accountability
- sub-standard data collection and data management processes
- human and financial resource constraints
- apathetic and uncooperative affiliated structures.

Subjective Evaluation of Federations Data Input Quality - 2018



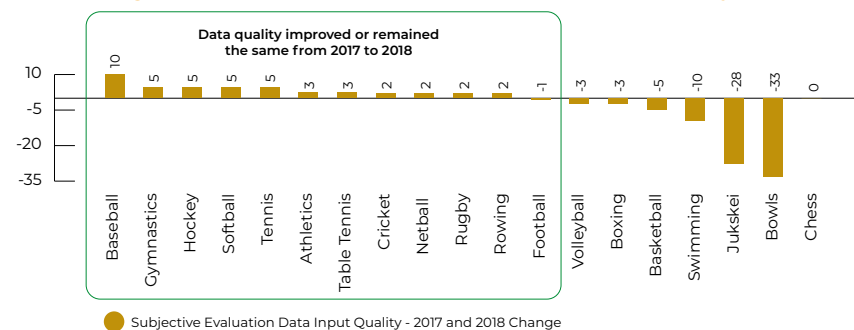
Subjective Data Quality Evaluation

- **Ten** federations have achieved a score of 50% or more, based on the listed evaluation criteria.
- The data submissions of cricket, netball and rugby have improved consistently over the past five years.
- The quality of the data submissions of volleyball, athletics, baseball, amateur boxing, bowls and basketball remains problematic.

Quality of data is evaluated *subjectively*, based on:

- timeliness of data submission
- completeness of data package
- reliability of data provided
- perceived commitment of leaders to the transformation process
- support received from affiliated entities.

Percentage Point Differences Between 2018 & 2017 Data Quality Scores

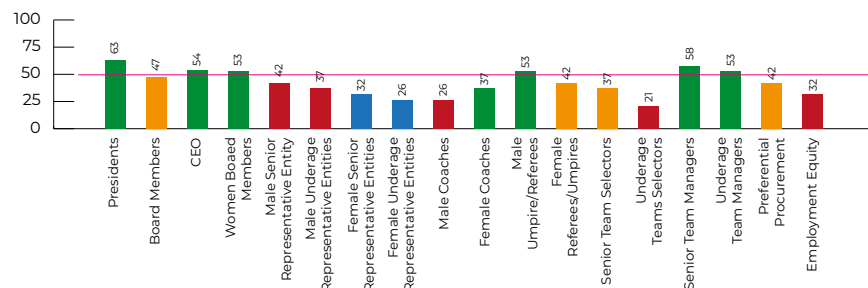


Percentage Points Difference in Pre-Set and Charter Target Achievement – 2017-2018

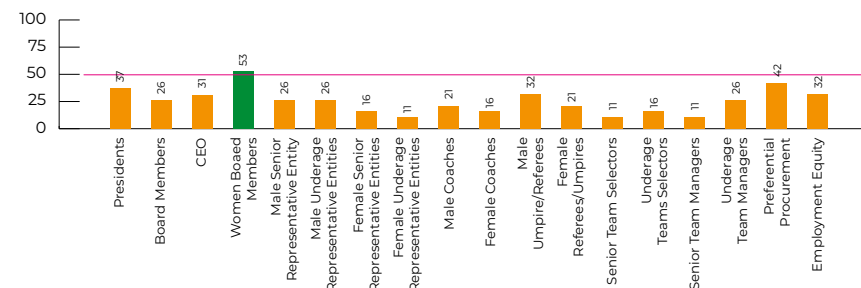
- The data quality submissions of **12** federations improved or remained the same from 2017 to 2018.
- The data quality of baseball data showed the biggest improvement (10 percentage points) from 2017 to 2018.
- The data quality was worse in 2018 than in 2017 for: volleyball, amateur boxing, basketball, swimming, jukseki and bowls. reported data quality in 2018 worse than in 2017.
- Baseball's data quality showed the biggest improvement from 2017 to 2018 namely 10 percentage points.
- Football's data input quality remained the same.

7.2. Overall Pre-set Charter Target Achievement – Generic Black and Black African

% of Federations Achieving 50% or more in
Pre-Set Generic Black Charter Categories - 2018



% of Federations Achieving 50% or more in
Pre-Set Black African Charter Categories - 2018

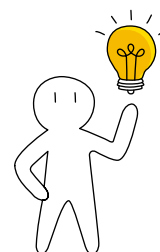


% Pre-Set Charter Target Achievement – Generic Black

- From 2017 to 2018, there was a significant *improvement* in the number of Charter categories in which **50% or more** of federations achieved the pre-set **generic Black** Charter targets, i.e. up from **2 to 6**.
- These categories include the following: *president, CEO, women board members, male under-age national team, senior team manager, and under-age national team members*.
- The *Charter* categories in which **less than 50%** of federations (7) achieved the **generic Black** Charter targets included:
 - Board members (47%)
 - Senior male national team members (42%)
 - Female umpires / referees (42%)
 - Male under-age teams, senior team selectors and female accredited coaches (37%)
 - Senior female representative teams and employment equity (32%)
 - Female national under-age representative entities and male coaches (26%)
 - National under-age team selectors (21%).

% Pre-Set Charter Target Achievement – Black African

- Women Board** members is the **only** category in which more than 50% of federations achieved the pre-set Charter target.
- More than 50%** of federations did not achieve the pre-set Charter target in any other category.
- Lower % of federations achieving pre-set Black African Charter targets than % generic Black targets is a measure of the level of inaccessibility for **Black Africans** to sport structures.



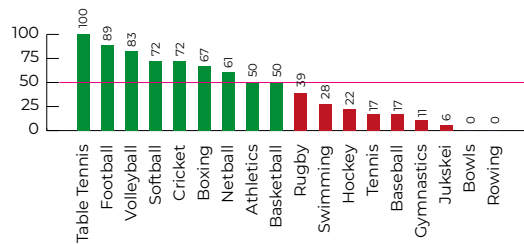
Women Board members is the only Black African Charter category in which more than 50% of federations achieved the pre-set Charter target during the 2018|19 audit.

7.3. Federation Pre-Set Charter Target Achievement – Generic Black and Black African

% Pre-Set Generic Black Charter Targets Achieved – 2017 and 2018

Code	% of Targets Achieved -2017	% of Targets Achieved -2018	% Points Difference 2017 to 2018
Table Tennis	67	100	33
Football	89	89	0
Volleyball	67	83	16
Softball	56	72	17
Cricket	61	72	11
Boxing	61	67	6
Netball	50	61	11
Athletics	50	50	0
Basketball	56	50	-6
Rugby	28	39	11
Hockey	11	22	11
Tennis	17	17	0
Baseball	22	17	-6
Gymnastics	17	11	-6
Bowls	0	0	0
Rowing	0	0	0
Jukskei	6	0	-6
Swimming	17	0	-17
Chess	44	NO DATA	NO DATA

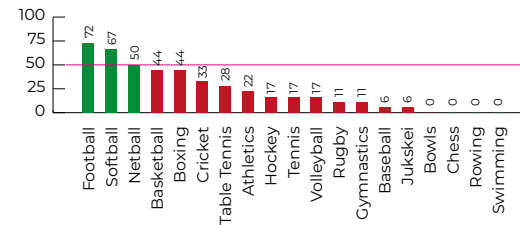
% of Pre-set Generic Black Charter Targets Achieved by Federations - 2018



% of Pre-set Generic Black Charter Targets Achieved

- The accompanying graphic and table shows that a credible nine of the 18 federations audited (i.e. 50%) achieved **50% or more** of the **pre-set generic Black Charter** targets. These were: *table tennis, football, volleyball, softball, cricket, boxing, netball*, athletics and basketball.
- A significant number of federations fourteen also *improved* on the % achievement of pre-set generic Black Charter targets seen in 2017. Only four federations **did not** improve on the 2017 performance levels: *swimming, gymnastics, basketball* and *baseball*.

Federation Pre-set Black African Charter Target Achievement Federations - 2018



% of Black African Pre-Set Charter Targets Achieved

- The accompanying graphic and table shows that only three of the 18 federations audited (17%) achieved **50% or more** of the **pre-set Black African Charter** targets: *football, softball* and *netball*.
- This demonstrates an *undesirable* level of accessibility to the audited codes for Black African sportspeople.
- Given that the Black African population makes up 80% of the country's population, the accompanying graphic suggests that the other 16 codes are essentially reliant on the 20% Coloured, White and Indian human resource base of the country.
- In these circumstances, the *lower* the Black African representation in the Charter categories, the *higher* the longer-term sustainability risk for *some* codes, if the situation is left unattended.
- Population demographic changes already in motion will elevate the sustainability challenges for the codes with a predominantly White demographic profile.

% Pre-Set Black African Charter Target Achievement – 2017 and 2018

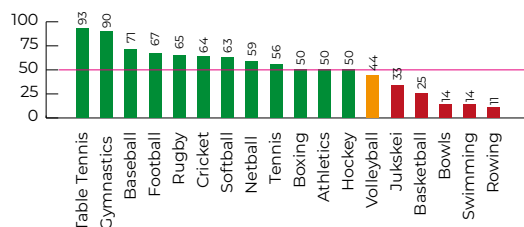
Code	% of Targets Achieved -2017	% of Targets Achieved -2018	% Points Difference 2017 to 2018
Football	67	72	6
Softball	39	67	28
Netball	39	50	11
Basketball	44	44	0
Boxing	56	44	-11
Cricket	22	33	11
Table Tennis	17	28	11
Athletics	11	22	11
Hockey	6	17	11
Tennis	6	17	11
Volleyball	17	17	0
Rugby	6	11	6
Baseball	11	6	-6
Jukskei	11	6	-6
Gymnastics	17	11	-6
Bowls	0	0	0
Rowing	0	0	0
Swimming	6	0	-6
Chess	17	0	NO DATA

7.4. Federation Self-set Barometer Target Achievement – Generic Black and Black African

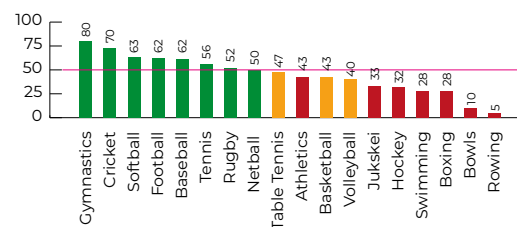
% of Black African Self-Set Barometer Targets Achieved in 2017 and 2018

Code	% of Barometer Self-Set / Charter Targets Achieved - 2017	% of Barometer Self-Set / Charter Targets Achieved - 2018	% Point Difference - 2017 and 2018
Gymnastics	68	80	12
Cricket	59	73	14
Softball	17	63	46
Football	62	62	0
Baseball	60	62	2
Tennis	54	56	2
Rugby	43	52	9
Netball	48	50	2
Table Tennis	76	47	-29
Athletics	30	43	13
Basketball	21	43	22
Volleyball	42	40	-2
Jukskei	25	33	8
Hockey	35	32	-3
Swimming	25	28	3
Amateur Boxing	12	28	16
Bowls		10	10
Rowing		5	5
Chess	16	NO DATA	NO DATA

% of Self-Set Generic Black Barometer Targets Achieved by Federations - 2018



% of Self-Set Black African Barometer Targets Achieved by Federations - 2018



% of Generic Black Self-Set Barometer Targets Achieved in 2017 and 2018

Code	% of Barometer Self-Set Charter Targets Achieved - 2017	% of Barometer Self-Set / Charter Targets Achieved - 2018	% Points Difference 2017 and 2018
Table Tennis	67	93	26
Gymnastics	68	90	22
Baseball	73	71	-1
Football	86	67	-19
Rugby	65	65	0
Cricket	59	64	5
Softball	26	63	37
Netball	57	59	2
Tennis	64	56	-8
Amateur Boxing	16	50	34
Athletics	30	50	20
Hockey	50	50	0
Volleyball	42	44	2
Jukskei	20	33	13
Basketball	25	25	0
Bowls		14	14
Swimming	13	14	1
Rowing		11	11
Chess	47	NO DATA	NO DATA

Generic Black Barometer Target Achievement (MoU Agreement)

- 12 federations, i.e. **67%** of the total audited, achieved the required 50% or more (as per the **MoU Agreement**) of their *self-set barometer generic Black* target, as shown in the accompanying table and graphic.
- Six federations, , **did not** achieve 50% or more of its *self-set barometer generic Black* barometer targets: *volleyball, jukskei, basketball, bowls, swimming and rowing*.

Black African Barometer Target Achievement (MoU Agreement)

- However, only *eight federations*, or **44%** of the total audited, achieved 50% or more of their *self-set barometer black African* target, as shown. The graphic highlights the challenge faced by *Black African* sportspeople with respect to equitable participation access in *rowing, bowls, swimming, hockey and jukskei, in particular*. *Volleyball, athletics and table tennis* appear to be facing less of a challenge, having achieved 47%, 43% and 40% of their self-set Black -African representation targets, respectively.

Comparison – 2018 vs 2017 Self-Set Barometer Generic Black and Black African Target Achievement

- The two tables show that: only **four** federations (*baseball, football, netball and tennis*) did not improve on their 2017 generic Black barometer target achievement; three (*table tennis, volleyball and hockey*) did not improve on their 2017 self-set Black African barometer targets.
- Noteworthy overall performances provided barometer MoU's reflect challenging targets and not 'safety-first' targets to avoid the imposition of penalties in terms of the MoU barometer agreement.

7.5. Comparison Federation Barometer – Self-set and Charter Pre-set Target Achievement

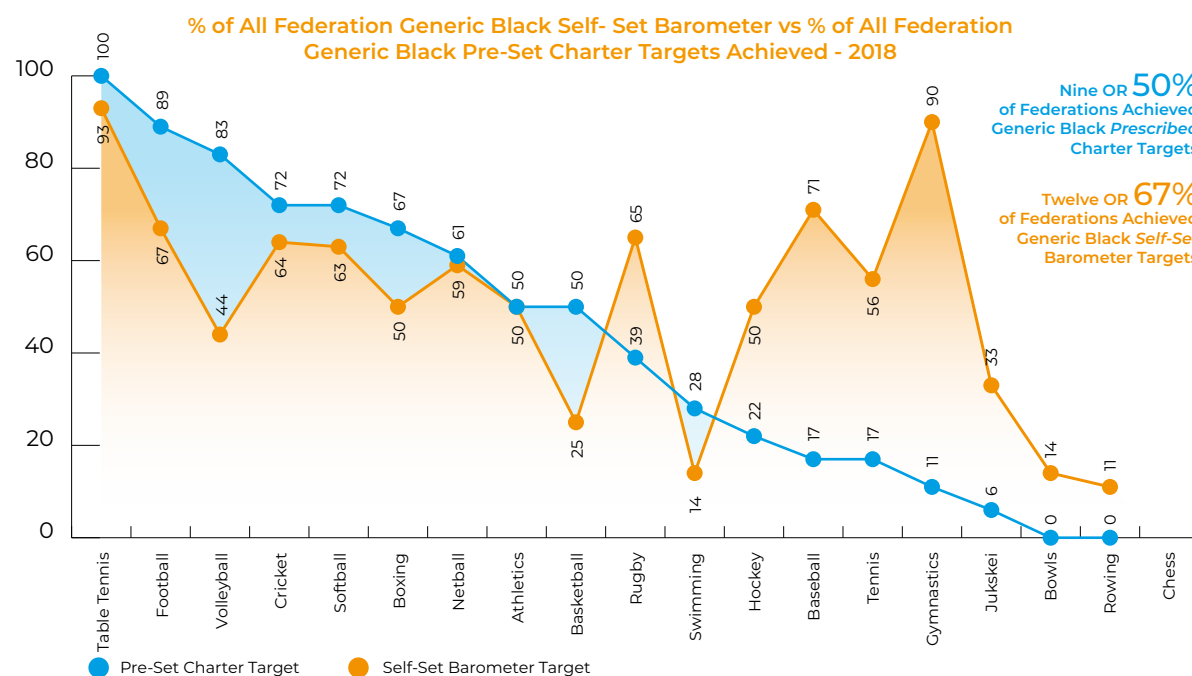
Transformation status is established by measuring actual federation performance in 18 strategic categories and based on *two* sets of targets, as defined in the Transformation Charter. One set is based on *prescribed* or *pre-set* targets, as per the Charter; the other is based on federation *self-set* targets.

The *pre-set* or pre-determined *one-size-fits-all* Charter targets are the same for all federations and these define the interim milestones to be achieved on the journey towards an accessible, equitable, demographically representative and competitive sport system. Non-achievement of these predetermined charter targets is *not* subject to the imposition of a penalty.

The second group is the Barometer MoU-based targets. These are *self-set* and *forecast forward* by a federation, in line with its own unique circumstances, which reflects how appropriate interventions could align the organisation with the objectives of the Charter. As part of an MoU entered into with SRSA and SASCOC, non-achievement of 50% or more of these self-set targets could lead to the imposition of a penalty.

Achievement of the *prescribed* charter targets has proved challenging for most codes, but particularly for those with a relatively untransformed demographic profile that is impacted by population demographic changes, a dysfunctional school system, significant poverty and inequality-related issues that are made more complex by financial and facility constraints. *Setting* and *achieving* the federations' forward-projected *self-set* targets is linked to leadership motivation, insight and understanding of a federation's strategic position.

Monitoring and comparing the performance and trends in *both* sets of targets allows for appropriate observations and recommendations to be made to improve the rate and extent of transformation. The accompanying figure provides a comparison of the achievements against the two sets of targets.



The graphic reflects the *average* percentage achievement of federations for the **self-set barometer** and **pre-set charter** targets.

Pre-set Charter Target Achievement

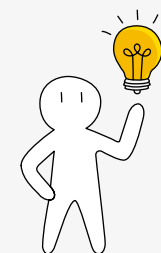
- Nine federations (50% of the total audited) achieved 50% or more of the pre-set Generic Black Charter targets; they were: *table tennis, football, volleyball, cricket, softball, boxing, netball, basketball* and *athletics*.
- Nine federations (50% of total audited) achieved less than 50% of the pre-set charter targets; they were: *rugby, swimming, hockey, tennis, baseball, gymnastics, jukskei, bowls* and *rowing*. Chess did not submit any data.
- In terms of achievements against pre-set Charter targets, this suggests a 50% transformed sport structure in terms of the audited federations. This is a noteworthy achievement compared to the situation in 1994.
- *Swimming, hockey, tennis, baseball, gymnastics, jukskei, bowls, rowing* and, to a lesser extent, *rugby*, find themselves in a more challenging situation because of less effective initiatives to change the demographic profiles.

Barometer Self-set Target Achievement

- As anticipated, because federations set their own targets, more federations, i.e. nine (50% of the total audited) achieved 50% or more of their self-set transformation targets; they were: *table tennis, football, cricket, softball, netball, rugby, tennis, baseball* and *gymnastics*. Of these, five, achieved 50% or more of both pre-set and self-set targets; they were: *table tennis, football, cricket, softball, netball*

The self-set target achievement profile seen in the graphic shows the federations that have an average self-set barometer target achievement that is:

- notably lower than the pre-set charter target achievement, e.g. *volleyball* and *boxing*. This suggests a higher, more challenging self-set Barometer target than the Charter targets set by these federations.
- notably higher than the pre-set charter target achievement for *rugby, hockey, tennis, baseball, gymnastics, jukskei, bowls* and *rowing*. This suggests that a softer or less challenging, and possibly a safety first, approach to target setting process has been used to avoid penalties being imposed.
- This outcome led to all federations being requested to re-visit their targets and re-submit realistic, but more challenging, self-set MoU barometer forecasts projected forward to 2030, based on the commentary in the EPG reports published in the past three years. This will indicate that the process is being taken seriously, as well as the commitment to change over the next decade, by federations that reflect a predominantly White demographic, **which should influence government priority funding and support.**
- Penalties will be strictly imposed in 2020 for non-achievement of 50% or more of the Barometer self-set targets.



50% of the total number of federations audited achieved 50% or more of their self-set transformation targets; they were: *table tennis, football, cricket, softball, netball, rugby, tennis, baseball* and *gymnastics*



8. Comparative Performance of Federations per Charter Category



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8.1. Administration Demographics

a. Federation Board and President

Federation	Black African President	Generic Black President	White President	Women President
Athletics				
Baseball				
Basketball				
Bowls				
Boxing				
Chess	NO DATA	NO DATA	NO DATA	NO DATA
Cricket				
Football				
Gymnastics				
Hockey				
Jukskei				
Netball				
Rowing				
Rugby				
Softball				
Swimming				
Table Tennis				
Tennis				
Volleyball				
% of Federations	39	67	33	11

Federation President – Demographic Profile

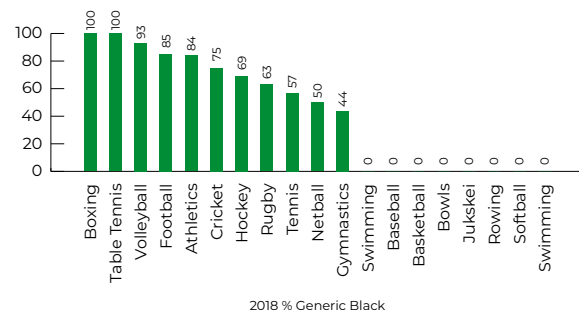
- **67%** of federations (12) reported a **generic Black** (Black African, Coloured or Indian) president, namely: *athletics, basketball, boxing, cricket, football, hockey, netball, rugby, softball, swimming, table tennis and volleyball*.
- Of these, seven (**41%**) federations reported having a *Black African* president, namely: *athletics, basketball, boxing, cricket, netball, softball and volleyball*. Five were either Coloured or Indian.
- **33%** (6) federations reported having a White president: *baseball, bowls, gymnastics, jukskei, rowing and tennis*.

Federation Board – Demographic Profile

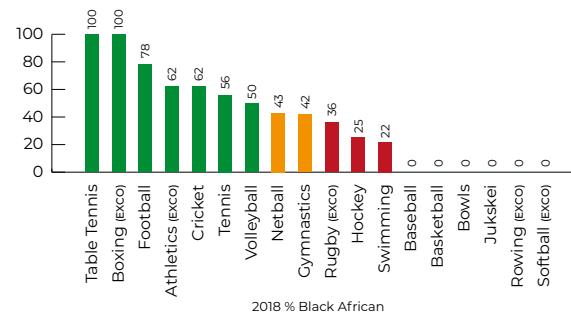
- As shown, more than half of all federation boards (10 or **61%**) audited reported a board that is 50% or more **generic Black** (either *Black African, Coloured or Indian*): *boxing, table tennis, volleyball, football, athletics, cricket, hockey, rugby, tennis and netball*.
- **39% (7)** federations reported a board that is 50% or more **Black African**: *boxing, table tennis, football, athletics, cricket, tennis and volleyball*.

- **44% (8)** federations reported a board that is 50% or more **White**: *bowls, jukskei, rowing, gymnastics, baseball, hockey, netball and swimming*.
- Only **1** federation reported a board that consisted of more than 50% **Indian** members: *volleyball*.
- Although no federation reported a board with more than 50% Coloured members, the following board reported a significant Coloured representation: rugby (46%), table tennis (33%), hockey (29%), basketball (20%) and football (13%).
- 21% (4) federations reported a board that comprised 50% or more **Women**: *netball, boxing, jukskei, and table tennis*.
- Board *values* and *culture* (the way things are done) is influenced by the demographic and the experience profile of board members.
- The table and graphic reflects the extent of change since the early 90's, when presidents and boards were all White. A sport leadership structure representing national demographic is on the horizon.

