

# Squads Policy

## Document Control

<b>Document Title:</b>	<b>Squad Policy</b>		
<b>Document Purpose:</b>	The purpose of this policy is to outline Exeter Rowing Club's approach to Squads and Squad Memberships to ensure transparency for the club's members.		
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<b>Related Documents:</b>			

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### 1. Policy Statement

- 1.1. The purpose of this policy is to outline Exeter Rowing Club's approach to Squads and Squad Memberships
- 1.2. Every member will be allocated to a squad to ensure that they are able to row safely and at a level appropriate to their skill or race aspirations.

### 2. Scope

- 2.1. This policy applies to all members

### 3. Objectives

- 3.1. For the club to be able to effectively organise a large membership and deploy resources fairly
- 3.2. For members to be able to row within a group of others with a broadly similar level of commitment and objectives
- 3.3. For club members to be clear about squads and what membership of that squad entails
- 3.4. For squads to be fairly managed both for squad members, joiners and leavers

## 4. Squads

- 4.1. The Club Captain will maintain a list of squads, squad leaders and coaches and will periodically review these to ensure that they continue to meet the needs of the Club and its members
- 4.2. The addition or elimination of a squad will be proposed at a Committee Meeting for agreement or alternative action
- 4.3. Each squad will have a set of squad criteria, agreed with the captain that will outline:
  - Competitive targets (Championship, Club, Recreational)
  - Rowing Skill Level
  - Physiological Indicators
  - Training Commitments
  - Entry Criteria
  - Training Commitments
  - Any other parameters material to squad membership
- 4.4. All squad criteria will be published on the website, or otherwise made publicly available
- 4.5. The Club Captain will work to ensure that the Squad criteria provides a development pathway and that each set of criteria relates to neighbouring squads
- 4.6. Where changes to squad criteria will result in members no longer meeting the criteria, these members will have 6 months to transition to another squad or improve to the required standard.

## 5. Adult Squad Membership

- 5.1. Where an individual meets the squad criteria, entry to a squad will be restricted by the squad lead, or squad coach only to ensure suitable ratios for coaching and safety.
- 5.2. Where there are any issues around squad membership, these will be handled by the Club Captain, beyond this, there is no further level of appeal.
- 5.3. Each squad will ensure that squad members are regularly appraised of their performance against the squad criteria
- 5.4. Members may row in multiple squads where they are able to meet the multiple squad requirements.

## 6. Junior Squad Membership

- 6.1. All members meeting the most recent British Rowing Rules of Racing, Junior Classification, shall be a member of the Junior Squad and Junior Pathway until they no longer meet this classification.

## 7. Junior Membership of Adult Squads

- 7.1. Junior members may row or cox in other adult squads, where they meet the adult squad criteria and there is agreement between either the Junior Head Coach or Junior Coordinator and Adult Squad Coach that participation in the adult squad is not detrimental to the Junior Member.

- 7.2. The Junior’s Parent/Guardian must agree to the participation of the Junior in Adult Squad activity, after receiving the relevant squad criteria and a discussion with the Junior Coordinator or Junior Head Coach
- 7.3. Junior Members who row or cox with other adult squads can only be entered for adult competitions by the Adult Squad.
- 7.4. Junior Members who row or cox with adult squads but also wish to enter junior competitions will only be able to do so via the Junior Squad and Junior Pathway.
- 7.5. The adult squad lead or coach should inform the Junior Coordinator of participation in outings or other training to ensure that the club is complying with British Rowing’s [“How Much How Often”](#) guidance.
  - 7.5.1. Where it is identified that a Junior Member is exceeding this guidance, the Junior Coordinator should raise this with the coaches involved, with participation in Junior Sessions being prioritised.
  - 7.5.2. Where the Junior Coordinator fails to receive the information from the adult coach for three out of five weeks, the issue should be referred to the Club Welfare Officer for investigation and appropriate action.
- 7.6. No more than 50% of any boat in an Adult Squad should be formed of Juniors, (including coxes), except for single sculls.
- 7.7. In crew boats, at least one adult member should have received safeguarding training.
- 7.8. All communications for Adult Squads including juniors should be by the approved club communication channel (Spond) and include the Junior Parent and at least one of the Junior Head Coach or Junior Coordinator.
- 7.9. No adult member should initiate 1:1 communication with a junior member via any channel

## 1. Version Control

Version	Date	Author	Amendments
1	1/9/2021	S Gibson	Draft for Consultation and Approval