

Responses to Questions received about UK Sport Selection Questionnaire

Question 1 & 2 relates to Insurance

1. In relation to Section 3, Question 3 “Our existing client base has required us to have an indemnity of £1.5m. We have consulted with our insurance broker and they can increase our indemnity to the next level which is £3m within 24 hours. It is a significant increase in premium and we would want to do this once we have successfully been selected. Can you confirm this will be considered appropriate and how do we signal this on the questionnaire?”
2. I’m working the copious forms of the tender process and I’m curious about how, as a self-employed consultant, I can or need to provide evidence of employer’s liability and whether this is required for someone providing the support I am tendering for? Obviously I have professional liability.

UK Sport Response

Should you wish to submit an SQ application we would suggest that you attach the email from the insurance broker as evidence that, if you were to be selected for Tender, you would upgrade your indemnity insurance to £3million.

In answer to question 2 - as a sole trader you will not be required to evidence employers’ liability. If you are a sole trader, then we only need your professional liability.

Question 3, 4 & 5 relates to Company versus Individual applications for the SQ

3. There are two executive coaches in our business. How would you like us to respond to the questions - as individuals or as a business?
4. Our company includes four appropriate individuals, with various qualifications and experience. Should we apply as a company, including details of specific individuals, or as four separate completions? Clearly, we would prefer to enter as a company as this will bring specific advantages to the service offered.
5. Lot 3 & 4 - The supplier questionnaire is written as if for an individual coach. We are an organisation with many coaches on our staffing list/panel. Are we still eligible to apply? If so, should we select an individual coach who is indicative of our experience and outline their experience? Or do we talk about our overall experience

UK Sport response

Whilst we encourage companies/organisations to look and apply for these applications, we will offer work based on the individuals that you have within your company that we can use appropriately to match our Clients’ needs.

In practice, this means that while we wish to limit duplication of submissions, individual applications are still required. Some company information can be used within the application for example – insurance etc. However, we are assessing all applications against our specifications which means we need to be able to assess individuals and their skills, capabilities and experiences.

In summary if you are a company/organisation - we would suggest putting forward individuals that meet both the essential and desirable elements as requested

6. How many external providers will you be looking to confirm for each lot?

UK Sport response

Approximate numbers we will be looking for as an upper Limit is between 10 - 20 individuals within each Lot. The reality is based on the quality of applications and the score that is achieved across each Lot. We would like to have an agile and dynamic group of suppliers for each Lot that we can get to know and ensure efficient deployment.

Question 7 & 8 relates to Formatting of the SQ

7. Regarding the Selection Questionnaire for the People Support Framework, may I quickly ask whether the 100 and 400-word responses within the LOTS are to be included within the document itself, or to be attached separately as Word documents?

8. May I also ask if you would prefer that we extract only the Selection Questions and applicable LOTS for return from the document or whether you would prefer it returned as is with only relevant parts completed by January 13th?

UK Sport response

For the SQ process we are looking for one document that captures all the relevant responses you wish to submit for. We would ask that you only send us the elements that are appropriate to your Individual application.

8. You stipulate certain qualifications by name, most particularly in the Executive Coaching and Mentoring sections. Will you accept Practitioner Psychologist status with HCPC, plus counselling qualifications and appropriate experience, as equivalent to the stated qualifications?

UK Sport response

Yes. We will consider all relevant equivalent qualifications and experiences outlined. The qualifications we have listed are examples and not an exhaustive list. We wish to encourage you to tell us about the relevant qualifications and experience you hold, as we recognise everyone takes different pathways to become qualified and accredited.

9. Lots 3 and Lot 4 - Please could you advise your budget for this work?

The Budgets are stated within the documentation within each specification

The following table is a summary of each Lot.

Lot 1	500 per day inclusive of VAT * Day Rate
Lot 2	500 per session inclusive of VAT * 2 hours
Lot 3	700 per session inclusive of VAT * 2 hours
Lot 4	1500.00 per day inclusive of VAT * Day rate

Question 10 and 11 relate to the number of recipients we expect to receive Support

10. Lot 3 - How many coaches/recipients of coaching do you envisage will take up this coaching?

11. Lot 4 – How many teams do you envisage would take up this coaching?

UK Sport response

Successful admittance onto the UK Sport Framework is NOT a guarantee of work. However, in comparison to our approach in previous cycles, we have decided to have a much smaller and dynamic pool of individuals that can be drawn upon and deployed to meet the needs of individuals as the relevant work arises in the Paris Cycle. The Paris Cycle for this pool of individuals, refers to the 4-year period that spans 2021-2025.

The UK Sport people team see the roles outlined in each Lot as being critical in support of individuals and teams in the next cycle in delivering both Individual and team-based learning programmes in line with our people strategy and being a priority area of support.

12. Are there any high-performance coaching methods you favour?

UK Sport response

Across our landscape we will see a range of people development challenges and require a range of support solutions. We are looking for dynamic and agile suppliers to be a part of our Pool that offer techniques and approaches that can support our client needs. A multitude of coaching styles and techniques have been used previously including Gestalt, Clean Based Coaching, NLP, Leadership coaching, Career-based coaching, Change and Transition specialists etc. We favour what is required by our Clients and will look for individuals that can flex to meet the needs of the client.

13. Do you utilise diagnostic tools in your individual or team coaching? If so, what are they? Would you encourage their continued use under this framework?

UK Sport response

Yes, we do use diagnostic tools at times within our work. Dependant on our projects and the relevant Individuals and Teams we are working with, we will deploy a range of diagnostic tools when we feel appropriate. Some of these tools we have deployed previously have included Hogan's, Strengthscope, Insights, Firo B, Spotlight and 1 Smart world. We will continue this philosophy and approach within the new Framework.

14. Do you have an incumbent supplier for these lots? If so, which lot(s)?

UK Sport response

There is a current Framework but that will end in March 2021 and all incumbent suppliers will have to apply to be on this new Framework. Any future suppliers required for people development projects from March 2021 will only be sourced from our new Framework in line with the outlined roles.

16. I'm also curious about what levels of security you are expecting from self-employed individuals?

UK Sport response

This question relates to the ITT only. These questions will be answered during the ITT window should you be successfully invited.