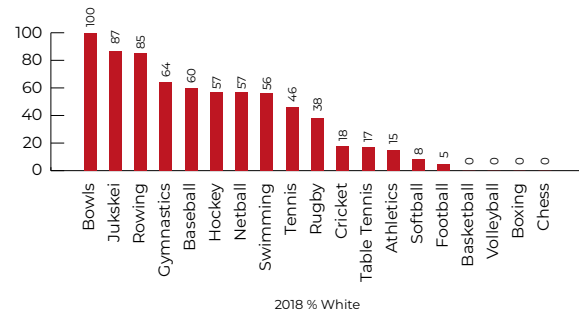
Board Generic Black Demographic - 2018



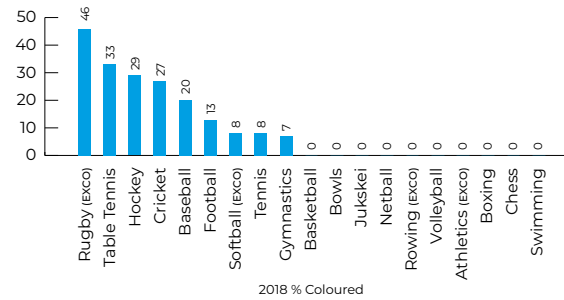
Board Black African Demographic Profile - 2018



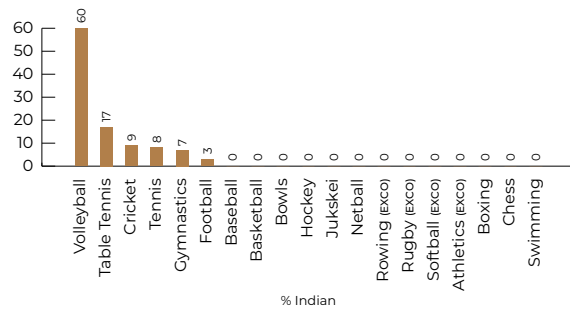
Board White Demographic - 2018



Board Coloured Demographic - 2018

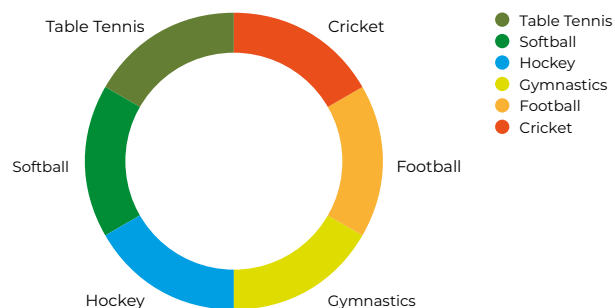


Board Indian Demographic - 2018

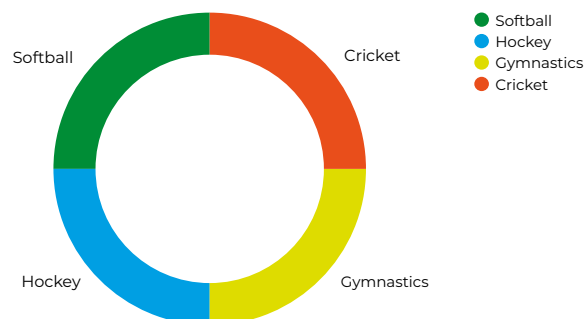


b. Federation CEO

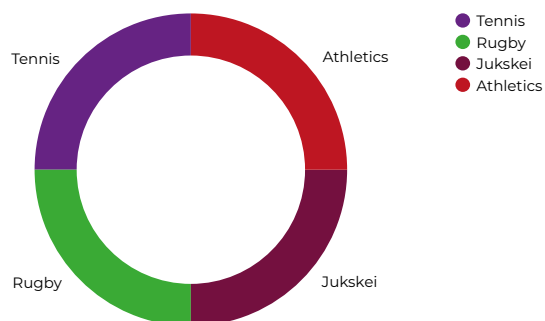
Federation's With Generic Black
(Black African, Coloured OR Indian) CEO's - 2018



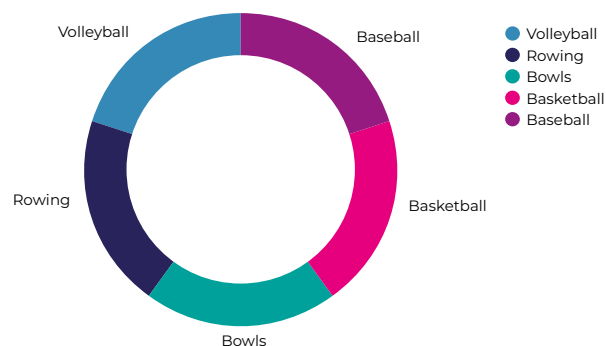
Federation's with Black African CEO's - 2018



Federation's with White CEO's - 2018

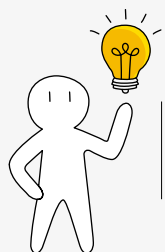


Federation's without CEO's - 2018



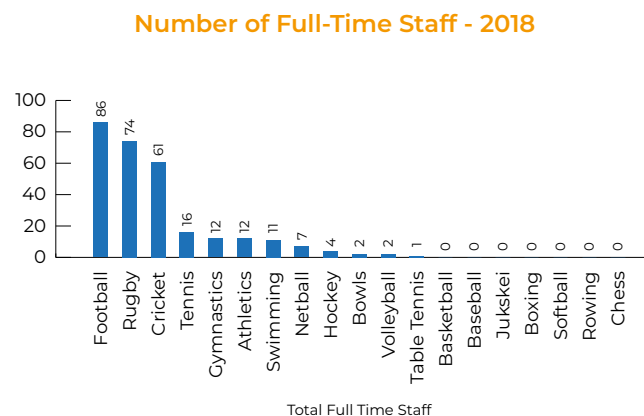
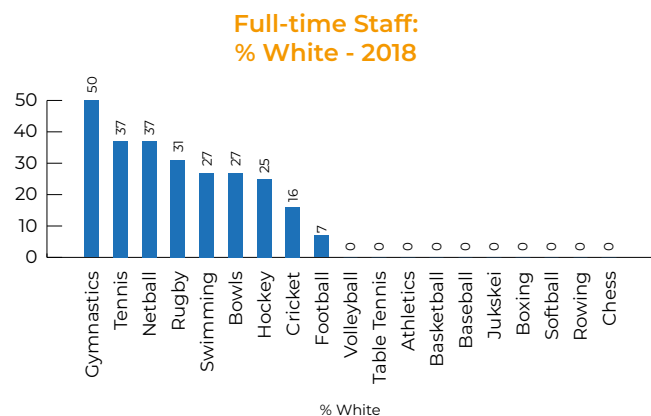
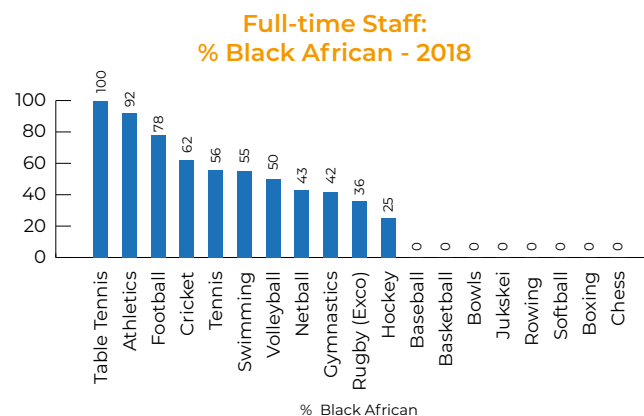
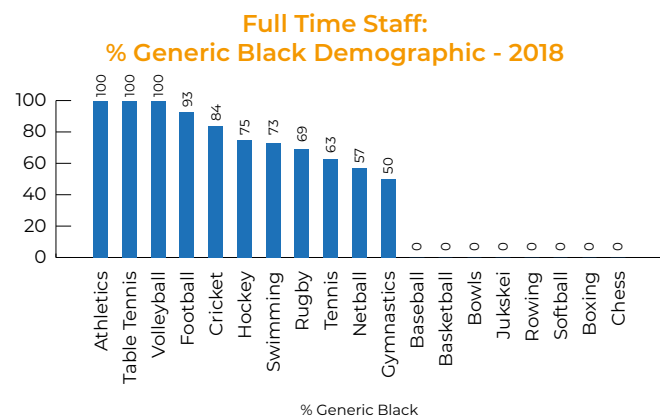
CEO Demographic – Notes

- Boards are *nominated* and *elected* by federation members and the board *appoints the* CEO.
- Six** federations (**33%**) *boxing, cricket, football, gymnastics, hockey, softball* and *table tennis* reported having a **generic Black** (Black, African, Coloured or Indian) CEOs.
- Four** federations (**22%**) reported the appointment of a **Black African** CEO: *cricket, gymnastics, hockey* and *softball*.
- Four** federations (**22%**) reported the appointment of a **White** CEO: *athletics, jukskei, rugby* and *tennis*.
- Of concern is the **25%** (5) federations that are *without* a full-time CEO: *baseball, basketball, bowls, rowing* and *volleyball*.
- Considering the importance and time-consuming demands associated with organisational growth and development, alignment and coordination of organisational components, transformation, data collection and management, stakeholder communication, and fundraising responsibilities, an ongoing CEO void *will not* be without consequences. The absence of a CEO is both a *strategic weakness* and a *threat*.

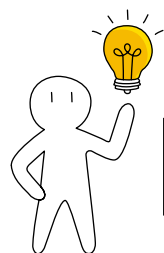


Of concern is the **25%** (5) federations that are *without* a full-time CEO: *baseball, basketball, bowls, rowing* and *volleyball*.

c. Federation Full-Time Staff



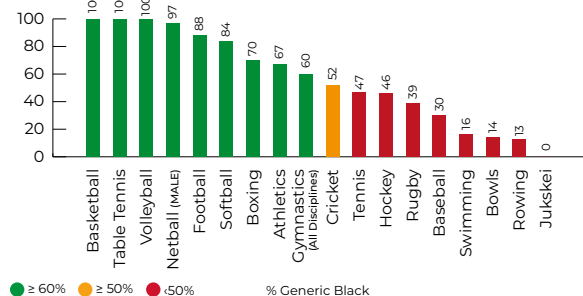
- 11 federations (**61%**) reported an admin structure that is **more than 50%** generic Black (Black, African, Coloured or Indian): *athletics, volleyball, table tennis, football, swimming, cricket, rugby, tennis, gymnastics, hockey and netball.*
- 7 federations (**39%**) reported an admin structure that is more than 50% Black African: *table tennis, athletics, football, cricket, tennis, swimming and volleyball.*
- 7 federations (**39%**) reported an admin structure that is more than 50% Black African: *volleyball, table tennis, athletics, football, cricket, tennis, swimming and volleyball.*
- 7 federations (39%) reported an admin structure with 25% to 50% Whites: *gymnastics, tennis, rugby swimming, bowls and hockey.*
- The largest number of full-time staff-members was reported by: football – 88; rugby – 74; cricket – 62.
- Six (33%) federations did not report any full-time staff members: baseball, basketball, rowing, jukseki, boxing and softball.**
- In terms of a combination of *no* CEO and *few or no* full-time staff members, *baseball, softball, basketball, boxing, rowing, jukseki* and *chess* are invariably the forerunners of eventual sub-optimal operational effectiveness and potential dysfunctionality.
- Considering prevailing governance standards, leadership commitment to change, charter and barometer data input quality, and target achievement: *baseball, basketball and chess* may have entered the twilight zone of administrative dysfunctionality.



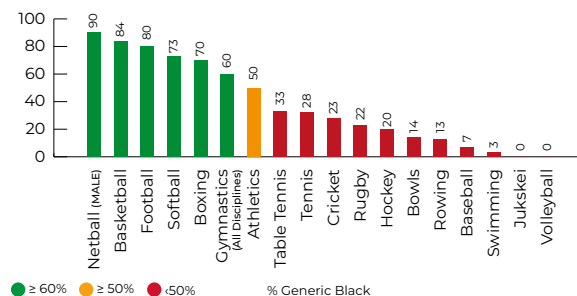
Six (33%) federations did not report any *full-time staff members*: *baseball, basketball, rowing, jukseki, boxing and softball.*

8.2. Senior Male National Team / Entity Demographic – Pre-Set (60%) Charter Target Achievement

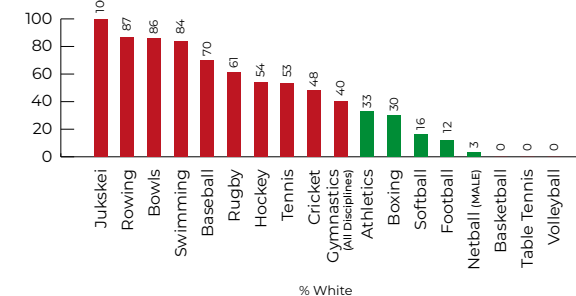
Senior National Male Team | Entity
Average % Generic Black Demographic - 2018



Senior National Male Team | Entity
Average % Black African Demographic - 2018



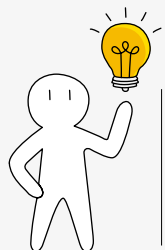
Senior National Male Team | Entity
White Demographic - 2018



- The 60% pre-set Charter **Generic Black** (Black African, Coloured or Indian) representation) senior male team target was achieved by **9** federations, i.e. **50%** of the total audited.

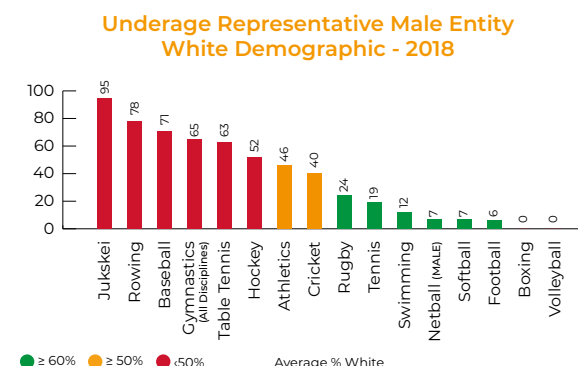
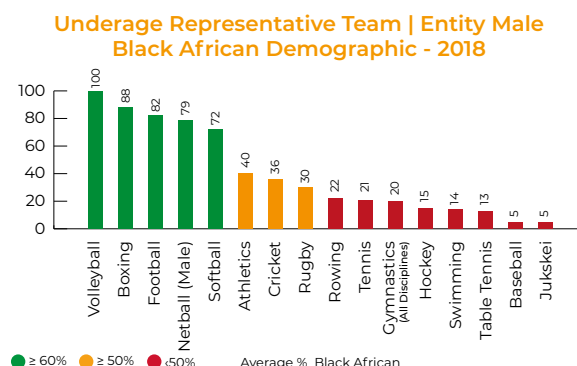
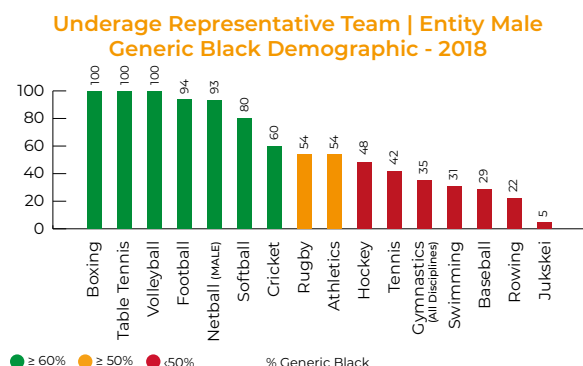
- The pre-set 60% Charter target for senior male Black African teams was achieved by 6 federations, i.e. only 33% of the total. This reflects the significant level of inaccessibility of the system for Black Africans, in the remaining 12 codes.
- Note: volleyball, softball and table tennis reported high team generic Black figures because of high Coloured and Indian participants.

- Eight** (44%) federation senior male teams were reported to be more than 50% **White**. This could signal a potential longer-term sustainability challenge for: jukskei, rowing, bowls, swimming, baseball, tennis, rugby and hockey.
- The declining White population makes optimal resource pipeline planning a priority.



The pre-set 60% Black African Charter target for senior male teams was achieved by 5 federations, i.e. only 28% of the total. This reflects the significant level of inaccessibility of the system for Black Africans, in the remaining 13 codes

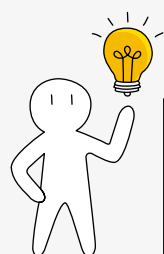
8.3. Under-age Male National Team / Entity Demographic – Pre-Set (60%) Charter Target Achievement



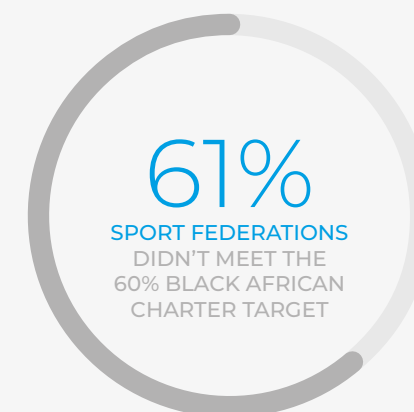
- The 60% pre-set Charter **Generic Black** (Black African, Coloured and Indian) target for male under-age national teams was achieved by only **7** federations (**39%**), as shown in the accompanying graphics.
- The positive impact of this pipeline on cricket's national senior male team demographic in recent years has become obvious.
- The shape of the male under-age pipeline for *gymnastics, swimming, baseball, rowing, jukskei, basketball* and *bowls* (as reported), suggests a longer-term sustainability challenge for these codes.

- The Charter 60% pre-set **Black African** representation target for under-age male national team participants was achieved in **5** federations (**28%**), namely *volleyball, boxing, football, netball (male)* and *softball*. This reflects the inaccessibility of the system for Black African under-age participants.
- *The athletics, rugby* and *cricket* pipelines will need to be monitored closely. The pipelines for *rowing, tennis, gymnastics, hockey, swimming, table tennis, baseball* and *jukskei* are highly problematic from a sustainability perspective.

- The under-age male teams of **6** codes (33%) were more than 50% **White**, which signals the potential longer-term sustainability challenges, if the under-age pipeline structuring and management, which is being influenced by a declining White population, remains sub-optimal. This is notably in the case of: *jukskei, rowing, baseball, gymnastics, table tennis, hockey* and *bowls*.
- Senior male national teams are considerably more transformed than senior female national teams.

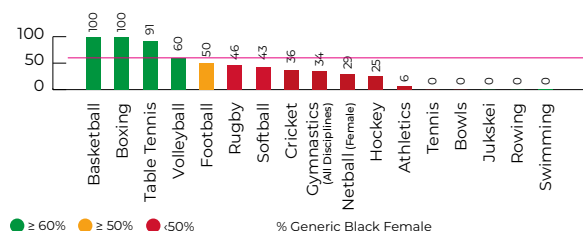


The 60% pre-set Generic Black (Black African, Coloured and Indian) Charter target for male under-age national teams was achieved by only 7 federations (39%).



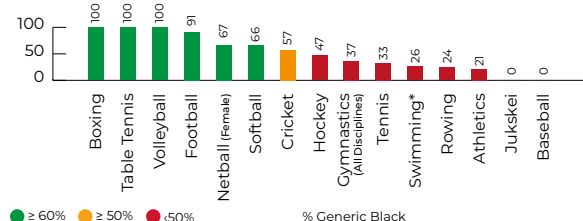
8.4. Senior and Under-age Female National Team / Entity Demographic – Pre-Set (60%) Charter Target Achievement

Senior Female Representative Entity
Generic Black African Demographic - 2018



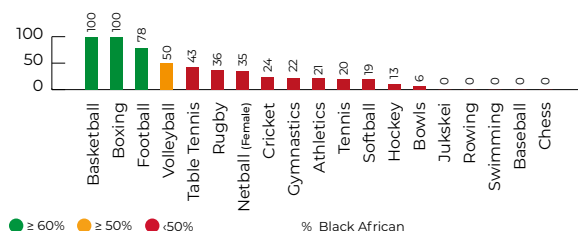
- The Charter 60% pre-set **Generic Black** (Black African, Coloured and Indian) representation) senior female team target was achieved by **6** federations (2 less than for males), i.e. 33% of the total number audited.

Average Underage Generic Black African
Female Representative Entity - 2018



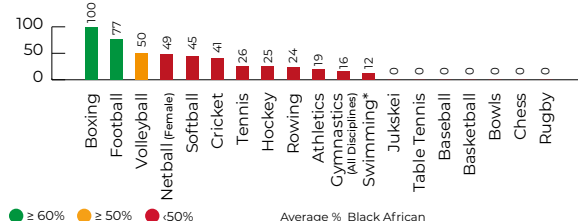
- The Charter 60% pre-set **Generic Black** (Black African, Coloured and Indian) target for female under-age national teams was achieved by **6** (7 for males) federations, i.e. **33%** (39% for males) of the total, as shown in the accompanying graphics.
- The shape of the male under-age pipeline for *gymnastics*, *tennis*, *swimming*, *baseball*, *rowing*, *athletics*, *jukskei*, *bowls* and *basketball* (as reported), suggests the potential for a longer-term sustainability challenge for these codes.

Senior Representative Female Entity Average
Black African Demographic - 2018



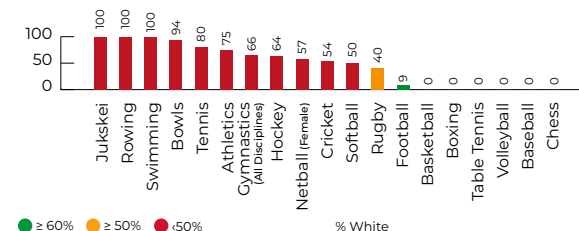
- The pre-set 60% Charter target for senior female **Black African** teams was achieved by only **3** federations – two less than for males.
- Note: *volleyball*, *softball* and *table tennis* reported high team generic Black figures, because of high Coloured and Indian representation, rather than Black African representation.

Average Underage Black African Female
Representative Entity - 2018



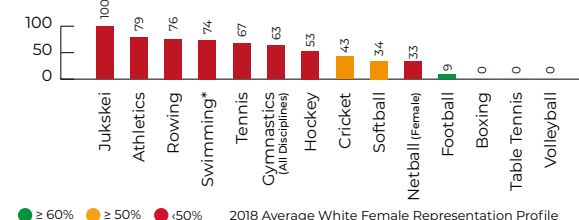
- The Charter 60% pre-set **Black African** representation target for under-age female national team participants was achieved in only **2** (3 for males) federations, i.e. **11%** (17% for males) of the total: *boxing* and *football*. This reflects the inaccessibility into the system for Black African under-age participants.
- Netball (male)* and *softball* male under-age pipelines were 50% and 49% Black African, respectively.
- The *athletics*, *rugby* and *cricket* pipelines will need to be closely monitored, while those for *rowing*, *tennis*, *gymnastics*, *hockey*, *swimming*, *table tennis*, *baseball* and *jukskei* are highly problematic from a sustainability perspective.

Senior Representative Female Entity Average
White Demographic - 2018



- The senior female teams of 11 codes were **61%** (50% for males) more than 50% **White**. This signals a potential longer-term sustainability challenge, if the under-age pipeline structuring and management, which is influenced by a declining White population, remains sub-optimal. This is possibly the case for: *jukskei*, *rowing*, *swimming*, *bowls*, *tennis*, *athletics*, *gymnastics* and, to a lesser extent, for *hockey*, *netball*, *cricket*, *softball* and *bowls*.
- Senior female national teams are less transformed than senior male structures.

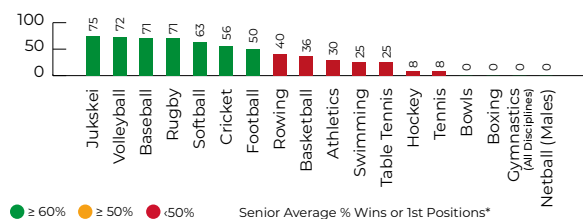
Average Underage White Female
Representative Entity - 2018



- The under-age female teams of 7 codes (39% of the total audited) were more than 50% **White**. This signals the potential longer-term sustainability challenge for some female codes, if the under-age pipeline structuring and management, which is influenced by a declining White population, remains sub-optimal. The codes are: *jukskei*, *athletics*, *rowing*, *swimming*, *tennis*, *gymnastics*, and *hockey* *baseball*, *gymnastics*, *table tennis* and *bowls*.
- Senior male national teams are more transformed than senior female structures.

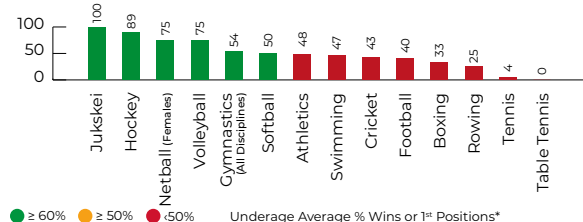
8.5. Comparative Performance Records – Senior and Under-age Male and Female National Representative Entity

Senior Males:
% Wins or 1st Positions - 2018

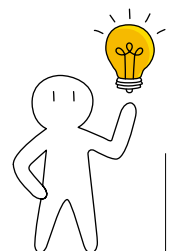


- Only **7 (or 39%)** of senior male national entities have reported *better* than a 50% win or 1st position record; 11 reported *less* than 50%.

Senior Females:
% Wins or 1st Positions - 2018

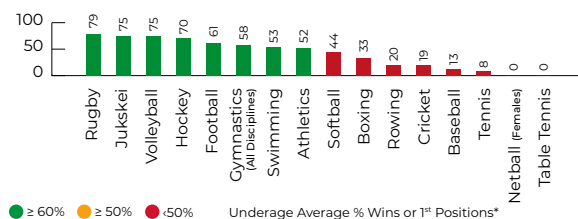


- Only **4 (22%)** of Senior female national entities (**males 39%**) reported *better* than a 50% win or 1st position record; 15 reported *less* than 50%.



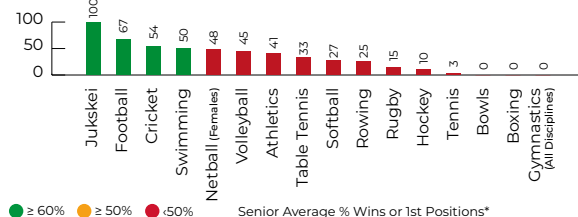
Only **4 (22%)** of Senior female national entities (**males 39%**) reported *better* than a 50% win or 1st position record.

Underage Males:
% Wins or 1st Positions - 2018



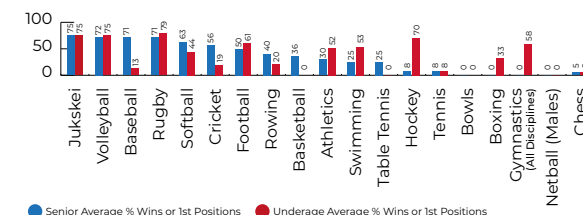
- 8 (44%)** under-age male national entities (marginally better than the senior male teams) have reported *better* than a 50% win or 1st position record; 10 reported *less* than 50%.
- Cricket's male under-age teams reported a disappointingly low 19% win record and this may be a red flag that indicates it requires attention.

Senior Females:
% Wins or 1st Positions - 2018



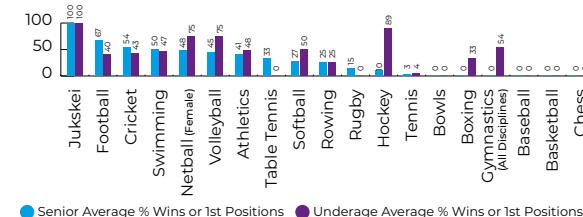
- 6 (33%)** of under-age female national entities (**males 44%**) reported *better* than a 50% win or 1st position record; 10 reported *less* than 50%.
- Football's female under-age teams reported a disappointingly low 40% win record. This may be a red flag that indicates it requires attention.

Senior vs. Underage
Male Performance Record - 2018



- The under-age male entities for rugby, volleyball, football, athletics, swimming, jukskei and hockey were the only codes in which under-age teams reported a better performance than the seniors.
- The under-age male teams of baseball, softball, cricket and rowing were *less* successful than the senior teams.
- The average percentage of wins / 1st position for under-age male teams (41%) was marginally better than the 38% achieved by the senior teams.

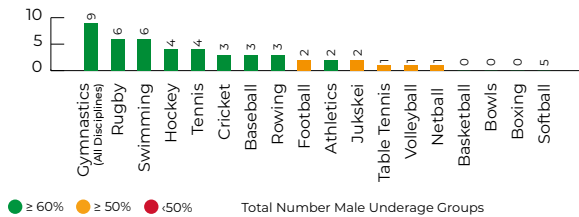
Senior vs. Underage
Female Performance Record - 2018



- The following under-age female entities were the only codes in which under-age teams reported a *better* performance than the seniors: netball, volleyball, athletics, softball, hockey, tennis, boxing and gymnastics.
- The following female under-age teams were less successful than the female senior teams: football, cricket, swimming, baseball, softball, cricket and rowing.
- The 27% average wins / 1st position for under-age female teams (**males 41%**) was better than the **17%** achieved by the senior females (**males 38%**).

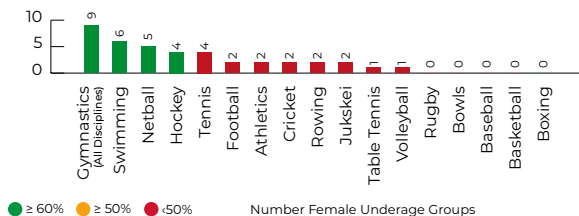
8.6. Senior and Under-age High-Performance Group Demographics

Number Male Underage High-Performance Groups - 2018



- An exceptional number of **male** under-age high-performance groups were reported by: gymnastics (9); rugby (6); swimming (6). An acceptable number was reported by: tennis (4); cricket, baseball and rowing (3 each).
- The numbers reported by football (2), athletics (2) and jukseki (2) are low. In the case of table tennis, volleyball and netball (1 each), they are *inadequate* and of little value as a development tool.
- Boxing, basketball, bowls and softball are highly problematic – 0 each.

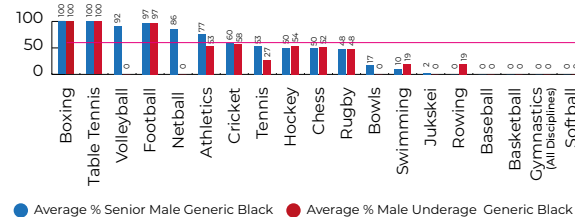
Number Female Underage High-Performance Groups - 2018



- An exceptional number of **female** under-age high-performance groups were reported by: gymnastics (9), swimming (6), netball (4) and tennis (4).
- The numbers reported by football, athletics, cricket, rowing and jukseki (2 each) is *sub-optimal* and *inadequate*. For table tennis and volleyball (1 each) they are of little value as a development tool.

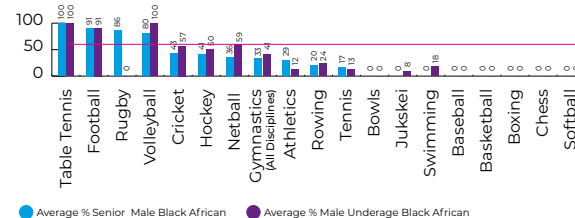
- Boxing, basketball, bowls and softball reported no high-performance groups. This is a highly problematic situation.

Senior and Underage Male High Performance Generic Black Demographic - 2018



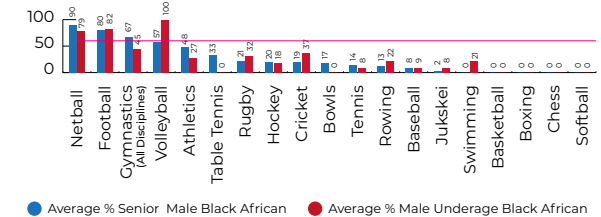
- Only the senior male high-performance groups from boxing, table tennis, volleyball, football, netball, cricket and athletics achieved the pre-set Charter target of 60% **generic Black**.
- The under-age male high-performance groups from hockey (54%), chess (52%) and swimming (19%) are the only entities that reported a **generic Black** demographic that exceeds that of the senior high-performance group.
- The senior male high-performance group's **generic Black** demographic for athletics, (53%) and cricket (60%) are problematic, as they are lower than that of the under-age group.
- The Generic Black** demographic of the senior male high-performance groups were reported as being the same of the under-age group demographic for: boxing – 100%; table tennis – 100%; football – 97%; rugby – 48%

Senior vs Underage Female High Performance Generic Black Demographic -2018



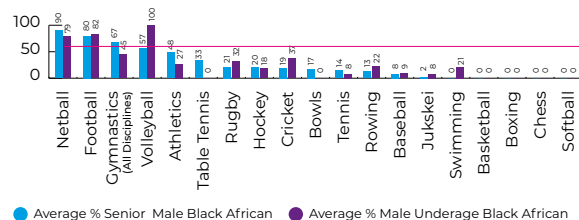
- Only the senior female high-performance groups from table tennis, football, rugby and volleyball, achieved the pre-set Charter target of 60% **generic Black**.
- The following under-age female high-performance groups are the only entities that reported a **generic Black** demographic exceeding that of the senior high-performance group: volleyball – 100%; cricket – 57%; hockey – 50%; netball and gymnastics – both 41%; rowing – 19%
- The senior female high-performance group **generic Black** demographic was lower than that of the under-age group for: cricket – 43%; hockey – 41%; netball – 36%; gymnastics – 33%; athletics.
- The Generic Black** demographic of senior female high-performance groups was the same as the under-age group demographic for: table tennis – 100%; football – 91%.

Senior vs Underage High Performance Male Black African Demographic - 2018



- Only the senior male high-performance groups from volleyball, football and gymnastics, achieved the pre-set Charter target of 60% **Black African**.
- The following under-age male high-performance groups are the only entities that reported a **Black African** under-age demographic that exceeds that of the senior high-performance group: volleyball – 100%; rugby – 32%; cricket – 37%; rowing – 22%; baseball – 9%; jukseki – 8%.
- The senior male high-performance group's **Black African** demographic is problematically lower than that of the under-age group for: Netball – 79%; gymnastics – 45%; athletics – 27%; tennis – 8%.

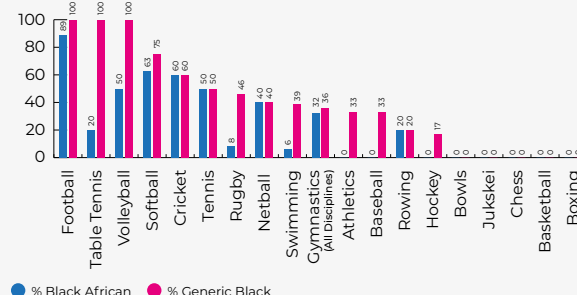
Senior and Underage Female High Performance Black African Demographic - 2017



- Only the senior female high-performance groups of netball, football, table tennis, football and gymnastics achieved the pre-set Charter target of 60% **Black African**.
- The only entities that reported an under-age female high-performance group **Black African** demographic that exceeds that of the senior high-performance group were: football – 82%; volleyball – 100%; rugby – 32%; cricket – 37%; rowing – 22%; baseball – 9%.
- The senior female high-performance group **Black African** demographic was lower than that of the under-age group for: football – 80%; volleyball – 57%; rugby – 21%; cricket – 19%; rowing – 13%; jukskei – 2%.

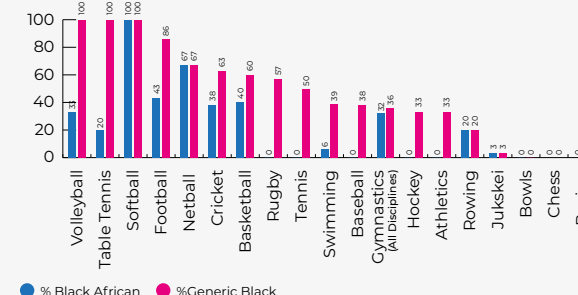
8.7. Senior and Under-age National Team Selector Demographics

Senior National Team Selector Demographic - 2018

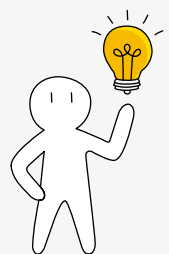


- The senior national team **Selector** demographic exceeded the pre-set **generic Black** target of 60% for *only 5* federations: *football, table tennis, softball and cricket*.
- The pre-set Charter target for **Black African** senior team selectors was achieved by two federations *football* and *softball*, highlighting once again the accessibility challenges for Black African sports people.

Underage National Team Selector Demographic - 2018



- In contrast, **7** federations achieved the pre-set **generic Black** demographic for under-age national team **Selectors**: volleyball, table tennis, softball, football, netball and cricket. Basketball achieved the pre-set generic Black target of 60%.

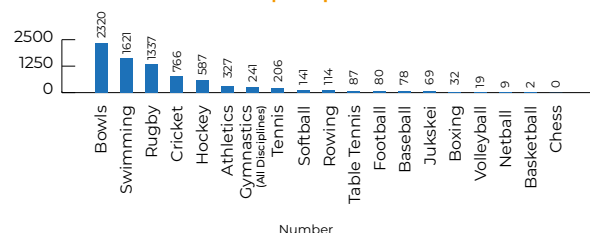


The pre-set Charter target for Black African senior team selectors was achieved by only 2 federations: football and softball, highlighting once again the accessibility challenges for Black African sports people.

green ≥ 60% yellow ≥ 50% red <50%

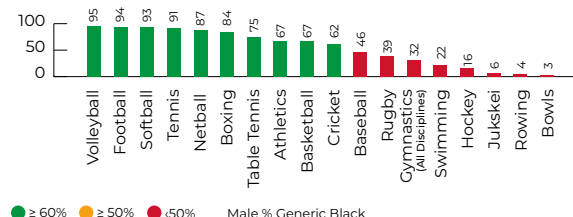
8.8. Accredited and Active Male and Female Umpire / Referee Demographics

Number of Nationally Accredited Male Referees | Umpires - 2018



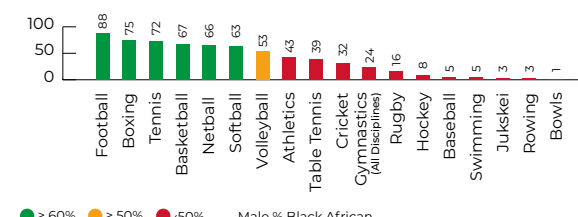
- The 18 federations audited reported **8 036** nationally accredited **male** umpires / referees.
- The highest number of umpires / referees were reported by: bowls – 2250; swimming – 1621; rugby – 1337.
- The lowest numbers were reported by: table tennis – 87; football – 80; baseball – 78; jukskei – 69; boxing – 19; netball – 9; basketball – 2.

Male Referee | Umpire Generic Black Demographic Profile - 2018



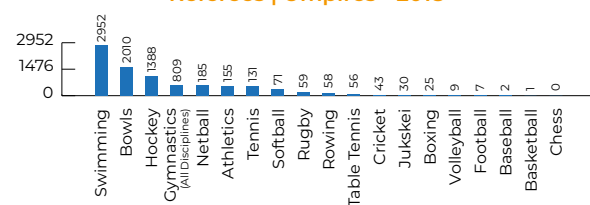
- More than 50% of the federations audited (10) achieved the 60% or more **generic Black** pre-set Charter target for **male** umpires / referees. This suggests a reasonably well transformed male umpire / referee complement.
- The **male** generic Black umpire / referee demographic reported was well below the Charter target for: *baseball, rugby, gymnastics, swimming, hockey, jukskei, rowing* and *bowls*.

Male Referee | Umpire Black African Demographic Profile - 2018



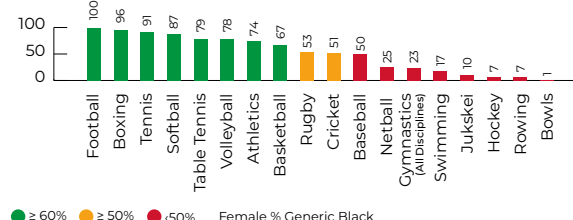
- Only 6 of audited federations (33%) achieved the 60% or more **Black African** pre-set Charter target for the male umpire / referee group.
- Volleyball* reported a 53% **Black African** male umpire / referee demographic; while the following reported well below 60% (in order): *athletics, table tennis, cricket, gymnastics, rugby, hockey, baseball, swimming, jukskei, rowing* and *bowls*

Number of Nationally Accredited Female Referees | Umpires - 2018



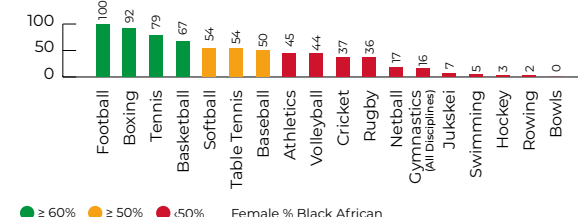
- The 18 federations audited reported **7 991** nationally accredited **female** umpires / referees (males 8 036).
- The highest number of females were reported by: *swimming* – 2952; *bowls* – 2010; *hockey* – 1388.
- The lowest number of females were reported by: *softball* – 71; *rugby* – 59; *rowing* – 58; *table tennis* – 56; *cricket* – 43; *jukskei* – 30; *boxing* – 25; *volleyball* – 9; *football* – 7; *baseball* – 2; *basketball* – 1 and *chess* – 0.

Female Referee | Umpire Generic Black Demographic Profile - 2018



- 8 of audited federations (42%) achieved the 60% or more **generic Black** pre-set Charter target for the **female** umpires / referee demographic. The female group is less transformed than the male group.
- The female **generic Black** umpire / referee demographic were **well below** the pre-set Charter target for: *rugby, cricket, baseball, netball, gymnastics, swimming, jukskei, hockey, rowing* and *bowls*.

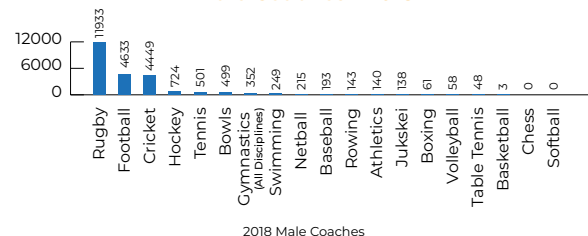
Female Referee | Umpire Black African Demographic Profile - 2018



- Only 4 of audited federations (22%) achieved the 60% pre-set Charter target for female **Black African** umpires / referees: *football* – 100%; *boxing* – 92%; *tennis* – 79% and *basketball* – 67%. (With males it was 6 federations.)
- Basketball, softball, table tennis* and *baseball* reported a **Black African** female umpire / referee demographic of between 67% and 50%. *Athletics, table tennis, cricket, gymnastics, rugby, hockey, baseball, swimming, jukskei, rowing* and *bowls* reported well below the 60% pre-set target (in that order).

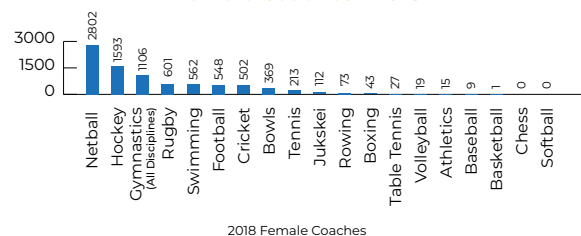
8.9. Accredited and Active Male and Female Coach Demographics

Nationally Active and Accredited Male Coaches - 2018



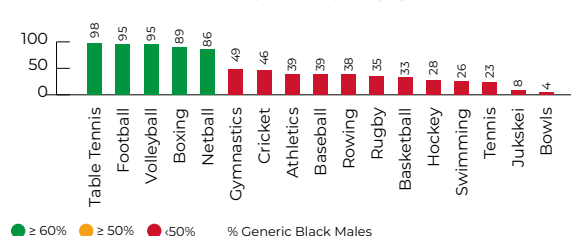
- The 18 federations audited reported a total of 24 339 nationally accredited **male** coaches, compared to the reported 8 595 female coaches.
- The *highest* number of male coaches were reported by: *rugby* – 11 933; *football* – 4 643; *cricket* – 4 449.
- The *lowest* numbers were reported by the following (in order): *rowing* – 143; *athletics* – 140; *jukskei* – 138; *boxing* – 61; *volleyball* – 58; *table tennis* – 48; *basketball* – 3; *softball* – 0.

Nationally Active and Accredited Female Coaches - 2018



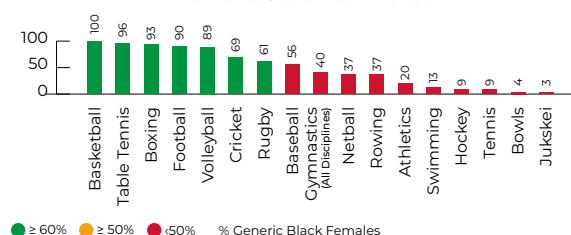
- The *highest* number of **female** coaches were reported by: *netball* – 2 802; *hockey* – 1 593; *gymnastics* – 1 106. They were followed by: *rugby* – 601; *football* – 548; *cricket* – 502.
- The *lowest* numbers were reported by (in order): *rowing* – 73; *boxing* – 43; *table tennis* – 27; *volleyball* – 19; *athletics* – 15; *baseball* – 9; *basketball* – 1; *chess* – 0 and *softball* – 0.

Nationally Active and Accredited % Generic Black Male Coaches - 2018



- Only 5 of the federations audited (*table tennis*, *football*, *volleyball*, *boxing*, and *netball*) achieved the 60% or more **generic Black** pre-set charter target for **male** coaches. This suggests a reasonably untransformed male coach complement.
- The **male** generic Black coach demographic was well below the 60% generic Black male coach Charter target for: *gymnastics* – 49%; *cricket* – 46%; *athletics* – 39%; *baseball* – 39%; *rowing* – 38%; *rugby* – 35%; *basketball* – 33%; *hockey* – 28%; *swimming* – 26%; *tennis* – 23%; *jukskei* – 8%; *bowls* – 4%; *softball* – 0.

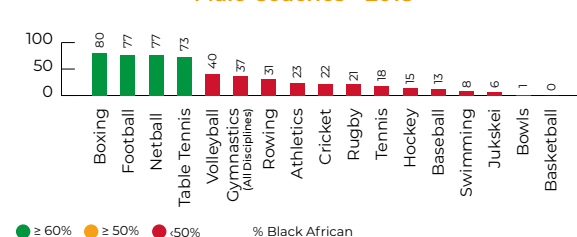
Nationally Active and Accredited % Generic Black Female Coaches - 2018



- 7** of the federations audited achieved the 60% or more **generic Black** Charter target for **female** coaches (two more than for males), namely: *basketball* – 100%; *table tennis* – 96%; *boxing* – 93%; *football* – 90%; *volleyball* – 89%; *cricket* – 69%; *rugby* – 61%.
- The **female** coach complement of **7** federations was 60% or more **generic Black**. Only **5** have achieved the 60% generic Black target for **male** coaches. The figures for rugby and cricket female coaches reflected more transformation than male coaches.
- The **female** generic Black coach demographic was below the 60% Charter target for the following (in order): *baseball* – 56%; *gymnastics* – 40%; *netball* – 37%; *rowing* – 37%;

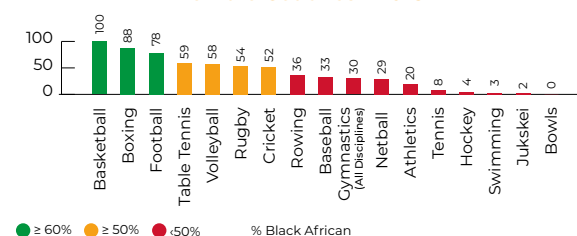
athletics – 20%; *swimming* – 13%; *hockey* – 9%; *tennis* – 9%; *bowls* – 4%; *jukskei* – 3%.

Nationally Active and Accredited % Black African Male Coaches - 2018



- 4 federations audited achieved the 60% or more **Black African** pre-set charter target for **male** coaches: *boxing* – 80%; *football* – 77%; *netball* – 77%; *table tennis* – 73%. This suggests an untransformed male coach complement.
- The reported **male Black African** coach demographic was **well below** the 60% Black African male coach Charter target for: *volleyball* – 40%; *gymnastics* – 37%; *rowing* – 31%; *athletics* – 23%; *cricket* – 22%; *rugby* – 21%; *tennis* – 18%; *hockey* – 15%; *baseball* – 13%; *swimming* – 8%; *jukskei* – 6%; *bowls* – 2%.

Accredited % Black African Female Coaches - 2018



- Only 3** of the federations audited achieved the 60% **Black African** Charter target for **female** coaches, i.e.: *basketball* – 100%; *boxing* – 88%; *football* – 78%.
- The following codes are approaching the **female Black African** coach demographic Charter target of 60%: *table tennis* – 59%; *volleyball* – 58%; *rugby* – 54%; *cricket* – 52%. These codes are approaching the 60% target. The following are well below the target (in order): *rowing* – 36%; *baseball* – 33%; *gymnastics* – 30%; *netball* – 29%; *athletics* – 20%; *tennis* – 8%; *hockey* – 4%; *swimming* – 3%; *jukskei* – 2%; *bowls* – 0%.

8.10. Accredited Male and Female Medical and Scientific Support Group Demographics

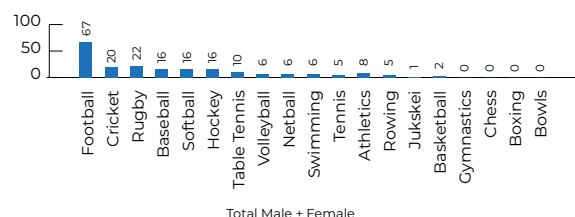
Medical and scientific support structures reported over the past 5 years appear to be sub-optimal. No modern-day sport structure can function without it being populated by professionals in key specialist areas, notably *sport psychologists*, *sport physiotherapists*, *biokineticists*, *nutritionists*, *sport medicine practitioners*, *computer analysts* and *social welfare practitioners*. SA sport remains largely unstructured and ineffective in this area, as there are no formally established national

and provincial coordinating specialist membership and governance structures that are sport-specific. Federations essentially use specialists from their own informal network as and when required.

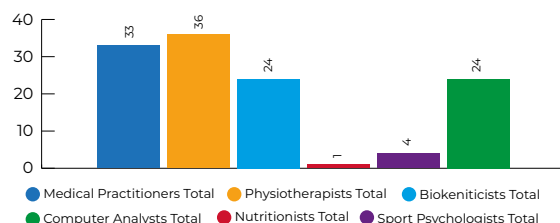
A coordinating structure to manage accreditation processes of specialist resources providing support to federations in association with national coaching structures is conspicuous by its absence.

The need for sport' medical and science support services to be better organised involving *all* universities, to coordinate and deliver appropriately structured services on an accredited basis, is overdue. There is reason to believe that South African sport has fallen significantly behind the rest of the sporting world in this area.

Number Male + Female Medical and Scientific Specialist Support - 2018

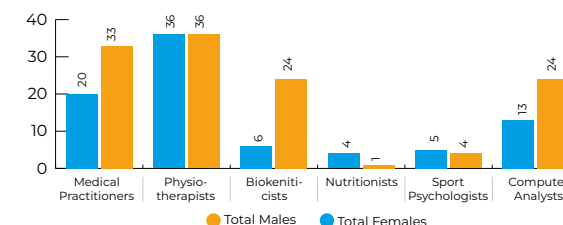


Number Male Specialist Support Group - 2018

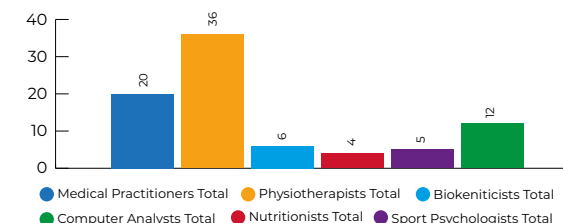


- 122 **male** technical specialists: 33 medical; 36 physiotherapists; 24 biokineticists; 1 nutritionist; 4 sport psychologists; computer analysts
- 83 **females** (41% of total) support 18 codes to service the sport structures of 18 federations, i.e.: 20 medical; 36 physiotherapists; 6 biokineticists; 4 nutritionists; 5 sport psychologists; 13 computer analysts.
- The number of sport psychologists and nutritionists reported is sub-optimal relative to the importance thereof.
- The forces emanating from family and community environments impacting sport participants requires consideration to be given to the inclusion of social welfare specialists as part of the support group.
- Football reported the highest number of specialists (67 specialists with 50 medical), followed by: cricket (20); rugby (22); baseball, softball and hockey with 16 each.
- The male component of the 122 medical and scientific specialist support group was reported as 78% **generic Black**, 31% **Black African** and 22% **White** whereas the 83 female component was 58% **generic Black**, 21% **Black African** and 42% **White** making it substantially **less transformed** than the male group of specialists.

Comparison Number of Female & Male Medical & Scientific Support Specialists -2018

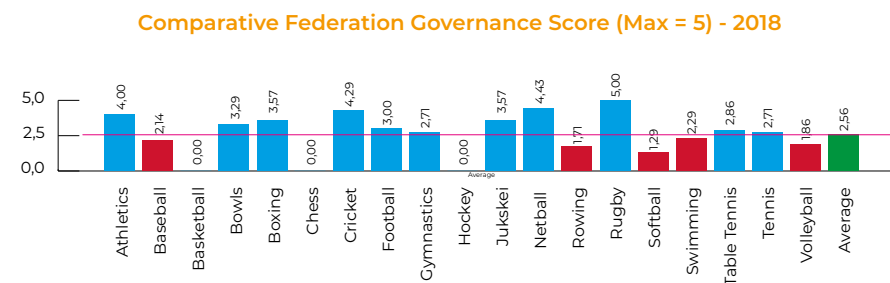
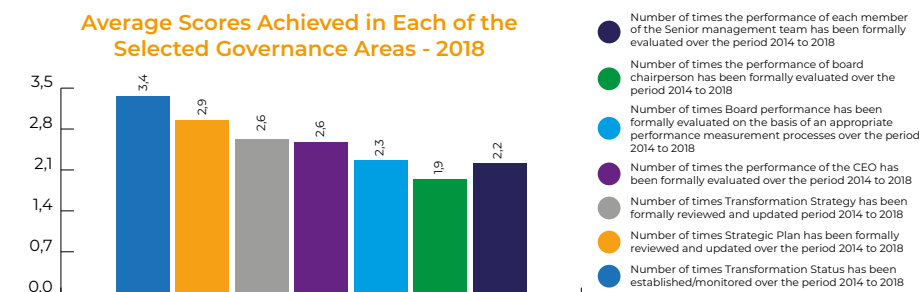


Number Female Specialist Support Group - 2018



8.11. Performance in Selected Governance Categories

Category	BELOW AVERAGE SCORE (2.6)																	
	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jujskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis
Number of times Transformation Status has been established / monitored over the period 2014 to 2018	4	5		3	5		5	5	5		5	5	2	5	4	3	1	5
Number of times Strategic Plan has been formally reviewed and updated over the period 2014 to 2018	4	5		5	5		4	5	2		5	5	5	5	1	1	1	2
Number of times Transformation Strategy has been formally reviewed and updated period 2014 to 2018	4	5		5	5		1	5	3		0	5	5	5	1	2	1	2
Number of times the performance of the CEO has been formally evaluated over the period 2014 to 2018	4		No Data		5	No Data	5	1	3	No Data	5	4	0	5	1	4	5	3
Number of times Board performance has been formally evaluated on the basis of an appropriate performance measurement processes over the period 2014 to 2018	4	0	No Data	5		No Data	5	0	3	No Data	5	4	0	5	1	1	5	1
Number of times the performance of board chairperson has been formally evaluated over the period 2014 to 2018	4	0		5			5	0	3		5	4	0	5	1	1	2	1
Number of times the performance of each member of the Senior management team has been formally evaluated over the period 2014 to 2018	4	0			5		5	5	0			4	0	5	0	4	5	5
AVERAGE	4,0	2,1	0,0	3,3	3,6	0,0	4,3	3,0	2,7	0,0	3,6	4,4	1,7	5,0	1,3	2,3	2,9	2,7



Ranked Average Governance Category Scores

- Monitoring Transformation Status – **3.4.**
- Strategic Plan Reviews and Updates – **2.9.**
- Transformation Strategy Reviews and Updates – **2.6.**
- CEO Performance Evaluation – **2.6.**
- Board Performance Evaluation – **2.3.**
- Board Chairperson Performance Evaluation – **1.9.**
- Senior Management Team Performance Evaluation – **2.2**

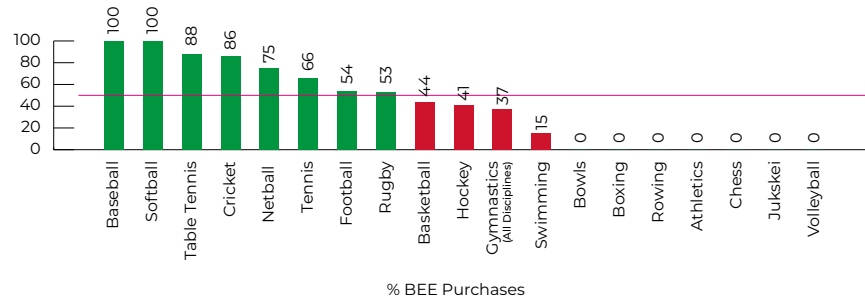
The average scores achieved by federations in key categories *Board*, *Chairperson* and *Senior Management Team* performance evaluations were **lower** than the average recorded in all selected governance categories. CEO performance evaluation was equal to average score.

Ranked Average Federation Governance Scores

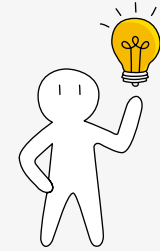
1. Rugby – 5.0	7. Bowls – 3.3	12. Swimming – 2.3
2. Netball – 4.4	8. Football – 3.0	13. Baseball – 2.1
3. Cricket – 4.3	9. Table Tennis – 2.9	14. Volleyball – 1.9
4. Athletics – 4.)	10. Tennis – 2.7	15. Rowing – 1.7
5. Jujskei – 3.6	11. Gymnastics – 2.7	16. Softball – 1.3
6. Boxing – 3,6		

8.12. Preferential Procurement

Preferential Procurement: % External BEE Purchases - 2018



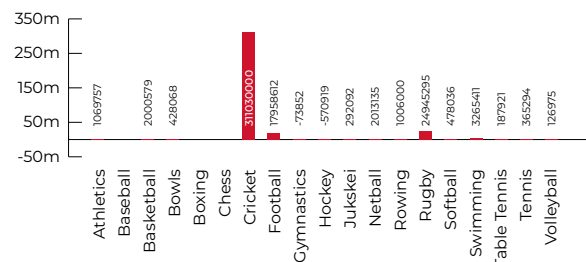
- **8** federations – *baseball, softball, table tennis, cricket, netball, tennis, football and rugby* – achieved the 50% pre-set % external BEE purchases Charter target.
- **4** federations – *basketball, hockey, gymnastics and swimming* – did not achieve the 50% Charter target.
- *Bowls, boxing, rowing, athletics, jukskei and volleyball* did not submit any data, and *chess* failed to submit any data sheets for the 2018/19 transformation audit.



8 federations – *baseball, softball, table tennis, cricket, netball, tennis, football and rugby* – achieved the 50% pre-set % external BEE purchases Charter target.

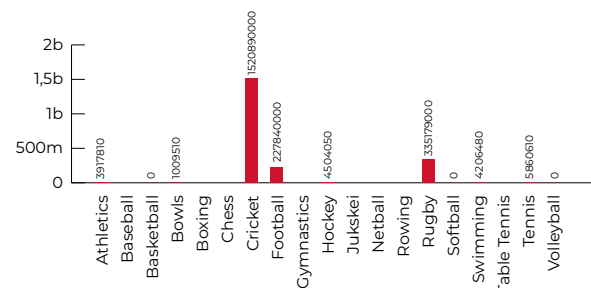
8.13. Selected Financial Comparisons

Excess (Shortfall) Income over Expenditure for the Year



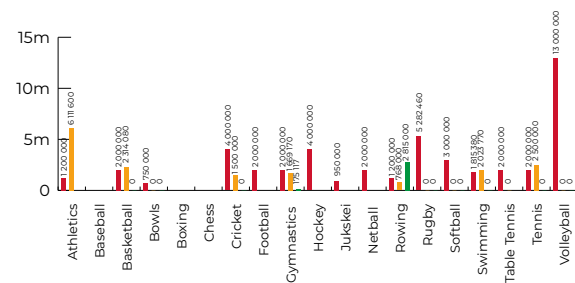
Excess (Shortfall) Income over Expenditure for the Year

Sponsorship and Advertising Received 2017 | 18



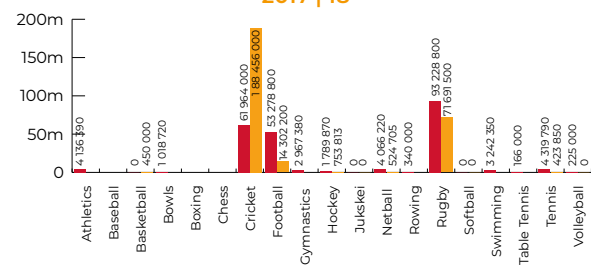
Total Sponsorship and Advertising Income received

Grants Received 2017 | 18



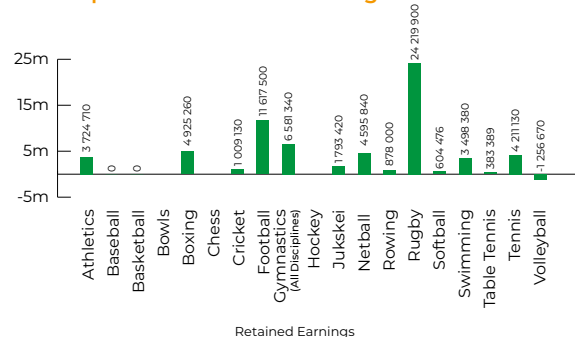
Grants Allocations received from SASCO (Green), Grants Allocations received from Lotto (Yellow), Grants Allocations received from SRSA (Red)

Salary Bill (excl players) vs Player Remuneration 2017 | 18

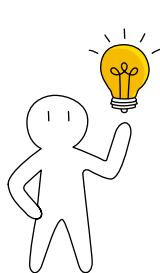


Total Player Remuneration (Yellow), Total Salary Bill (excluding players) (Red)

Comparative Retained Earnings Profile: 2017-18



Retained Earnings



Lotto provided the largest grants to: *athletics* – R6.1m, followed by: *tennis* – R2.5m; *basketball* – R2.3m; *gymnastics* – R1.7m.

- Football (R18m) and gymnastics (R74m) reported higher levels of expenditure than income. Rugby recorded the largest excess of income (24.9m) over expenditure, followed by swimming (R3.3m). Two federations had expenditure levels that exceeded income, namely gymnastics (R74 000) and hockey (R571 000).
- The federations with the highest *retained earnings* levels were: *rugby* (R24m); *football* (R11.6m); *gymnastics* (R6.6m); *boxing* (R4.9m); *netball* (R4.6m). *Baseball* and *basketball* did not report any *retained earnings*.
- Rugby's R93m, cricket's R62m and football's R53m *salary bills* (excluding players) exceed those of the next highest by 90%. Four federations – *baseball*, *basketball*, *boxing*, *softball* and *jukskei* – reported *nil* salary expenses.
- Rugby (R71.7m) and football (R14.3m) reported the largest player salary bills, followed by hockey (R0.5m), netball (R0.5m), basketball (R0.45m) and tennis (R0.4m).
- The largest *SRSA grants* paid to federations were: *volleyball* – R13m; *rugby* – R5.3m; *hockey* – R4m; *softball* – R3m; *football* – R2m; *basketball* – R2m; *table tennis* – R2m; *tennis* – R2m; *netball* – R2m; *swimming* – R1.8m.
- Lotto provided the largest *grants* to: *athletics* – R6.1m, followed by: *tennis* – R2.5m; *basketball* – R2.3m; *gymnastics* – R1.7m.
- SASCOC made grant allocations to: *rowing* – R2.8m and *gymnastics* – R170 000.
- The SRSA, Lotto and SACOC grants appear not always consider the outcome of EPG reports findings and recommendations. The absence of a coordinated funding strategy between the three sources of funds is obvious.
- As expected, *rugby* (R335m) and *football* (R228m) are the largest sponsorship and advertising income beneficiaries. The next highest recipient group was netball – 23.9m, followed by: *tennis* – R5.8m; *hockey* – R4.5m; *swimming* – R4.2m. All of these are facing a sustainability challenge, which suggests that the private sector is *not* always aware of the longer term strategic challenges faced by white-dominated sporting codes.
- The fact that 14 other federations (78% of the total audited) received only R6m (1 %) of the approximate R594m sponsorship support from the private sector reflects conflicting priorities of business and the sport system.
- Financial grants / sponsorships and grant allocations could be preceded by better scrutiny before allocations are made.

8.14. School and Club Sport Participation Profile

EPG Audit reports published to date, as well as the strategic position of school sport in the Transformation Charter, suggests that school sport is the *ultimate* platform from which to transform SA sport from showing a dominant *minority* representation picture to one that reflects a *majority* inclusive reality.

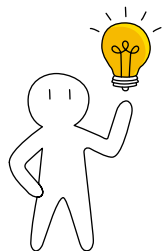
The existing school sport system involving national, provincial and local government sport and education departments, and national and provincial sport federation structures, have been shown to be generally uncoordinated, non-aligned and bordering on dysfunctional. Relevant role players operate in largely disconnected silos, which is contributing to a situation evolving into a major threat to the longer-term wellbeing of South African sport.

To improve the situation, an MoU was entered into between the ministers of Basic Education, and Sport and Recreation, in 2011. The MoU was reviewed in 2017. The *purpose* of the MoU is the implementation of *An Integrated School Sport Framework* involving approximately 25 000 schools and relevant role players.

The MoU is targeted at providing regular intra-school and inter-school sport participation opportunities at district and provincial level. If successfully implemented, this could facilitate participant entry into the high performance sport structure. However, to date, the magnitude and complexity of coordinating and aligning a large and divergent group of stakeholders to design and implement the Integrated Plan for School Sport may have been under-estimated. Factors that contributed to sub-optimal implementation of the MoU include:

- *Joint* ownership and chairing of the MoU process by DBE and DSRSA, leading to unclear responsibilities and accountability.
- The absence of integrated SRSA, DBE and sport federation school sport strategies and appropriate platforms to orchestrate, coordinate and align planning and implementation initiatives.
- Defective project matrix management procedures to expedite achievement of the objective and goals of the exercise.
- SRSA has no jurisdiction over schools and their resources.

- General teacher *reluctance* in the majority of the 25 000 public schools to be involved with the organisation and delivery of school sport. (This excludes the previous Model C schools that have a well-established sport culture and support structures – approximately 2 000.).
- A South African School Sports Organisation (SASSO), although mentioned in the earlier stages of the process appears not to be part of the process initially.
- Sub-optimal involvement of SASCOC as coordinator of the national sport federation network.
- No assigned role and responsibilities for teacher unions in the process. (DBE has no authority to assign responsibilities to unions.)
- Constraints related to the provision and capacity of teachers involved in *both* curricular and enrichment programmes.
- Failure to maintain a 70% ratio of active educator vs 30% non-active educator involvement in the organisation of school sport.
- Ineffective re-training of educators to organise school sport and resolve disputes regarding remuneration mechanisms for over-time duty.
- Lack of or limited participation in physical education by learners and teachers.
- The majority of the 25 000 schools do not have sport facilities and do not provide organised sport participation.



Sport is the *ultimate* platform from which to transform SA sport from showing a dominant *minority* representation picture to one that reflects a *majority* inclusive reality.

- The impact of poverty and inequality on the affordability of school sport participation for the majority of schools.
- Lack of capacity and financial resources in financially disadvantaged and no fee schools.
- Facilities and equipment backlogs.
- Previous Model C schools (about 2 000) organising *exclusive* intra-school and inter-school sport programmes appears not to be part of the Integration Plan, thereby *widening* the gap between these schools and most other schools.
- Inadequate non-existent database for school sport participation numbers, coaches, organisers, leagues, matches, and facilities for planning and coordination purposes.
- To counter the effects of what appears to be an increasingly dysfunctional overall school sport structure, federations have increasingly established *exclusive* under-age participation and high-performance structures involving previous Model C and private schools, as part of a strategy to maintain and improve competitiveness on the international stage. Unlike the bulk of the 25 000 public schools, most previous Model C schools, have historically been and are still well-resourced and managed by motivated educators, supportive parents and effective governing bodies, and they pursue *both* academic and sporting excellence based on a strong sporting tradition and culture.
- The sport programmes of approximately 2 000 Model C and private schools comprise extensive and well-resourced intra- and inter-school under-age sport participation opportunities, which are

supported by motivated educators. These culminate in annual inter-provincial competitions organised by national and provincial sport federations and educators. This structure has become the primary focus for most sport federation programmes to identify, develop and nurture the talent required to shape the human capital pipelines required to maintain acceptable levels of competitiveness internationally. However, these sport structures are becoming increasingly exclusive and inaccessible to the bulk of the school-going population, because of poverty and inequality issues.

Previous Model C schools form the foundation of federation high-performance sport structures. Entry into this privileged structure is largely backed by federations and only a small percentage of school sport participants can overcome the built-in barriers to entering the structure. The consequences are that the base of these high-performance structures is narrowing and thus contributing to progressively higher levels of exclusivity. The ever increasing levels of poverty in society are further widening the gap between those who *can afford* and *those who cannot*, which reinforces the view that *for a child born into poverty, there cannot be equality of opportunity*. If the effects of poverty and inequality are not dealt with more creatively, the school sport system could become increasingly exclusive and contribute increasingly to an ultimate near perfect storm for South African sport in the longer term.

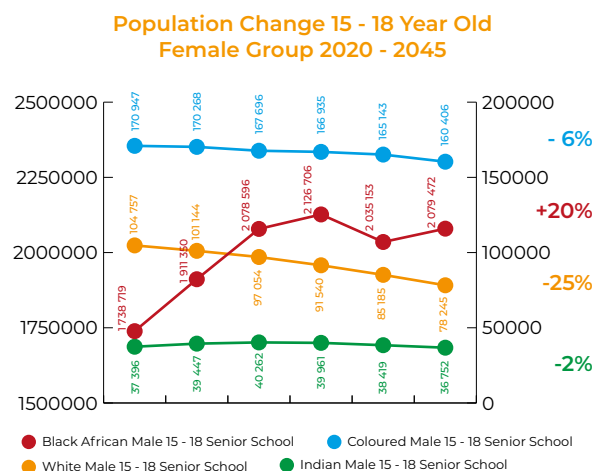
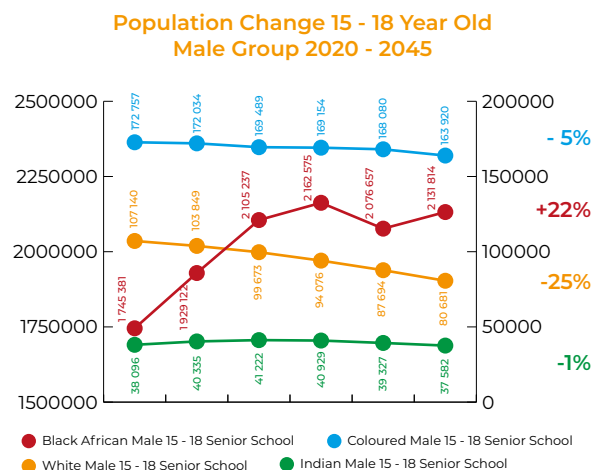
- The previous Model C school environment has changed significantly since 1992, partly due to the impact of parent choice and population

demographic changes that are in progress. These changes and the associated consequences thereof have had, and will continue to have, a major impact on the once *all White* demographic learner, parent and educator profiles – and consequently on the culture and values of previous Model C schools. The current learner demographic profile of these schools is already about 48% Black African, 33% White, 14% Coloured and 3% Indian, based on 2016 DBE data; previously 100% White in the early 1990s. These figures dispel the general perception that previous Model C schools are, on average, as predominantly White today as they were in the early 1990s. They are **not**, and will become even less White over the next 20 years, because of changing population demographics, as shown in the accompanying graphic. The White under-18 population will **decrease** by about 25% over the next 20 years, whereas the corresponding Black African category is **increasing** by 20%. and the impact of parent choice in the rapidly evolving Black middle class.

The figures demonstrate the sport sustainability challenge: a large increasing and under-explored Black African group (20%); and a relatively *small and* decreasing (25%) White under-18 population.

Black African 15-18 year-old male and female populations will *increase* by **22%** and 20% in the period 2020 – 2045, i.e. from about 3.5m to about 4.1m. The corresponding White male and female groups will *decrease* by a significant **25%** in the same period, i.e. from about 210 000 to about 155 000. Similarly, the Coloured 15-18 year-

old female and male group will decrease by 5%, i.e. from about 340 000 to approximately 320 000. The Indian group will decrease by 1%, i.e. from about 75 500 to 74 500.



A major constraint in planning for the future, under these circumstances, is that the majority of sport federations have incomplete and unreliable databases on: the actual number of primary schools and senior schools; the number of schools participating in their codes; the number of available facilities; the number of participating under-age teams, leagues, organisers / coordinators, qualified coaches and officials in their areas of jurisdiction. The fact that the DBE database for school sport has not been updated, is incomplete and is inaccurate, and therefore unreliable, adds to the reality that there is **no** correlation or agreement between the data obtained from different sources involved in school sport, which is a major drawback from a planning perspective. Nowhere is there a reliable source of information that qualifies and quantifies school sport in any meaningful way. This is not without longer term consequences for sport in the country.

The lifeblood of sport federations is organised sport participation at school level and the structured support of teachers, principals and parent bodies to organise school sport. However, sport federations simply do not have the resources, nor the day-to-day contact to deal with the 25 000+ schools scattered across the country. The result is that less than 10% of schools take part in appropriately organised school sport. In addition, the school sport priority list has not been reviewed for the past 15 years. In these circumstances, and from a *sustainability* perspective, the more vulnerable codes will have to explore other avenues to interact with the very foundation of their human capital resource pipeline, which could lead to even higher levels of inaccessibility and exclusivity.

Over the next 20 years, important questions need to be asked by sporting codes pursuing strategies that exclude the vast majority of the 25 000 schools (by focusing on previous Model C schools) including:

- *What impact has the changing socio-political and socio-economic environment had on the demographic profile of Model C schools over the past 20 years?*
- *How will it change over the next 20 years?*
- *What will the impact be of a changing learner demographic, in terms of sport participation preferences in the future?*
- *What will the impact be on the demographics of representative teams, high performance pipeline structures, and under-age and senior national and provincial representative entities?*
- *What could the impact of these changes be on future performance levels?*
- *What medium to longer term strategies need to be put in place, in order for a code to remain sustainable and competitive?*

The following section is based on the provincial school and club sport participation profile data and information obtained from federations and their component structures. It reflects the number of participating primary schools, senior schools and club footprints per province in 2018.

8.14.1. Primary School and Senior School Sport Participation Footprints, as Per Federation

Primary Schools

FEDERATION REGIONAL PRIMARY SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Buffalo City	337	11	-	7			196		9	32	1	290		136	6	26	15	10	3
Nelson Mandela Bay	248	0	-				275		8	46	1	189		102	0	29	17	20	5
Alfred Nzo	710	24	-				178		4	-	1	79		143	2	0	10	5	6
Amathole	912	0	-				253		4	12	1	343		380	0	0	34		4
Chris Hani	665	7	-				32		2	6	1	132		281	2	0	5	3	4
Joe Gqabi (Ukhahlamba)	184	5	-				12					169		92	6	0	7	3	3
Sarah Baartman (Cacadu)	90	7	-				139		4		1	251		90	8	0	19	5	3
O R Tambo	996	28	-				166		11		7	84		288	7	0	44	2	6
EASTERN CAPE	4142	82	-	7	-		1 251	-	42	96	13	1537	-	1 512	31	55	151	48	34
Mangaung	236	0		6			142		4	29	7	125		28	2	12	64	18	19
Fezile Dabi	76	0					57		3	6	11	27		8	3	10	32	18	20
Lejweleputswa	149	0					76		4	6	26	34		28	0	4	37	20	10
Thabo Mofutsanyana	215	0					82		1	10	0	10		26	7	2	75	19	10
Xhariep	48	0		3			35			-	5	13		4	0	2	30	5	6
FREE STATE	724	0	0	9	-		392		12	51	49	209	-	94	12	30	238	80	65
City of Johannesburg	602	9		1			326		39	91	9	530	-		9	81	5	67	212
City of Tshwane	362	13		8			316		63	58	6	239	-	56	46	39	66	52	101
Ekurhuleni	368	22					310		32	78	4	181	-	135	0	22	63	40	166
Sedibeng	258	0		1			20		11	30		188		38	0	1			98
West Rand	118	0		1			64		5	21	15	57			0	5			67
GAUTENG	1708	44	0	11	-		1 036		150	278	34	1195	-	229	55	148	134	159	644
Ethekwini	400	1		3			607		1	55		135		21	12	93	13	30	21
Amajuba	279	0		3			45		10	6		31		76	0	2		6	75
iLembe	284	0					36			8		98		23	0	3		6	10
Harry Gwala (Sisonke)	255	0					43			8		0		19	0	2	5	4	4

FEDERATION REGIONAL PRIMARY SCHOOL FOOTPRINT - 2018

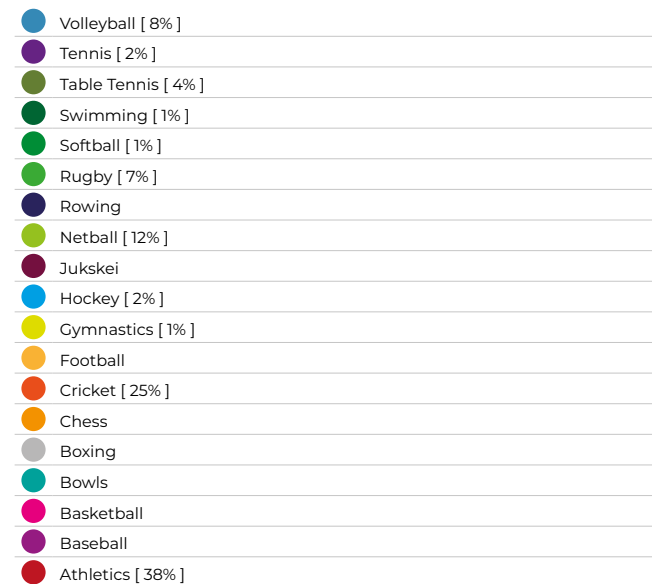
District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Ugu	285	0					140		7	5		36		24	0	1		8	25
uMgungundlovu	497	0		1			183		4	31		167		34	0	30	11	22	8
Umkhanyakude	195	0					63		3			119		25	0	0		3	59
uMzinyathi	122	0					18		2	7	2	34		22	0	2		5	13
uThukela	356	0					99		1	9		48		30	0	3	9	6	2
King Cetshwayo (uThungulu)	564	0					44		2	12		94		47	0	21		8	6
Zululand	782	0					14					151		25	0	9	12	4	26
KWAZULU NATAL	4019	1	0	7	-		1 292		30	141	2,00	913	-	346	12	166	50	102	249
Capricorn	678	8					154		5	12	3	32		4	28	3	8	20	106
Mopani	479	2					47		1	15	-	34		7	3	6	10	-	96
Sekhukhune	399	2					63		1	6	1	89		6	6	2	6	-	148
Vhembe	615	0					51		2	7	-	48		3	2	2	6	-	92
Waterberg	198	2					32			9	1	35		13	7	7	2	-	117
LIMPOPO	2369	14	0	3	-		347		9	49	5	238	-	33	46	20	32	20	559
Ehlanzeni	242	0					133		7	15	1	64		35	2	11	7	42	33
Gert Sibande	445	0					67			24	4	63		29	1	1	13	4	36
Nkangala	506	0					109		2	27	1	33		25	1	11	2	3	48
MPUMALANGA	1193	0	0	4	-		309		9	66	6	160	-	89	4	23	22	49	117
Bojanala Platinum	394	0					197			16	6	98		17	8	15	32	5	8
Dr Kenneth Kaunda (Cental)	156	0					128			21	1	44		40	15	23	71	5	8
Dr Ruth Segomotsi Mompati (Bophirima)	321	0					100			10	6	138		15	3	4	17	3	9
Ngaka Modiri Molema (Southern)	212	0					89			6	3	15		43	8	9	36	4	9
NORTH WEST	1083	0	0	1	-		514		-	53	16	295	-	115	34	51	156	17	34
Frances Baard	58	0					132		11	11	3	37		24	0	5	59	9	22
John Taolo Gaetsewe (Kgaladi)	92	0					51		1		-	13		10	0	2	12	1	10
Namakwa	60	0					21					31		23	0	0	13	2	6
Pixley-ka-Seme	72	0					37			1	1	9		16	0	2	14	1	7
Z F Mgcawu (Siyanda)	85	0					42		8	2	1	54		16	0	2	-	2	7

FEDERATION REGIONAL PRIMARY SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
NORTHERN CAPE	367	0	0	4	-		283		20	14	5	144	-	89	0	11	98	15	52
City of Cape Town	486	17		12			247		30	104		340		221	32	30	14	87	28
Cape Winelands (Boland)	232	11		13			247		3	43	5	122		190	6	15	9	89	4
Central Karoo	112	15		18			81		1	17		126		92	6	12	10	26	3
Eden District	52	2					28			-		11		12	6	0	5	-	2
Overberg	102	0					57		4	6		76			8	2	5	-	2
West Coast	201	8					68			4		69			8	10	7	-	6
WESTERN CAPE	1185	53	0	43	-		728		38	174	5	744	-	515	66	69	50	202	45
TOTAL	16 790	194	0	89	-		11 053		310	922	136	5 435	-	3 022	260	573	1 711	692	3 564

- Data submitted generally unreliable, but better than that available from DBE.
- *Rowing* is **not** involved at *primary school* level.
- *Football* is **not** formally involved at primary school.
- *Chess* **did not** submit any data.
- *Athletics* reported the highest number of participating primary schools (16 790).
- *Cricket* reported the next highest number (11 053), largely due to extensive involvement in Mini Cricket, a special format of the game.
- *Netball* (5 435), *volleyball* (3564), *rugby* (3022), and *table tennis* (1 711) followed.
- The remaining federations reported less than 1 000 participating primary schools.

% Total Number of Participating Primary Schools per Sport Code



Senior Schools

FEDERATION REGIONAL SENIOR SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Buffalo City	110	6	-	9			30		1	18	-	96	2	81	6	18	11	8	2
Nelson Mandela Bay	99	0	-	1			72		6	47	1	134	1	96	0	20	12	22	4
Alfred Nzo	140	5	-				10		7	-		58		126	3	0	8	6	0
Amathole	195	0	-				29		8	4		167		327	0	0	16		6
Chris Hani	153	0	-				17		1	3		73	3	229	3	0	5	4	4
Joe Gqabi (Ukhahlamba)	49	0	-				-					68		82	7	0	-	2	6
Sarah Baartman (Cacadu)	21	2	-				15		1	13	1	98	1	65	7	0	8	5	5
O R Tambo	494	4	-				10		8		2	177	3	317	5	0	23	5	7
EASTERN CAPE	1261	17	-	10	-		183	-	32	85	4	871	10	1 323	31	38	83	52	34
Mangaung	123	0	-	8			20		10	21	5	126	3	39	1	9	39	11	22
Fezile Dabi	83	0	-				7		2	9	9	23	4	13	5	5	37	7	22
Lejweleputswa	93	0	-				13		1	12	1	29		26	0	4	33	7	10
Thabo Mofutsanyana	180	0	-				12		1	9	0	33		30	2	2	27	13	10
Xhariep	45	0	-	7			1			-	3	10		12	0	2	20		6
FREE STATE	524	0	-	15	-		53	-	14	51	23	221	7	120	8	22	156	38	70
City of Johannesburg	269	0	-	6			59		13	44	15	270	8		16	78	16	43	89
City of Tshwane	243	0	-	5			60		10	42	13	231	1	34	52	35	53	48	62
Ekurhuleni	223	0	-	14			57		9	82	9	115	7	81	11	17	29	73	48
Sedibeng	85	0	-	4			20			11		29		39	0	1			78
West Rand	58	0	-	2			15		1	30	6	21			0	2			22
GAUTENG	878	0	-	31	-		211	-	33	209	43	666	16	154	79	133	98	164	299
Ethekwini	285	0	-	2			80		4	47		78	1	16	19	50	15	31	168
Amajuba	129	0	-	6			12		5	6		19		61	0	3		5	61
iLembe	127	0	-				18			3		31		12	0	1		5	5
Harry Gwala (Sisonke)	106	0	-				5			5		0		15	0	2	5	2	2
Ugu	96	0	-				22		7	5		43		10	0	3		6	17
uMgungundlovu	207	0	-	3			33		4	24		131	1	28	0	8	12	18	7

FEDERATION REGIONAL SENIOR SCHOOL FOOTPRINT - 2018

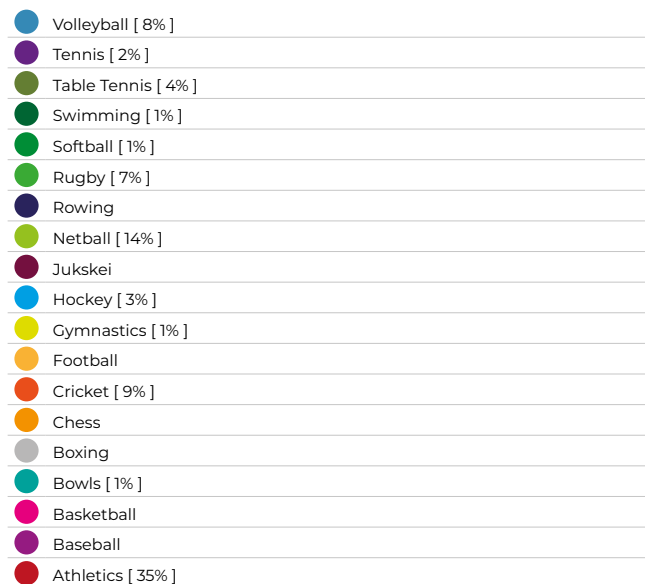
District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Umkhanyakude	98	0	-				9		3			98		11	0	0		-	33
uMzinyathi	68	0					6			7	1	29		23	0	2		1	11
uThukela	154	0	-				5			3		35		20	0	2	4	2	3
King Cetshwayo (uThungulu)	299	0	-				17			9		73		49	0	11		7	8
Zululand	403	0	-				5					73		26	0	5	4	2	5
KWAZULU NATAL	1972	0	-	11	-		212	-	23	109	1,00	610	2	271	19	87	40	79	320
Capricorn	385	6	-				10		4	5	3	14	2	2	25	5	5	14	78
Mopani	197	1	-				23		2	5	-	12	2	3	8	4	4	-	90
Sekhukhune	259	1	-				1		1	2	-	27		1	8	1	8	-	112
Vhembe	369	0	-				2		1	2	-	17		2	3	1	5	-	78
Waterberg	76	2	-				6		2	4	1	15		6	8	6	3	-	89
LIMPOPO	1286	10	-	8	-		42	-	10	18	4	85	4	14	52	17	25	14	447
Ehlanzeni	109	0	-				17			8	2	65		38	2	8	5	29	21
Gert Sibande	128	0	-				11		1	11	4	36		36	1	0	7	5	33
Nkangala	265	0					14		2	7	3	8	2	30	1	3	2	3	35
MPUMALANGA	502	0	-	6	-		42	-	3	26	9	109	2	104	4	11	14	37	89
Bojanala Platinum	165	0	-				8			10	1	69	2	13	6	12	41	4	10
Dr Kenneth Kaunda (Cental)	63	0	-				2		1	16	1	56		8	10	16	92	3	10
Dr Ruth Segomotsi Mompati (Bophirima)	131	0	-				5			3	8	24		5	2	3	21	2	9
Ngaka Modiri Molema (Southern)	86	0	-				12		2	2	2	23		31	6	4	40	5	12
NORTH WEST	445	0	-	9	-		27	-	3	31	12	172	2	57	24	35	194	14	41
Frances Baard	45	0	-				27		3	8	5	11	6	11	0	2	79	10	11
John Taolo Gaetsewe (Kgaladi)	52	0	-				7		1	2		0		8	0	1	13	1	7
Namakwa	20	0	-				7					14		17	0	0	15	2	6
Pixley-ka-Seme	25	0					6			6		7		10	0	0	13	1	8
Z F Mgcawu (Siyanda)	45	0	-				7		3	2	1	12		10	0	2	-	3	10
NORTHERN CAPE	187	0	-	10	-		54	-	7	18	6	44	6	56	0	5	120	17	42
City of Cape Town	303	6	-	16			116		11	81		149	3	192	18	24	9	62	26

FEDERATION REGIONAL SENIOR SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Cape Winelands (Boland)	98	5		15			19			30	8	54		56	4	20	8	26	3
Central Karoo	42	9	-	15			47			10		39		50	4	2	5	14	3
Eden District	41	1	-				3			-		6		50	4	0	3	-	1
Overberg	15	0	-				2			3	2	15	1	16	4	2	2	-	2
West Coast	13	4	-				12		5	2		20		17	4	4	5	-	4
WESTERN CAPE	512	25	-	46	-		199	-	16	126	10	283	4	381	38	52	32	102	39
TOTAL	7 567	52	-	146	-		1 863	-	141	673	112	3 061	53	2 480	255	400	1 441	517	2 728

- Data submitted are generally unreliable, but better than that available from DBE.
- 53 senior schools offer *rowing*.
- *Football* is **not** formally involved at senior school level.
- *Chess* **did not** submit any data.
- *Athletics* reported the highest number of participating primary schools (7 567).
- *Cricket* reported 1 853 senior schools, which means that expectations created at primary school are largely unfulfilled, with no effective follow-up on Mini Cricket.
- *Netball* (3 061), *volleyball* (2 728), *rugby* (2 480) and *table tennis* (1 441) followed.
- The remaining federations reported less than 500 participating senior schools.

% Total Number of Participating Senior Schools per Sport Code



8.14.2. Private School and Club Sport Participation Footprint, as Per Federation

Private Schools

FEDERATION REGIONAL PRIVATE SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Buffalo City	0	0	-	0			0			0		0		0	0	0	0	0	0
Nelson Mandela Bay	0	0	-				0			0		0		0	0	0	0	0	0
Alfred Nzo	0	0	-				-					0			0	0	-		0
Amathole	0	0	-				0					0			0	0	-		0
Chris Hani	0	0	-				0					0			0	0	-		0
Joe Gqabi (Ukhahlamba)	0	0	-				-					0			0	0	-		0
Sarah Baartman (Cacadu)	0	0	-				0			0		0	0	0	0	0	-	0	0
O R Tambo	0	0	-				-				-	0			0	0	0	-	0
EASTERN CAPE	0	0	-	0			0	-	-	0	-	0	0	0	0	0	0	0	0
Mangaung	0	0	-				-			0	0	0			0	0	-	0	0
Fezile Dabi	0	0	-				-		0	-	0	0			0	0	-	-	0
Lejweleputswa	0	0	-				-			0	0	0			0	0	0	0	0
Thabo Mofutsanyana	0	0	-				-			0	0	0			0	0	-	-	0
Xhariep	0	0	-				-			-	0	0			0	0	-	-	0
FREE STATE	0	0	-	-			-	-	0	0	0	0	-	-	0	0	0	0	0
City of Johannesburg	0	0	-	0			0		0	0	-	0	0		0	0	-	0	0
City of Tshwane	0	0	-	0			0		0	0	0	0	0	0	0	0	0	0	0
Ekurhuleni	0	0	-	0			0		0	0	-	0	0	0	0	0	-	0	0
Sedibeng	0	0	-	0			-					0		0	0	0	-	0	0
West Rand	0	0	-	0			-					0			0	0	-	0	0
GAUTENG	0	0	-	0			0	-	0	0	0	0	0	0	0	0	0	0	0
Ethekwini	0	0	-	0			0					0		0	0	0	0	0	0
Amajuba	0	0	-	0			0			0		0		0	0	0	-	0	0
iLembe	0	0	-				0					0		0	0	0	-	0	0
Harry Gwala (Sisonke)	0	0	-				0			0		0		0	0	0	-	0	0

FEDERATION REGIONAL PRIVATE SCHOOL FOOTPRINT - 2018

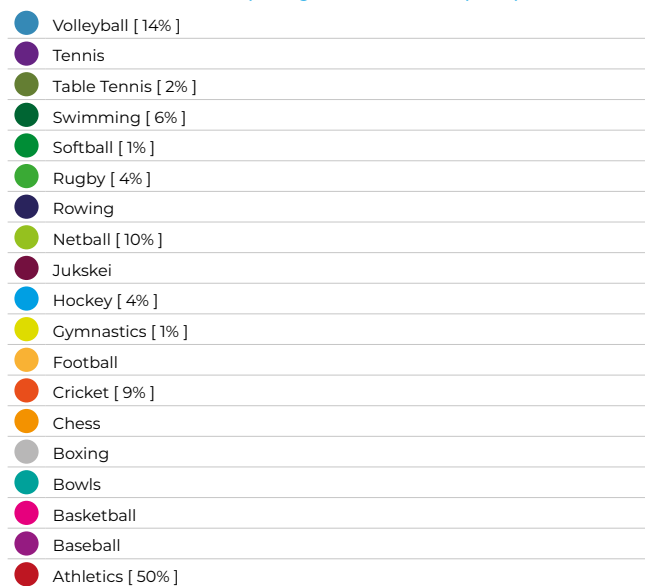
District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Ugu	0	0	-				-					0		0	0	0	-	0	0
uMgungundlovu	0	0	-				0			0		0	0	0	0	0	0	0	0
Umkhanyakude	0	0	-				-					0		0	0	0	-	-	0
uMzinyathi	0	0					0				-	0		-	0	0	-	0	0
uThukela	0	0	-				0					0		0	0	0	-	0	0
King Cetshwayo (uThungulu)	0	0	-				0					0		0	0	0	-	0	0
Zululand	0	0	-				0					0		0	0	0	-	0	0
KWAZULU NATAL	0	0	-	0			0	-	-	0	-	0	0	0	0	0	0	0	0
Capricorn	0	0	-				0		0	0	0	0		0	0	0	-	-	0
Mopani	0	0	-				0			0	-	0		0	0	0	0	-	0
Sekhukhune	0	0	-				-				-	0		-	0	0	-	-	0
Vhembe	0	0	-				-				-	0		-	0	0	-	-	0
Waterberg	0	0	-				-				-	0		-	0	0	-	-	0
LIMPOPO	0	0	-	-			0	-	0	0	0	0	-	0	0	0	0	-	0
Ehlanzeni	0	0	-				0			0	-	0		0	0	0	-	0	0
Gert Sibande	0	0	-				0			0		0		0	0	0	0	0	0
Nkangala	0	0					0			0		0		0	0	0	-	0	0
MPUMALANGA	0	0	-	-			0	-	-	0	-	0	-	0	0	0	0	0	0
Bojanala Platinum	0	0	-				0			0	-	0			0	0	-	-	0
Dr Kenneth Kaunda (Cental)	0	0	-				0			0	-	0			0	0	0	-	0
Dr Ruth Segomotsi Mompati (Bophirima)	0	0	-				-				0	0			0	0	-	-	0
Ngaka Modiri Molema (Southern)	0	0	-				0			0	-				0	0	0	-	0
NORTH WEST	0	0	-	0			0	-	-	0	0	0	-	-	0	0	0	-	0
Frances Baard	0	0	-				0			0		0			0	0	0	-	0
John Taolo Gaetsewe (Kgaladi)	0	0	-				-					0			0	0	-	-	0
Namakwa	0	0	-				-					0			0	0	0	-	0
Pixley-ka-Seme	0	0					-					0			0	0	-	-	0
Z F Mgcawu (Siyanda)	0	0	-				-					0			0	0	-	-	0

FEDERATION REGIONAL PRIVATE SCHOOL FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
NORTHERN CAPE	0	0	-	-			0	-	-	0	-	0	-	-	0	0		-	0
City of Cape Town	0	0	-				0		0	0		0	0	0	0	0	0	-	0
Cape Winelands (Boland)	0	0		0			0			0	-	0		0	0	0	-	-	0
Central Karoo	0	0	-	0			0		0	0		0			0	0	-	-	0
Eden District	0	0	-				0			-		0		0	0	0	-	-	0
Overberg	0	0	-				-			-	0	0	0		0	0	-	-	0
West Coast	0	0	-				0			-		0			0	0	-	-	0
WESTERN CAPE	631	0	-	3			49	-	5	29	1	70	2	16	2	18	1	-	109
TOTAL	1 884	2	-	15			324	-	14	163	8	379	15	135	35	216	58	-	516

- Data submitted by federations are somewhat unreliable, but better than that available from DBE.
- 15 private schools offer rowing.
- There is no organised football at private schools.
- Chess **did not** submit any data for private schools.
- Athletics reported the highest number of participating primary schools (1 884), followed by: netball (379); volleyball (516); cricket (324); tennis (284); swimming (216); hockey (165); rugby (135); table tennis (58); softball (35); bowls (15); gymnastics (14); jukskei (8); baseball (2).

% Total Number of Participating Private Schools per Sport Code



Clubs

FEDERATION REGIONAL CLUB FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Buffalo City		17	-	32	85		37	600	12	8	1	20	-	154	4	6	8	11	9
Nelson Mandela Bay	43	5	-	31	40		43	1 000	23	17	2	16	3	53	3	25	25	17	22
Alfred Nzo	12	24	-		10		4	380	12	-		11		-	1	0	9	3	6
Amathole	10	0	-		25		55	410	14	2		16		137	0	0	32	6	9
Chris Hani	6	7	-		45		2	480	3	-		14	3	23	2	0	16	3	4
Joe Gqabi (Ukhahlamba)	7	5	-		8		7	280		-	1	14		8	0	0	4	5	3
Sarah Baartman (Cacadu)	6	9	-		42		32	500	9	2	1	15	3	66	0	0	13	11	6
O R Tambo	33	32	-		22		10	310	22	-	5	Affiliation	3	32	5	0	42	1	8
EASTERN CAPE	117	99	-	63	275		190	3 960	95	29	10	106	17	473	15	31	149	57	67
Mangaung	40	0	-	28	7		12	750	18	6	3	11	3	10	2	6	27	9	20
Fezile Dabi	11	0	-		10		6	580	7	-	2	15	4	4	6	4	12	2	17
Lejweleputswa	17	0	-		5		7	520	9	-	1	6		17	2	0	2	8	5
Thabo Mofutsanyana	5	0	-		11		9	574	5	-	3	12		14	4	0	11	5	9
Xhariep	12	0	-	25	2		6	390	1		0	Not active		10	0	0	11	6	6
FREE STATE	85	0	-	53	35		40	2 814	40	6	9	44	7	55	14	10	63	30	57
City of Johannesburg	170	9	-	36	10		43	3 080	130	22	4	20	14	14	7	40	11	38	9
City of Tshwane	177	13	-	24	11		24	1 400	106	13	12	21	3	20	13	18	7	54	7
Ekurhuleni	80	27	-	24	18		30	1 000	66	10	3	13	10	22	6	17	10	16	2
Sedibeng	16	0	-	7	17		17	180	14	5		18		7	0	3		3	4
West Rand	50	0	-	11	9		6	478	10	2	3	29		3	0	1		3	12
GAUTENG	493	49	-	102	66		120	6 138	326	52	22	101	27	66	26	79	28	114	34
Ethekwini	135	6	-	30	19		57	1 650	17	20	2	50	4	22	8	38	15	36	23
Amajuba	8	0	-	21	10		15	480	19		1	22		5	0	2			10
iLembe	20	0	-		9		14	120			-	24		3	0	3			10
Harry Gwala (Sisonke)	8	0	-		15		8	280			-	21		4	0	1	5	1	2
Ugu	7	0	-	18	7		17	70	19		1	17		4	0	2		6	14
uMgungundlovu	30	0	-	20	14		15	510	12	6	-	15	3	8	0	3	9	9	8

FEDERATION REGIONAL CLUB FOOTPRINT - 2018

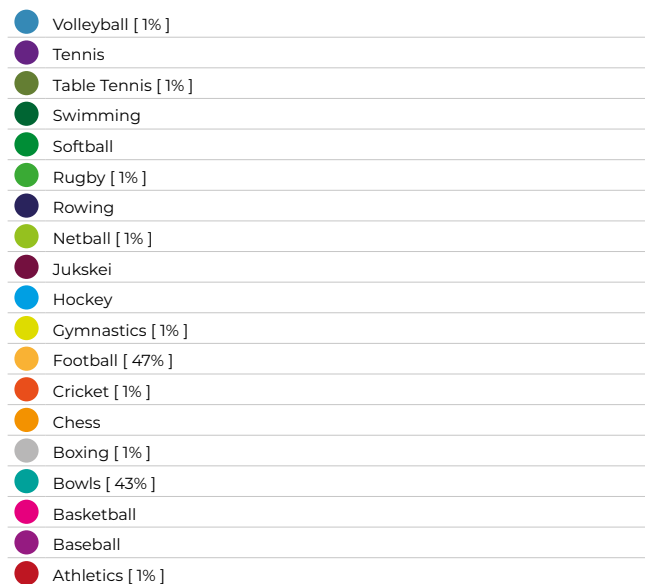
District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Umkhanyakude	7	0	-		16		-	601	8		-	13		1	0	0			45
uMzinyathi	8	0			6		10	290	3		1	19		2	0	1			18
uThukela	13	0	-		8		13	100	4		-	11		3	0	2	8		8
King Cetshwayo (uThungulu)	17	0	-		19		12	95	3		1	12		6	0	3		6	16
Zululand	6	0	-		15		9	186	2		1	20		3	0	3	4	2	5
KWAZULU NATAL	259	6	-	89	138		170	4 382	87	26	7	224	7	61	8	58	41	60	159
Capricorn	30	14	-	14	21		9	970	13	3	1	6	2	3	14	1	19	2	22
Mopani	28	3	-		12		5	380	5	3	0	14	2	1	7	2	21	1	12
Sekhukhune	15	3	-		9		-	290	3		0	12		1	7	0	21	1	16
Vhembe	10	0	-		17		5	980	4	1	1	13		2	2	0	23	1	18
Waterberg	23	4	-		43		5	400	10		3	8		9	6	4	5	1	20
LIMPOPO	106	24	-	14	102		24	3 020	35	7	5	53	4	16	36	7	89	6	88
Ehlanzeni	23	0	-	21	10		11	980	11	5	2	17		10	1	10	9	22	17
Gert Sibande	12	0	-		6		6	790	6	1	-	18		5	1	2	11	2	14
Nkangala	19	0			17		7	500	10	4	4	10	2	4	1	3		3	20
MPUMALANGA	54	0	-	21	33		24	2 270	27	10	6	45	2	19	3	15	20	27	51
Bojanala Platinum	48	0	-	17	44		7	260	9			10	2	7	4	7	15	2	15
Dr Kenneth Kaunda (Cental)	152	0	-		20		10	290	4	4		21		5	4	4	55	8	12
Dr Ruth Segomotsi Mompati (Bophirima)	23	0	-		20		3	200	4			10		3	2	1	8	2	10
Ngaka Modiri Molema (Southern)	18	0	-		2		18	204	6	1		44		20	4	3	19	2	10
NORTH WEST	241	0	-	17	86		38	954	23	5	2	85	2	35	14	15	97	14	47
Frances Baard	9	0	-	27	14		18	580	20	6		14	6	9	0	5	6	3	20
John Taolo Gaetsewe (Kgaladi)	6	0	-		2		8	270	3			9		4	0	1	7	-	10
Namakwa	11	0	-		1		9	210				17		24	0	0	6	1	8
Pixley-ka-Seme	3	0			1		5	180				Disbanded		10	0	1	1	-	7
Z F Mgcawu (Siyanda)		0	-		2		11	140	12			9		6	0	1	-	-	9
NORTHERN CAPE	29	0	-	27	20		51	1 380	35	6	-	49	6	53	0	8	20	4	54
City of Cape Town	106	41	-	36	73		71	1980	94	21		121	8	106	28	44	18	38	14

FEDERATION REGIONAL CLUB FOOTPRINT - 2018

District in Area of Jurisdiction	Athletics	Baseball	Basketball	Bowls	Boxing	Chess	Cricket	Football	Gymnastics	Hockey	Jukskei	Netball	Rowing	Rugby	Softball	Swimming	Table Tennis	Tennis	Volleyball
Cape Winelands (Boland)	17	16		39	11		30	190	17	8	13	28	1	144	4	5	7	29	10
Central Karoo	19	24	-	19	8		30	180	13	9		26		61	4	9	5	16	2
Eden District	2	4	-		2		2	200		-		14		2	6	0	6	-	4
Overberg	3	0	-		7		10	190	5	1	4	15	3	44	5	1		-	2
West Coast	10	0	-		10		23	300	16	1		22		26	6	2	5	-	1
WESTERN CAPE	157	85	-	94	111		166	3 040	145	40	17	226	12	383	53	61	41	83	33
TOTAL	1 541	263	-	48 000	1 456		1 456	51 956	813	181	78	933	84	1 161	169	284	947	395	1 113

- *Football* reported the highest number of participating clubs (51 956).
- This was followed by: *athletics* with (1 541) participating clubs; *boxing* (1 456); *cricket* (1 456); *rugby* (1 161); *volleyball* (1 113); *table tennis* (947); *netball* (933); *gymnastics* (813); *bowls*; (488); *tennis* (395); *swimming* (284); *baseball* (263); *hockey* (181); *softball* (169); *rowing* (84); *jukskei* (78)
- Gymnastics, tennis and swimming are among the federations characterised by high club membership fees and, in some instances, 'paid for' professional coaches, which increases the level of inaccessibility to the poor. Swimming, tennis and bowling could be susceptible to population demographic changes, from a sustainability perspective.

% Total Number of Participating Clubs per Sport Code



8.14.3. Comparison of Primary School, Senior School and Club Provincial Footprint for Each Code



Amateur Boxing

- *Primary Schools* and *Senior Schools*
- Regulatory constraints do not allow boxing participation at school level.
- Clubs
- **Eastern Cape, KZN** and **Western Cape** dominant.

Athletics

Primary Schools:

- **KZN, Eastern Cape** and Limpopo dominate.

Senior Schools:

- **KZN, Limpopo** and **Eastern Cape** dominate.

Clubs:

- **Gauteng** dominates.

Baseball

Primary Schools:

- **Eastern Cape, Western Cape** and **Gauteng** dominate.

Senior Schools:

- **Western Cape, Eastern Cape** and **Limpopo** dominate.

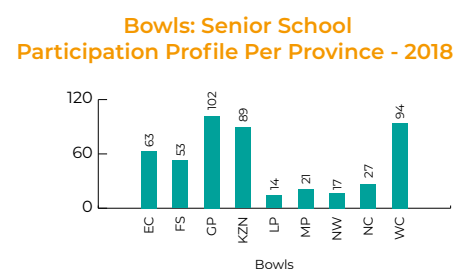
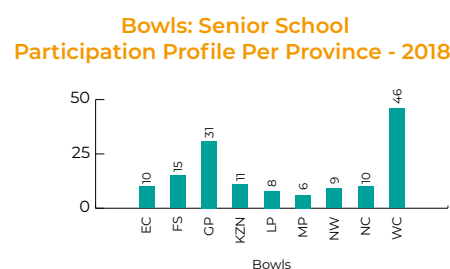
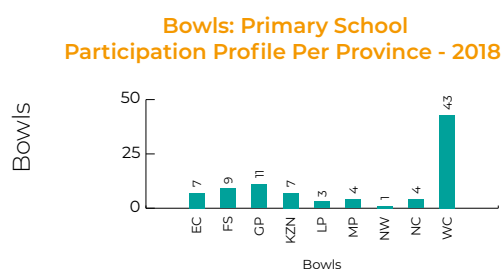
Clubs:

- **Eastern Cape** and **Western Cape** dominate.

Basketball

- **DID NOT SUBMIT DATA**

8.14.3. Comparison of Primary School, Senior School and Club Provincial Footprint for Each Code (cont'd)



Bowls

Primary Schools:

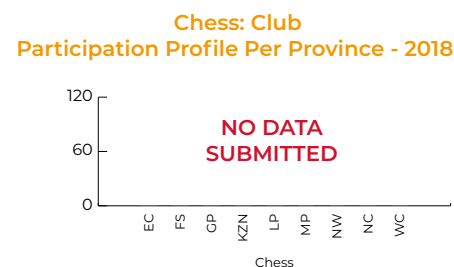
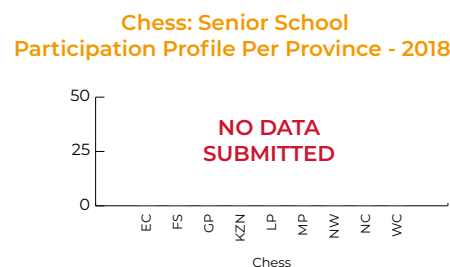
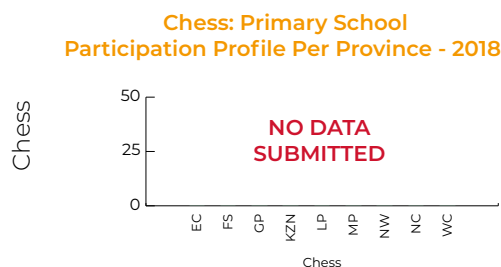
- **Western Cape** dominates.

Senior Schools:

- **Western Cape** and **Gauteng** dominate.

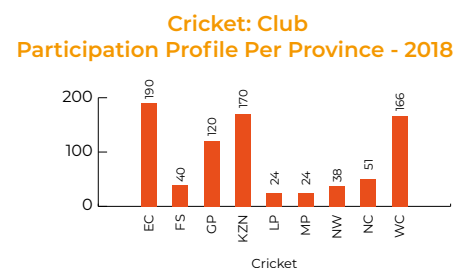
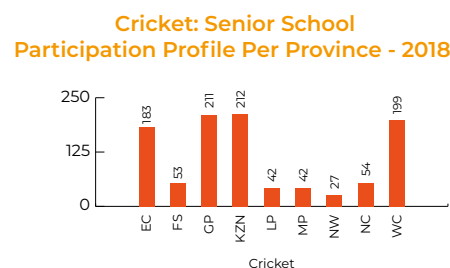
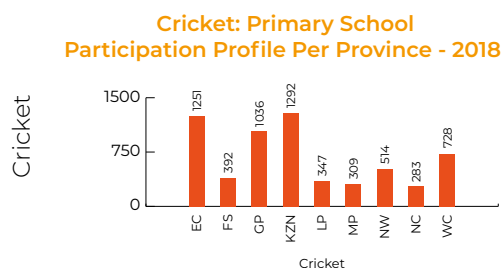
Clubs:

- **Gauteng, Western Cape** and **KZN** dominates.



Chess

- **DID NOT SUBMIT ANY DATA**
- **Governance Issues**



Cricket

Primary Schools:

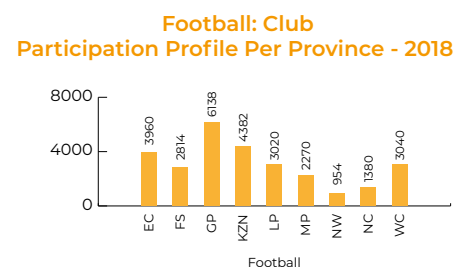
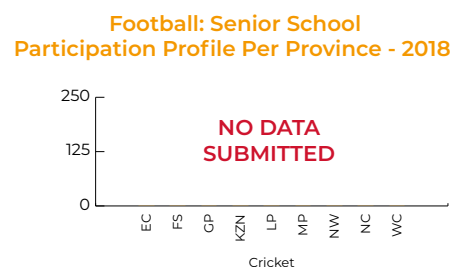
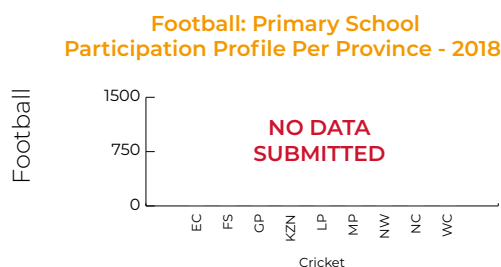
- **KZN, Eastern Cape, Gauteng** and **Western Cape** dominate.

Senior Schools:

- **KZN, Gauteng, Western Cape** and **Eastern Cape** dominate.

Clubs:

- **Eastern Cape, KZN, Western Cape** and **Gauteng** dominant.



Football

Primary Schools:

- **No involvement** at primary school level.

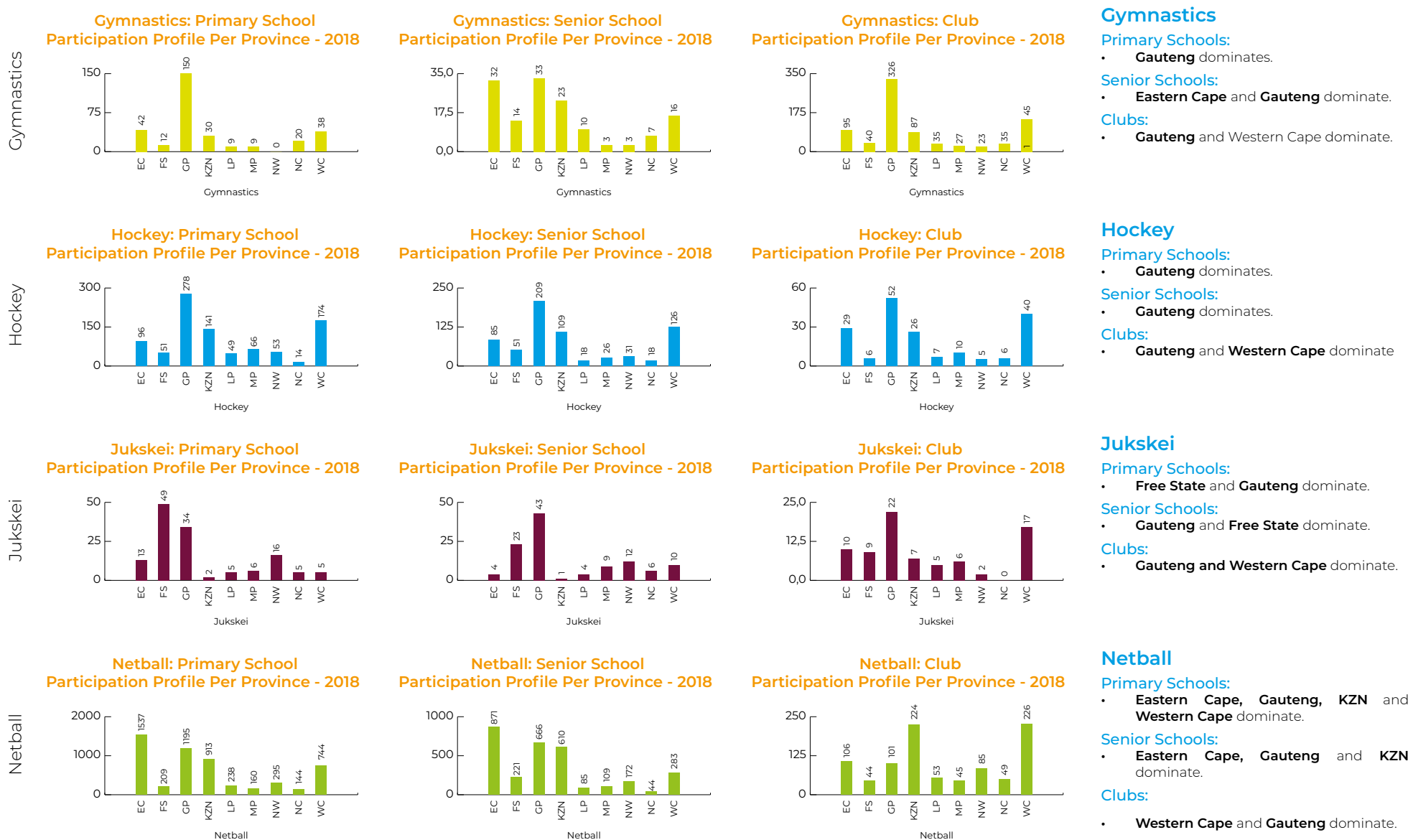
Senior Schools:

- **No involvement** at primary school level.

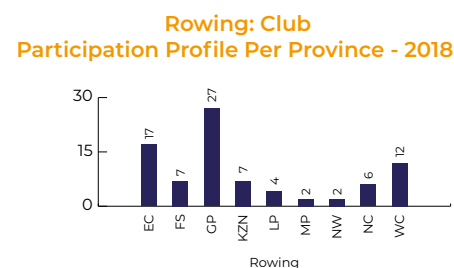
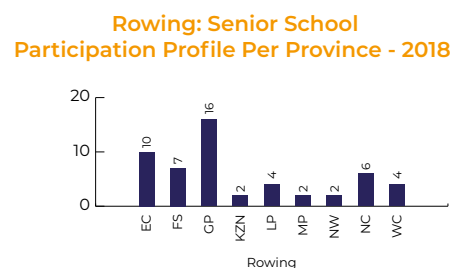
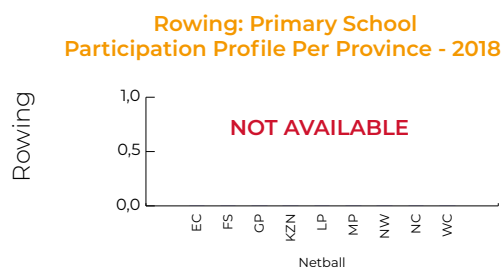
Clubs:

- **Gauteng, KZN, Eastern Cape, Western Cape, Limpopo** and **Mpumalanga** dominate.

8.14.3. Comparison of Primary School, Senior School and Club Provincial Footprint for Each Code (cont'd)



8.14.3. Comparison of Primary School, Senior School and Club Provincial Footprint for Each Code (cont'd)



Rowing

Primary Schools:

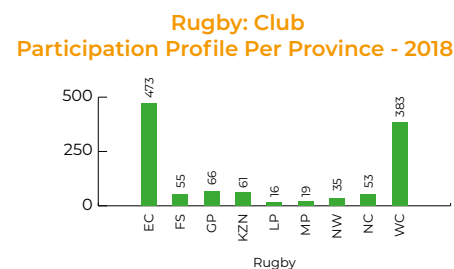
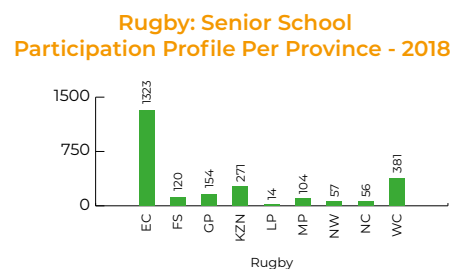
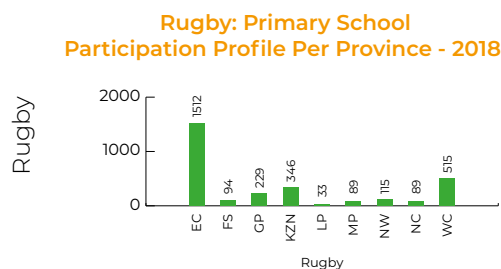
- No primary school involvement.

Senior Schools:

- Gauteng and Eastern Cape dominate.

Clubs:

- Gauteng and Eastern Cape dominate.



Rugby

Primary Schools:

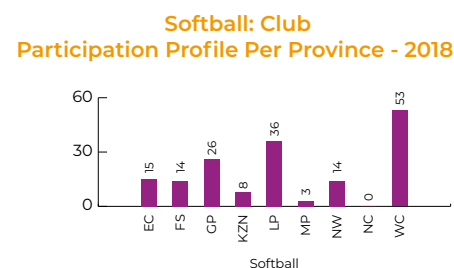
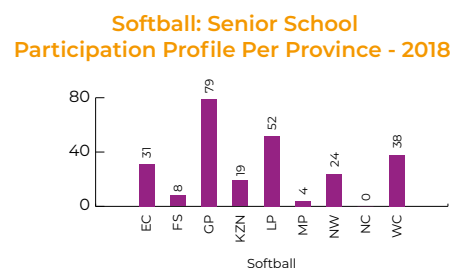
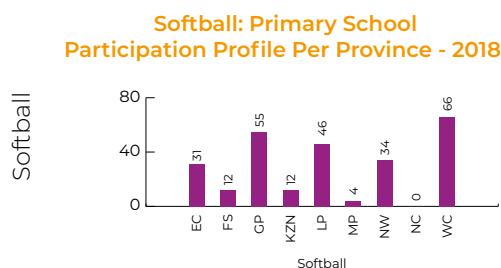
- Eastern Cape, Western Cape and KZN dominate.

Senior Schools:

- Eastern Cape, Western Cape and KZN dominate.

Clubs:

- Eastern Cape and Western Cape dominate.



Softball

Primary Schools:

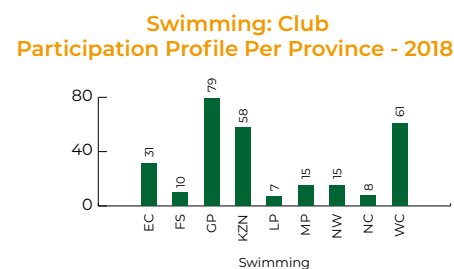
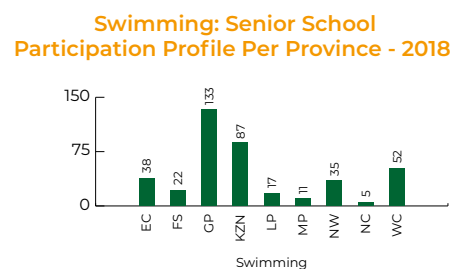
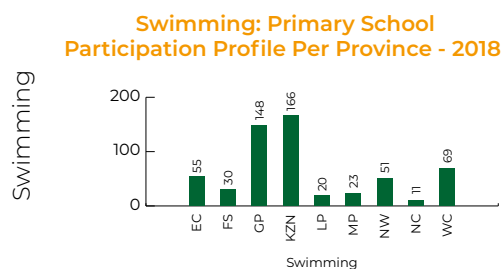
- Western Cape, Gauteng, and Limpopo dominate.

Senior Schools:

- Gauteng, and Limpopo dominate.

Clubs:

- Western Cape, Limpopo and Gauteng dominate.



Swimming

Primary Schools:

- KZN, and Gauteng dominate.

Senior Schools:

- Gauteng, and KZN dominate.

Clubs:

- Gauteng, Western Cape and KZN dominate.

8.14.3. Comparison of Primary School, Senior School and Club Provincial Footprint for Each Code (cont'd)

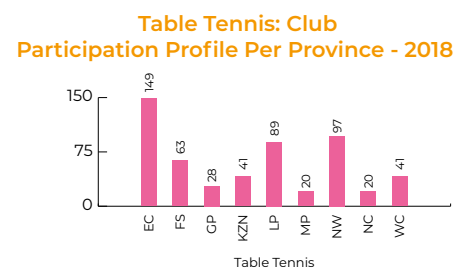
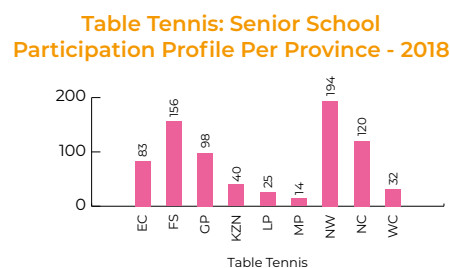
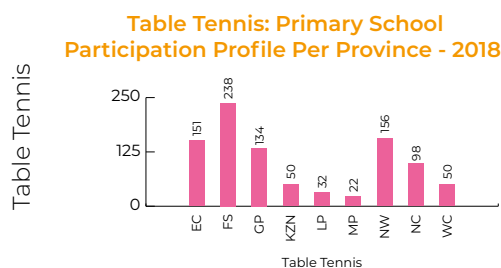


Table Tennis

Primary Schools:

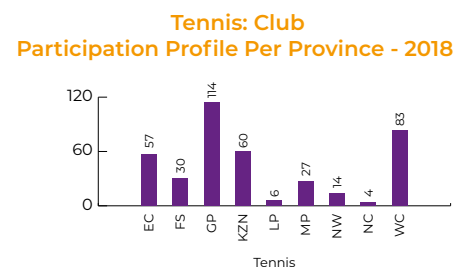
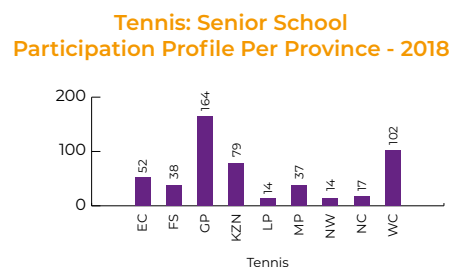
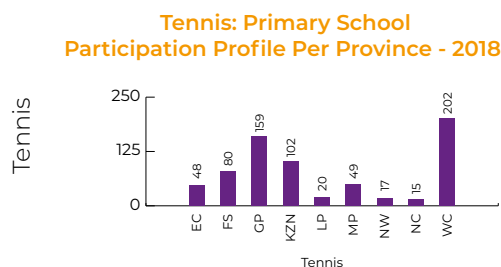
- Free State, North West, Eastern Cape and Gauteng dominate.

Senior Schools:

- North West, Free State, Northern Cape and Gauteng dominate.

Clubs:

- Eastern Cape, North West and Limpopo dominate.



Tennis

Primary Schools:

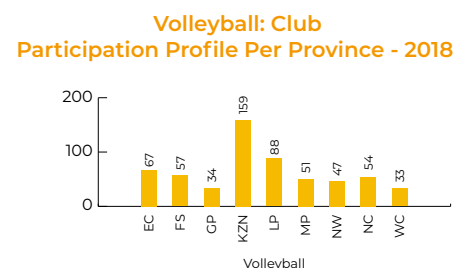
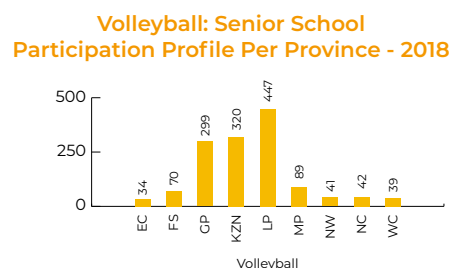
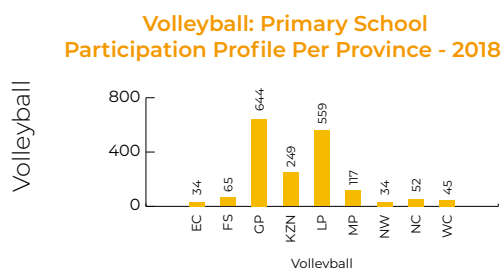
- Western Cape and Gauteng dominate.

Senior Schools:

- Gauteng and Western Cape dominate.

Clubs:

- Gauteng and Western Cape dominate.



Volleyball

Primary Schools:

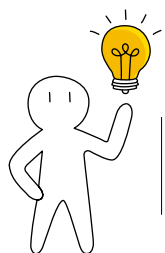
- Gauteng and Limpopo dominate.

Senior Schools:

- Limpopo, KZN and Gauteng dominate.

Clubs:

- KZN, Limpopo and Eastern Cape dominate.



Boxing does not have a sport participation opportunity at primary or senior school level in South Africa.

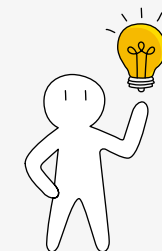
8.14.4. Overview of Primary School, Senior School and Club Provincial Participation

	Primary School	Senior School	Clubs
Amateur boxing			
Athletics			
Baseball			
Basketball	NO DATA	NO DATA	NO DATA
Bowls			
Chess	NO DATA	NO DATA	NO DATA
Cricket			
Football	NO DATA	NO DATA	
Gymnastics			
Hockey			
Jukskei			
Netball			
Rowing			
Rugby			
Softball			
Swimming			
Table tennis			
Tennis			
Volleyball			

Above average number

Below average number

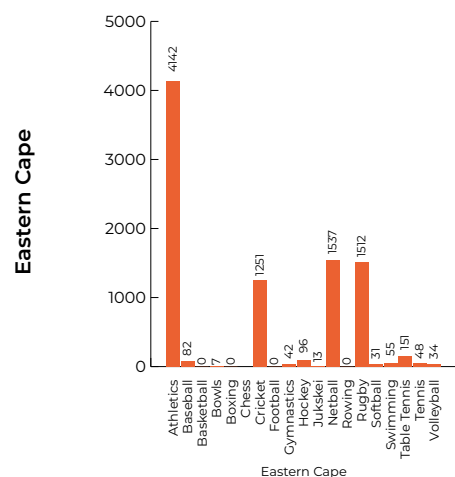
- Six codes reported that the number of participating *primary schools* and *senior schools* and *clubs* is *higher* than the average for all codes: *athletics, cricket, netball, rugby, table tennis* and *volleyball*.
- Eight codes reported that the number of participating *primary schools*, *senior schools* and *clubs* was *lower* than the average reported by all codes: *baseball, bowls, hockey, jukskei, rowing, softball, swimming* and *tennis*.
- *Gymnastics* indicated that the number of gymnastic clubs is *higher* than the average reported by all codes, whereas the number of participating primary schools and senior schools reported was *lower* than the average reported by all codes.
- Federations with a *higher than* average number of clubs include: *boxing, athletics, cricket, football, gymnastics, netball, rugby, table tennis* and *volleyball*.
- Federations with *less than* the average number of clubs include: *baseball, bowls, hockey, jukskei, rowing, softball, swimming* and *tennis*.
- Codes with a *predominantly* White demographic profile, on and off the field, *combined* with a *below* average number of participating schools and clubs, could be the most susceptible to longer-term sustainability challenges. These codes include: *gymnastics, hockey, jukskei, rowing, swimming* and *tennis*.



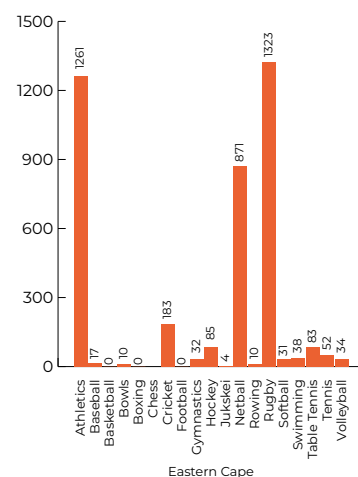
Codes with a *predominantly* White demographic profiles on and off the field, combined with a *below* average number of participating schools and clubs, could be the most susceptible to longer-term sustainability challenges.

8.14.5. School and Club Sport Participation Profile Per Province

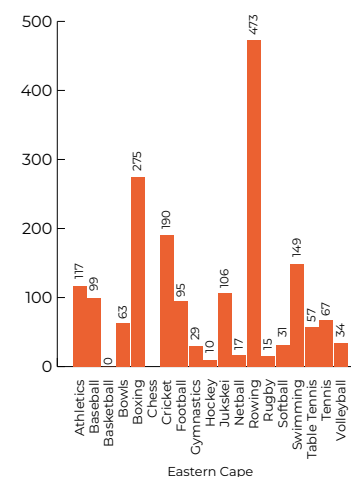
Eastern Cape Primary School Sport Participation Profile - 2018



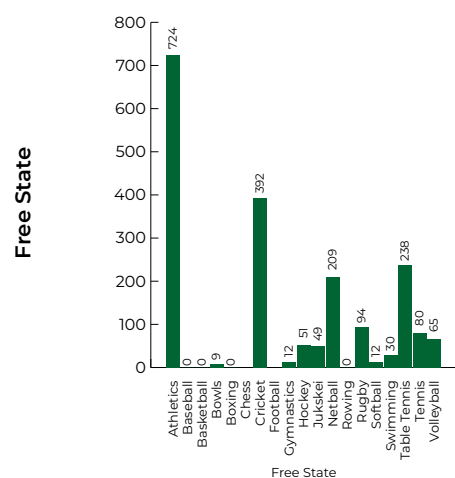
Eastern Cape Senior School Sport Participation Profile - 2018



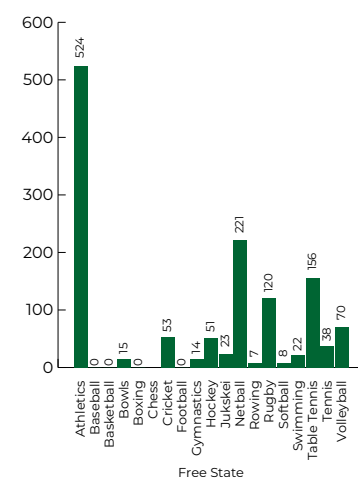
Eastern Cape Club Sport Participation Profile - 2018



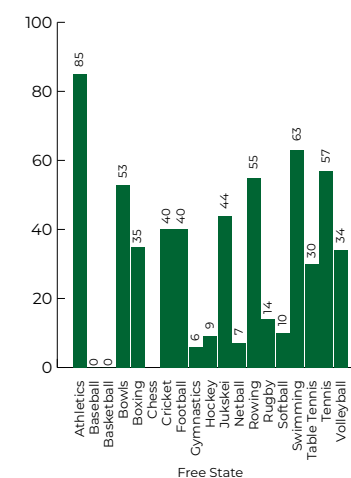
Free State Primary School Sport Participation Profile - 2018



Free State Senior School Sport Participation Profile - 2018



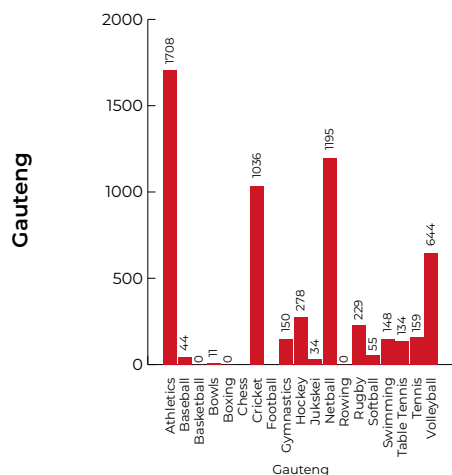
Free State Club Sport Participation Profile - 2018



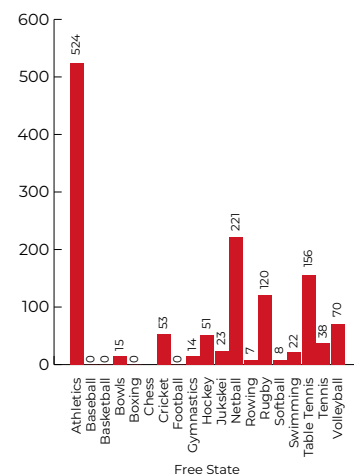
- Athletics (4 192), netball (1 537), rugby (1 512) and cricket (1 251) reported the highest number of participating primary schools.
- Athletics (1 261), rugby (1 373), netball (871) and cricket (183) reported the highest number of participating senior schools.
- **Baseball, basketball and rowing** did not report any participating primary schools.
- **Baseball** and **basketball** did not report any participating senior schools.
- **Because of regulatory matters, boxing** is not allowed at school level.
- **Chess** did not submit any data.
- **Football** did not report any participating primary schools and senior schools, which is a major long-standing strategic weakness.
- Rugby (475), boxing (275), cricket (190), table tennis (149) and netball (106) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs.
- **Chess** did not submit any data.
- Athletics (724), cricket (392), table tennis (238) and netball (209) reported the highest number of participating primary schools.
- Athletics (524), netball (221), table tennis (156) and rugby (120) reported the highest number of participating senior schools.
- **Basketball, baseball** and **rowing** did not report any participating primary schools.
- **Baseball** and **basketball** did not report any participating senior schools.
- **Boxing**, for regulatory reasons, is not allowed at school.
- **Chess** did not submit any data.
- **Football** did not report any participating primary schools and senior schools – a major long-standing strategic weakness.
- Athletics (85), table tennis (63), volleyball (57), rugby (55), bowls (53) cricket (40), gymnastics (40), boxing (35) and tennis (30) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs and **chess** did not submit data.

8.14.5. School and Club Sport Participation Profile Per Province (cont'd)

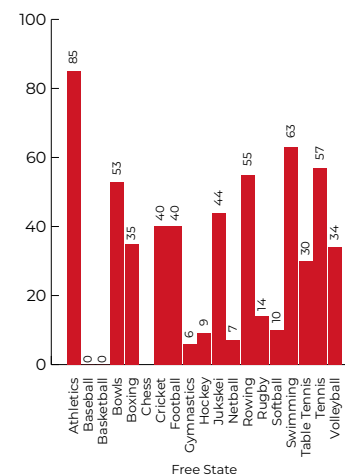
Gauteng Primary School Sport Participation Profile - 2018



Gauteng Senior School Sport Participation Profile - 2018

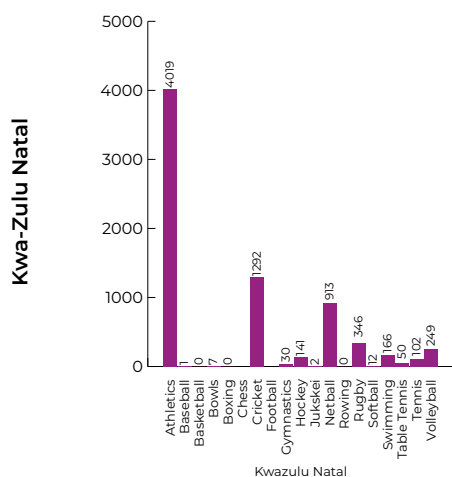


Gauteng Club Sport Participation Profile - 2018

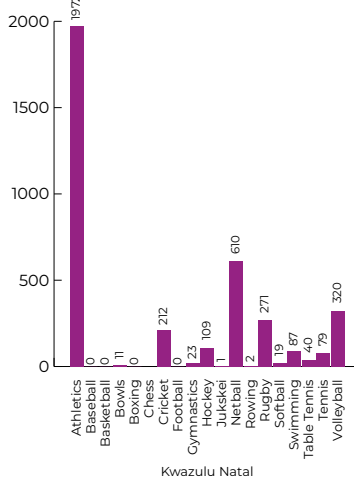


- Athletics (1708), netball (1195), cricket (1 036) and volleyball (644) reported the highest number of participating primary schools.
- Athletics (878), netball (666), table tennis (299), cricket (211), hockey (209), tennis (164), rugby (154), swimming (133) reported the highest number of participating senior schools.
- **Basketball, baseball** and **rowing** did not report any participating primary schools.
- **Baseball** did not report any participating senior schools.
- For regulatory reasons, **boxing** is not allowed at school.
- **Chess** did not submit any data.
- **Football** is not offered at primary school or senior school level – a major long-standing strategic weakness.
- Athletics (493), gymnastics (326), cricket (120), tennis (114), bowls (102), netball (101), swimming (79), rugby (66) boxing (66) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs.
- **Chess** did not submit any data.

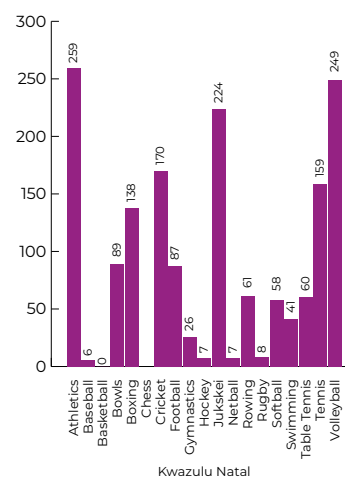
KwaZulu-Natal Primary School Sport Participation Profile - 2018



KwaZulu-Natal Senior School Sport Participation Profile - 2018



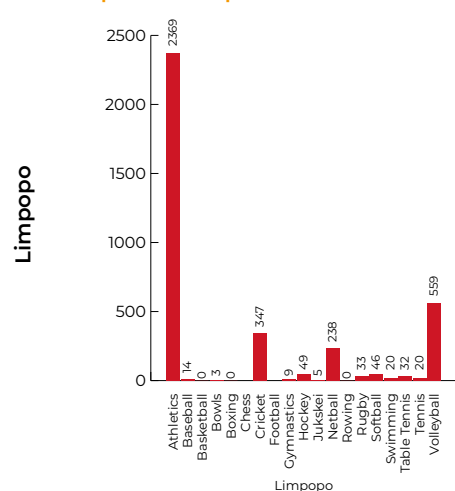
KwaZulu-Natal Club Sport Participation Profile - 2018



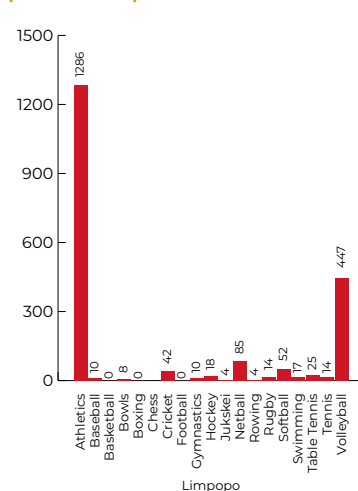
- Athletics (4019), cricket (1 292), netball (913) and volleyball (249) reported the highest number of participating primary schools.
- Athletics (1972) netball (610), volleyball (320), rugby (271), cricket (212), hockey (109), swimming (87) and tennis (79) reported the highest number of participating senior schools.
- **Basketball, baseball** and **rowing** did not report any participating primary schools.
- **Baseball** did not report any participating senior schools.
- For regulatory reasons, **boxing** is not allowed at school.
- **Chess** did not submit any data.
- **Football** is not offered at primary school or senior school level – a major long-standing strategic weakness.
- Athletics (259), netball (224), cricket (170), volleyball (159), boxing (138), bowls (89) and gymnastics (87), rugby (61), tennis (60) and swimming (58) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs.
- **Chess** did not submit any data.

8.14.5. School and Club Sport Participation Profile Per Province (cont'd)

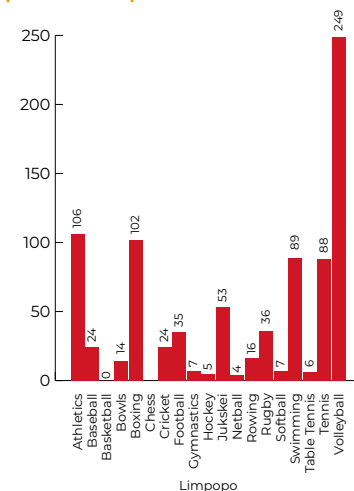
Limpopo Primary School Sport Participation Profile - 2018



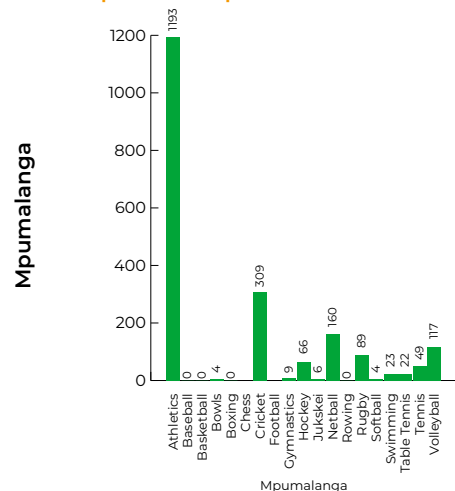
Limpopo Senior School Sport Participation Profile - 2018



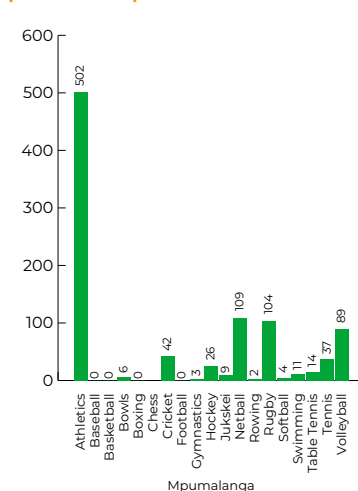
Limpopo Club Sport Participation Profile - 2018



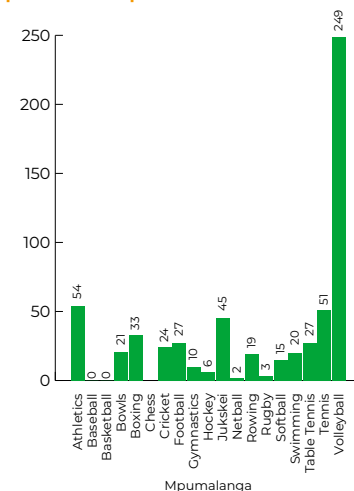
Mpumalanga Primary School Sport Participation Profile - 2018



Mpumalanga Senior School Sport Participation Profile - 2018



Mpumalanga Club Sport Participation Profile - 2018

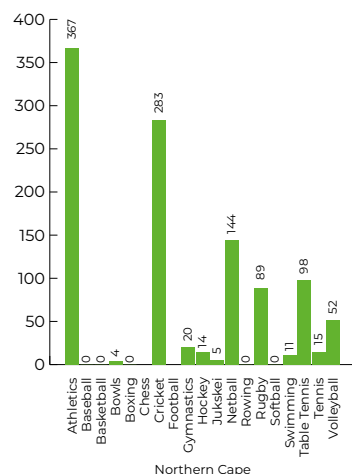


- Athletics (2369), volleyball (559), cricket (347) and netball (238) reported the highest number of participating primary schools.
 - Athletics (1 786), volleyball (447), netball (85) and cricket (42) reported the highest number of participating senior schools.
 - **Basketball, baseball** and **rowing** did not report any participating primary schools.
 - **Baseball** did not report any participating senior schools.
 - For **regulatory reasons, boxing** is not allowed at school.
 - **Chess** did not submit any data.
 - **Football** is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.
 - Athletics (106), boxing (102), table tennis (89), volleyball (88), softball (36), netball (53) and softball (36) reported the highest number of participating clubs.
 - **Basketball** did not report any participating **clubs** and **chess** did not submit data.
-
- Athletics (1 139), netball (109), volleyball (117), and hockey (66) reported the highest number of participating primary schools.
 - Athletics (502), netball (109), rugby (104), volleyball (89), cricket (42) and tennis (37) reported the highest number of participating senior schools.
 - **Basketball, baseball** and **rowing** did not report any participating primary schools.
 - **Baseball** did not report any participating senior schools.
 - For **regulatory reasons, boxing** is not allowed at school.
 - **Chess** did not submit any data.
 - **Football** is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.
 - Athletics (54), volleyball (51), netball (45), boxing (33), tennis (27), gymnastics (27), cricket (24), bowls (21), table tennis (20) and rugby (19) reported the highest number of participating clubs.
 - **Basketball** did not report any participating **clubs**.
 - **Chess** did not submit any data.

8.14.5. School and Club Sport Participation Profile Per Province (cont'd)

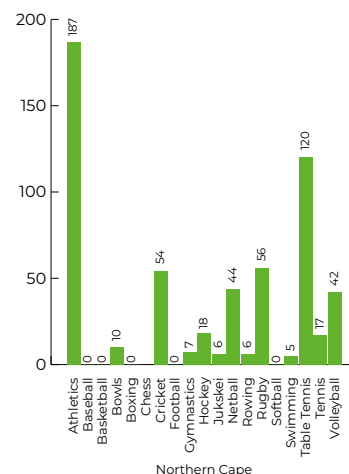
Northern Cape Primary School Sport Participation Profile - 2018

Northern Cape



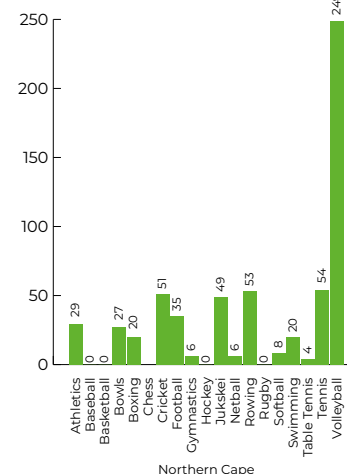
Northern Cape Senior School Sport Participation Profile - 2018

Northern Cape



Northern Cape Club Sport Participation Profile - 2018

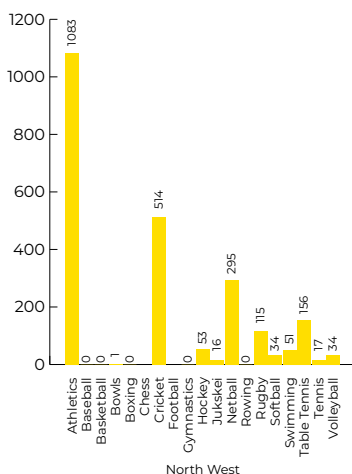
Northern Cape



- Athletics (367), cricket (283), netball (144), table tennis (98), volleyball (52) and gymnastics (20) reported the highest number of participating primary schools.
- Athletics (187), table tennis (120), rugby (56), cricket (54), netball (44) and volleyball (42) reported the highest number of participating senior schools.
- **Basketball, baseball** and **rowing** did not report any participating primary schools.
- **Baseball** did not report any participating senior schools.
- For **regulatory reasons, boxing** is not allowed at school.
- **Chess** did not submit any data.
- **Football** is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.
- Volleyball (54), rugby (53), cricket (51), netball (49), gymnastics (35) athletics (29), bowls (27), boxing (20) and table tennis (20) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs.
- **Chess** did not submit any data.

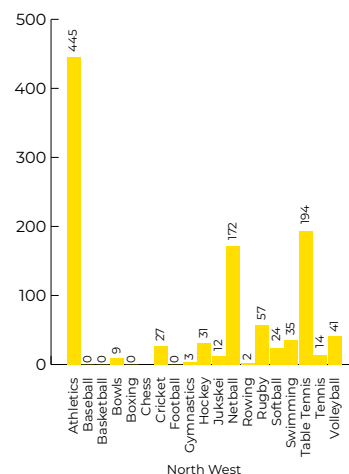
North West Primary School Sport Participation Profile - 2018

North West



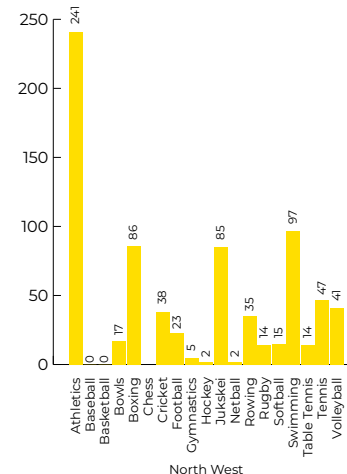
North West Senior School Sport Participation Profile - 2018

North West



North West Club Sport Participation Profile - 2018

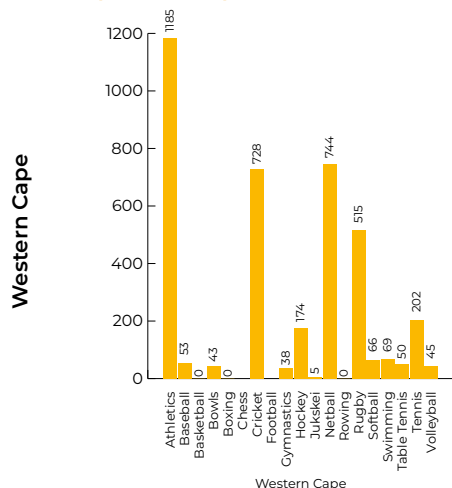
North West



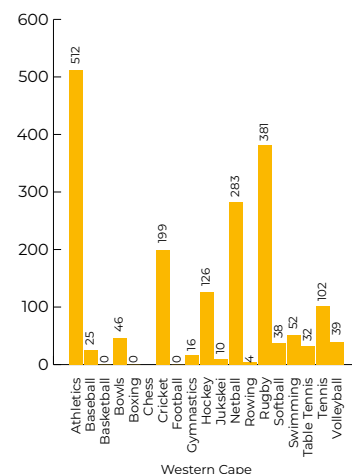
- Athletics (1083), cricket (514), netball (295), table tennis (156), rugby (115), hockey (53), swimming (51), softball (34) and volleyball (34) reported the highest number of participating primary schools.
- Athletics (445), table tennis (194), rugby (57), volleyball (41), swimming (35), hockey (31) and softball (24) reported the highest number of participating senior schools.
- **Basketball, baseball** and **rowing** did not report any participating primary schools.
- **Baseball** did not report any participating senior schools.
- For **regulatory reasons, boxing** is not allowed at school.
- **Chess** did not submit any data.
- **Football** is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.
- Athletics (241), table tennis (97), boxing (86), netball (85), volleyball (47), cricket (38), rugby (35), gymnastics (23) bowls (17), swimming (15) and softball (14) reported the highest number of participating clubs.
- **Basketball** did not report any participating clubs.
- **Chess** did not submit any data.

8.14.5. School and Club Sport Participation Profile Per Province (cont'd)

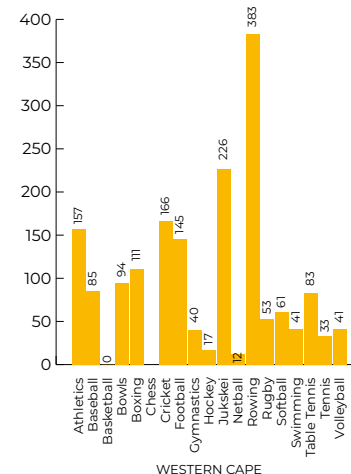
Western Cape Primary School Sport Participation Profile - 2018



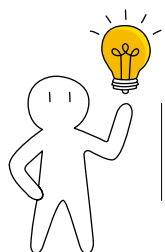
Western Cape Senior School Sport Participation Profile - 2018



Western Cape Club Sport Participation Profile - 2018



- Athletics (1185), netball (744), cricket (728), rugby (515), tennis (202), hockey (174), swimming (69), softball (66), table tennis (50), volleyball (49), bowls (43) and gymnastics (38) reported the highest number of participating primary schools.
- Athletics (512), rugby (382), cricket (199), tennis (102), swimming (52), bowls (46), volleyball (39), softball (38), table tennis (32) and baseball (25) reported the highest number of participating senior schools.
- **Basketball and rowing** did not report any participating primary schools.
- **Basketball** did not report any senior school and club participation.
- For **regulatory reasons, boxing** is not allowed at school.
- **Chess** did not submit any data.
- **Football** is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.
- Rugby (383), netball (226), cricket (166), athletics (157), gymnastics (145), boxing (111), bowls (94), baseball (85), tennis (83), swimming (61), softball (53), table tennis (41) and volleyball (33) reported the highest number of participating clubs.
- **Boxing** did not report any participating **clubs**.
- **Chess** did not submit any data.



Football is not offered at *primary* school or *senior* school level – a major long-standing strategic weakness.



9. *Transformation Status of Women's Sport Based on 2018/19 Transformation Audit*



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9.1. President, CEO and Full-Time Staff Members – Female Profile

WOMEN BOARD DEMOGRAPHIC PROFILES – 2018

Code	Total	% Women (Charter Target 25%)
Netball	7	100
Boxing	5	60
Jukskei	8	50
Table Tennis	6	50
Gymnastics	14	43
Athletics (Exco)	26	35
Softball (Exco)	12	33
Swimming	9	33
Hockey	7	29
Cricket	11	27
Rowing (Exco)	13	23
Tennis	13	23
Baseball	10	20
Basketball	5	20
Bowls	6	17
Football	38	13
Rugby (Exco)	13	8
Volleyball	5	0

Women Presidents and CEO Demographic Profiles

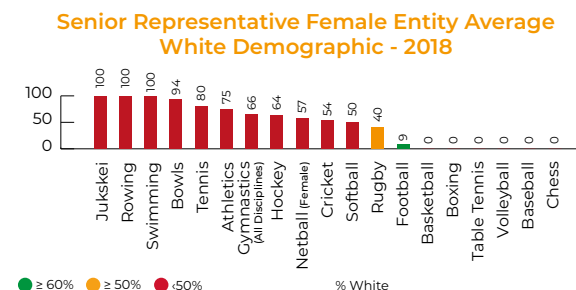
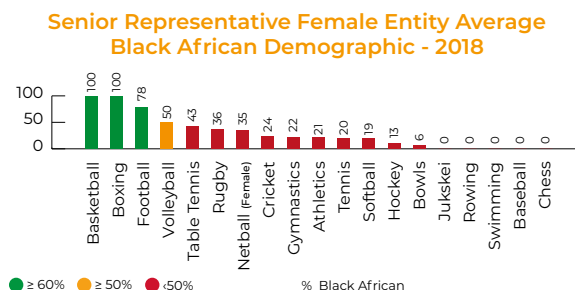
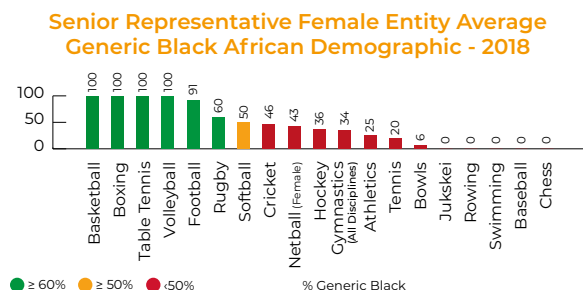
Only two federations of the 18 audited reported Women **presidents**: gymnastics (*White*) and netball (*Black African*).

Only five federations of the 18 audited reported Women **CEOs**: boxing (*Black African*); hockey (*Black African*); jukskei (*White*); netball (*White*); table tennis (*Indian*).

FULL TIME STAFF WOMEN DEMOGRAPHIC S -2018

Code	Total	% Women (Target 50%)
Netball	7	100
Hockey	4	75
Athletics (Exco)	12	58
Swimming	11	55
Cricket	61	49
Rugby (Exco)	74	46
Gymnastics	12	42
Tennis	16	38
Football	86	37
Baseball	0	0
Basketball	0	0
Bowls	2	0
Boxing	0	0
Jukskei	0	0
Rowing (Exco)	0	0
Softball (Exco)	0	0
Table Tennis	1	0
Volleyball	2	0
Chess	NO DATA	

9.2. Senior Female National Representative Entity – Demographics

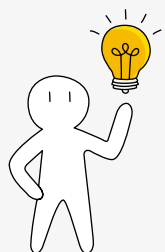


Generic Black and White Demographic of Senior Female National Representative Teams

- The **generic Black** demographic achievement of only three codes reached the 60% Charter target for senior national female teams: *basketball, boxing and table tennis*.
- The average senior national female team demographic of a large number of codes (13 of the 18) were all more than 50% **White**, ranging from 60% to 100%, as shown. These were *rugby, softball, cricket, hockey, gymnastics, athletics, tennis, bowls, jukseki, rowing and swimming*. This reflects a predominantly White female sporting environment at a senior representative level. Sustainability challenges could surface in some instances, if this is not dealt with proactively.

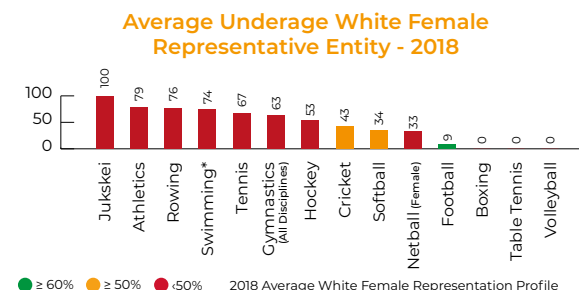
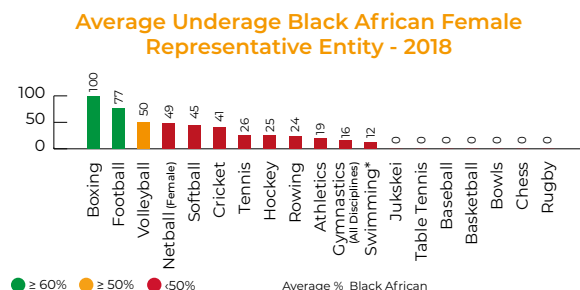
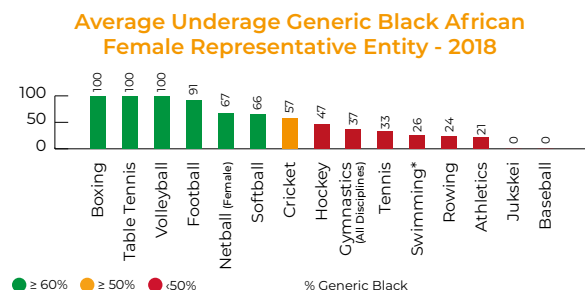
Black African Senior Female National Team Demographic

- Accessibility challenges facing **Black Africans** are once again demonstrated, in that the female senior national teams of only three codes (*basketball, boxing and football*) achieved the 60% Black African Charter target.



Accessibility challenges facing **Black Africans** are once again demonstrated, in that the female senior national teams of only three codes (*basketball, boxing and football*) achieved the 60% Black African Charter target.

9.3. Under-age Female National Representative Entity – Demographics

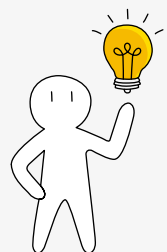


Generic Black and White Demographic of Under-age Female National Representative Teams

- The **generic Black** demographic of 6 codes achieved the 60% Charter target for under-age national female teams: *boxing, table tennis, volleyball, football, netball* and *softball*.
- The *average under-age national female* team demographic of a large number of codes (7 of the 18) were all more than 50% **White**, ranging from 55% to 100%, as shown. These were: *jukskei, athletics, rowing, swimming, tennis, gymnastics* and *hockey*. This reflects a predominantly White female under-age representative sporting pipeline. Sustainability challenges could surface in some instances, if this not dealt with proactively at the under-age level.

Black African Under-age Female National Team Demographic

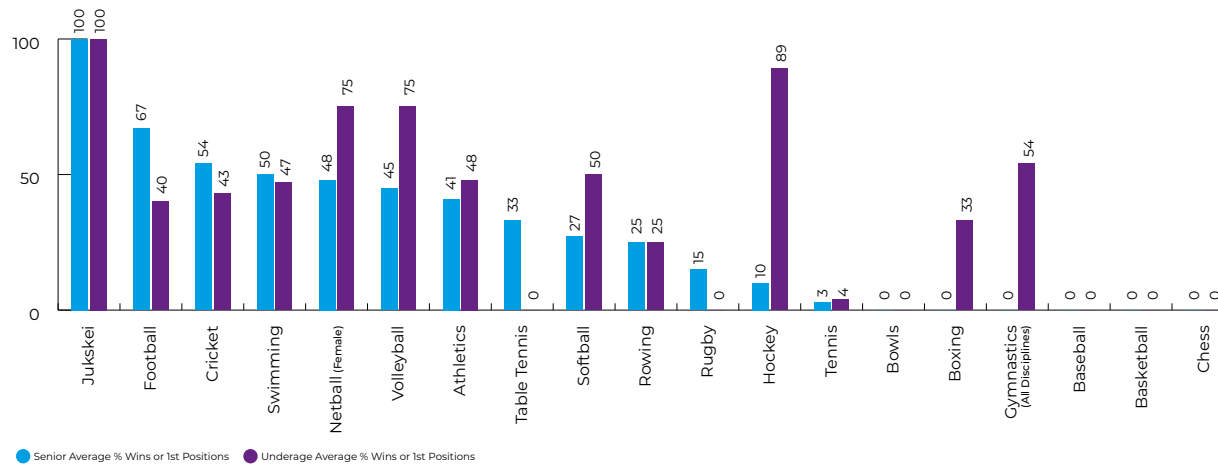
- Accessibility challenges facing **Black Africans** are once again demonstrated, in that the female under-age national teams of only 2 codes (*boxing* and *football*) achieved the 60% Black African Charter target. This clearly indicates the magnitude of the sustainability challenges for most codes, if Black African Women are not introduced to sport at school level.



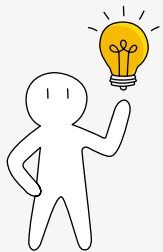
The **generic Black** demographic of 6 codes achieved the 60% Charter target for under-age national female teams: *boxing, table tennis, volleyball, football, netball* and *softball*.

9.4. Senior vs Under-age Female National Entity – Performance Record

Senior vs. Underage Female Performance Record - 2018

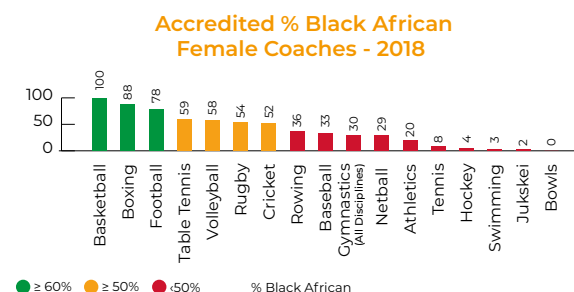
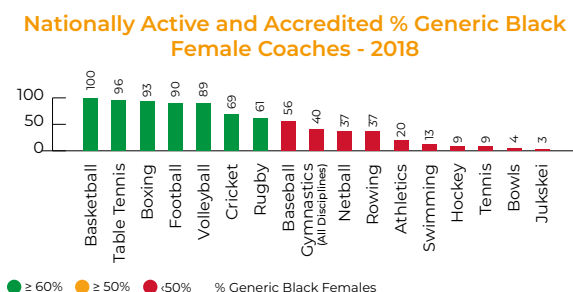
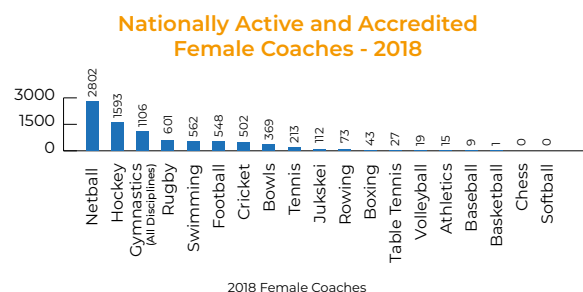


- Six (only 33% of the total number of under-age representative teams) reported a Win record of over 50%. These codes were: *jukskei, netball, volleyball, softball, hockey* and *gymnastics*.
- Only 4 (22%) senior female national representative entities reported a % Win record higher than 50%: *jukskei, football, cricket* and *swimming*.
- Overall, the win record of female senior and under-age representative entities are substandard reflecting the general attitude towards and quality of support that women's sport receives in a male-dominated sporting world. This *must* change if women's sport is to improve.



Overall, the win record of female senior and under-age representative entities are substandard reflecting the general attitude towards and quality of support that women's sport receive in a male-dominated sporting world.

9.5. Female Nationally Accredited and Active Coach – Demographics



Number of Coaches

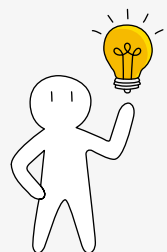
- Highest number of female coaches: netball, hockey and gymnastics.
- Lowest number of female coaches: rowing, amateur boxing, table tennis, volleyball and basketball.
- Softball did not report on female coaches.
- Chess did not provide any data, due to governance challenges.

Generic Black and White Female Coach Demographic

- Seven codes achieved the Charter target 60% Coach **Generic Black** demographic: *basketball, table tennis, boxing, football, volleyball, cricket and rugby*.
- *The demographic of the coach structures for gymnastics, netball, rowing athletics, swimming, hockey, tennis, bowls and jukskei were all more than 50% **White**. The achievements ranged from 60% to 97% White, as shown.*

Black African Female Coach Demographic

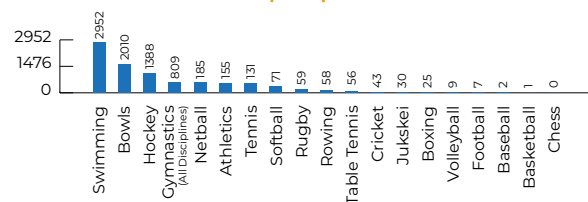
- Accessibility challenges facing **Black Africans** are once again demonstrated in that the female coach achievement of only three codes (*basketball, boxing and football*) met the 60% Black African Charter target.



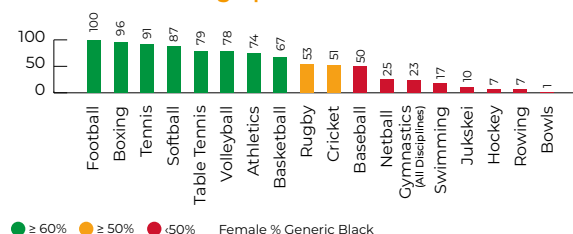
*Basketball, table tennis, boxing, football, volleyball, cricket and rugby are the only federations audited achieving the Charter target 60% Coach **Generic Black** demographic:*

9.6. Female Nationally Accredited and Active Umpire / Referee – Demographics

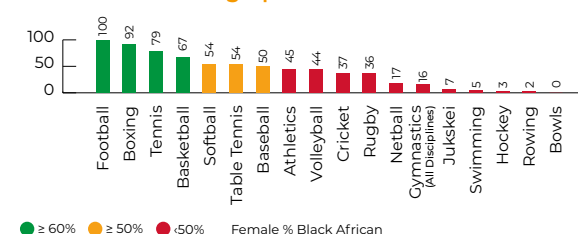
Number of Nationally Accredited Female Referees | Umpires - 2018



Female Referee | Umpire Generic Black Demographic Profile - 2018



Female Referee | Umpire Black African Demographic Profile - 2018



Number of Umpires / Referees

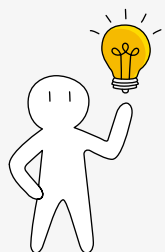
- The highest number of female umpires / referees were reported by *swimming*, *bowls*, *hockey* and *gymnastics*. *Netball* may have a challenge.
- The lowest number of female umpires / referees was reported for *netball*, *athletics*, *tennis*, *softball*, *rugby*, *rowing*, *table tennis*, *cricket*, *jukskei*, *boxing*, *volleyball*, *football*, *baseball* and *basketball* (in that order).
- Softball reported on female umpires / referees, but not coaches.
- Chess did not provide any data, due to ongoing and unresolved governance challenges.

Generic Black and White Female Umpire / Referee Demographic

- The umpire / referee **generic Black** demographic of 8 codes achieved 60% or more of the Charter target: *football*, *boxing*, *tennis*, *softball*, *table tennis*, *volleyball*, *athletics* and *basketball*.
- The demographics of *baseball*, *netball*, *gymnastics*, *swimming*, *jukskei*, *hockey*, *rowing* and *bowls* in respect of female umpire / referee structures were all more than 50% White. The achievements ranged from 50% to 99%, as shown. Sustainability challenges could surface in some instances.

Black African Female Umpire / Referee Demographic

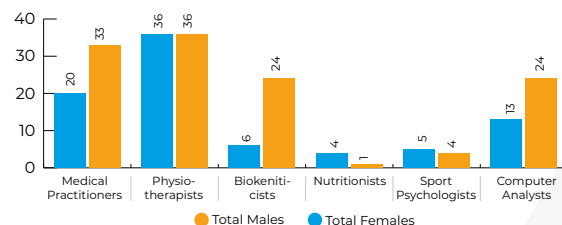
- Accessibility challenges facing Black Africans are once again demonstrated, in that the female umpire / referee achievement of only 4 codes (football, boxing tennis and basketball) met the 60% **Black African** Charter demographic target.



Accessibility challenges facing Black Africans are demonstrated, in that the female umpire / referee achievement of only 3 codes (football, boxing and tennis) met the 60% **Black African** Charter demographic target.

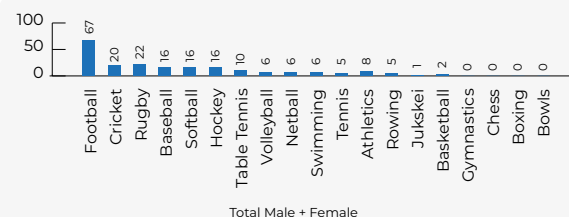
9.7. Accredited Female Medical and Scientific Support Group

Comparison Number of Female & Male Medical & Scientific Support Specialists -2018



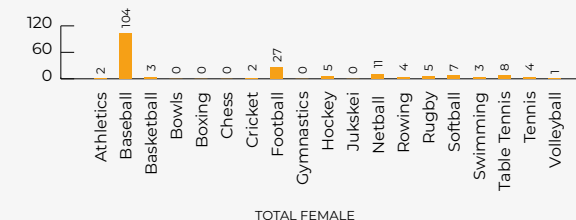
- The South African Medical and Scientific sport support structure is significantly under-developed, non-aligned and largely unstructured compared to the structures in other countries.
- The total number (male and female) of support specialists reported is only 205, of which 40% (83) are women.

Number Male + Female Medical and Scientific Specialist Support - 2018

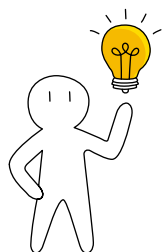


- The following compositions per category are seen: sport medical practitioner – 20 women and 33 men; physiotherapist group – 36 women and 36 men; biokineticists – 6 women and 24 men; nutritionists – 4 women and 1 male; sport psychologists – 5 women and 4 men; computer analysts – 13 women and 24 males. This is clearly inadequate to serve the needs of South African sport.

Female Medical and Scientific Specialist Support Per Federation - 2018



- The codes with the highest number of support specialists are *football, cricket, rugby, basketball, softball* and *hockey*.
- Baseball, football and netball* reported using more female support specialists than the other codes.
- Women are already playing a significant role in this area can and should be more prominent.



The South African Medical and Scientific sport support structure is significantly under-developed, non-aligned and largely unstructured compared to the structures in other countries





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