

Coaching Policy

Document Control

Document Title:	Coaching Policy		
Document Purpose:	The document outlines the policy approach for the allocation of coaching resource across the club to ensure that it is transparent and fair.		
Author(s):	S Gibson	Version Number:	1
Approved By:	AGM	Date Approved:	7/10/2021
Document Status:	Pending Approval	Effective Date:	7/10/2021
Review Owner:	Management Committee	Next Review By:	1/4/2024
Related Documents:			

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1. Policy Statement

- 1.1. Coaches are a valued part of the Exeter Rowing Club Membership.
- 1.2. The club wants to provide a rewarding experience for them and in doing so needs to ensure that decisions around coach participation in club activity is understood, transparent and fair

2. Scope

- 2.1. This policy applies to all members, including coaches and rowing members

3. Objectives

- 3.1. Provide guidelines for the allocation of coaches to squads
- 3.2. Clarify the status of private coaches in relation to club coaches

4. Definition

- 4.1. Coaching is defined as the process of motivating, guiding, and training an individual or group in the participation of Rowing.

5. General Principles

- 5.1. All club coaches are volunteers and as such they cannot be “told” or otherwise instructed to provide coaching to a group or individual.
- 5.2. The Club Captain and wider rowing committee will consider the coaches’ preferences and squad aims and objectives when matching coaches with squads/rowers.
- 5.3. Whilst the club will attempt to ensure that every member is supported in their personal goals, no member should have the expectation of being coached beyond the clubs’ best endeavours.
- 5.4. All coaches regularly participating in regulated activity¹ as defined by British Rowing will be DBS checked, hold valid safeguarding and first aid qualifications.
- 5.5. All coaches regularly participating in regulated activity as defined by British Rowing will hold, or working towards, a valid, coaching qualification appropriate for the level of coaching they are undertaking.
- 5.6. All coaches should act in line with the Clubs’ Code of Conduct for Coaches.

6. Coaching Junior Members

- 6.1. Anyone coaching a member who meets the definition of a Junior under the current British Rowing Rules of Racing shall be considered to be coaching a Junior Member, including when this is part of an Adult Squad.
- 6.2. All Junior Coaches must operate within the agreed Junior Pathway. The Junior pathway is designed to ensure the club meets its safeguarding and wellbeing commitment to its’ junior members and British Rowing best practice.
- 6.3. All junior coaches should ensure that their coaching methods are appropriate to the age and maturity of the group they are coaching, if in doubt they should seek advice from the Head Junior Coach.
- 6.4. Parents should not coach any group that includes one or more of their children, except where the Club Captain agrees the removal of this coaching would be to the detriment of the juniors involved and that no viable alternative exists.

7. Coaching of Adults

- 7.1. Coaching for Adult Squads will be allocated based on the availability of coaches, and squad information provided to the rowing committee.
- 7.2. Coaching may not always be available for adult squads, but the club will endeavour to support these groups to function or develop coaching skills from within its membership.

8. Private Coaching

- 8.1. Any coaching that occurs outside of the Club’s squad structures will be considered private coaching for the purposes of the club’s policies and procedures.
- 8.2. Any club member leading a Private Coaching session will be considered a Private Coach in relation to that activity, regardless of their other status or involvement in club activity.

¹ <https://www.britishrowing.org/sites/default/files/pages/22758/BritishRowingWG2.12.pdf>

- 8.3. Any private coaching is a relationship between the private coach and individual, this club will not be responsible for this relationship and will not mediate or otherwise be held responsible this relationship by the member.
- 8.4. Whilst a private coach is on-site (62 Haven Road), or for the duration of a coaching session that starts and ends at the club the Private Coach may be subject to the disciplinary process (as an associate of the member) as outlined in the **Error! Reference source not found.** and subject to the sanctions outlined in the Policy.
- 8.5. A private coach has no rights to access Exeter Rowing Club Clubhouse, Facilities or Equipment, except where they are participating in a Club endorsed programme (such as a learn to row, or other development activity sanctioned by the Management or Rowing Committee).
- 8.6. Dispensation for the use of club equipment may be granted by the Rowing Committee where the use of the equipment will not impact other members. This use may be chargeable at a rate to be decided at the time.
- 8.7. Any member providing or otherwise facilitating access to Club or EWSA equipment or facilities may be subject to disciplinary procedures.
- 8.8. . Parents coaching only their child shall not be considered private coaching for the purposes of this policy. In these circumstances it is recommended that in the parent considers the boarder impact of this activity on the junior member to participate in the Junior Pathway and other Junior Events.

9. Coaching Decisions

- 9.1. Where a decision made by a coach impacts on a member or members ability to participate as they would like, a coach should be present objective evidence for their decision
- 9.2. Disagreements between Coaches and Rowers will be dealt with by the Grievance Section of the Clubs' **Error! Reference source not found.**

10. Payment & Expenses

- 10.1. Club Coaches are volunteers and as such will not receive any payment for any coaching undertaken at the club.
- 10.2. The club will reimburse Coaches for any expenses reasonably incurred in the course of their coaching duties, in line with the Club's Expenses Policy and with prior agreement from the Club Treasurer or Management Committee.
- 10.3. Examples of reasonable expenses include:
 - Necessary training or Continuing Professional Development Activity
 - Travel/Accommodation and Subsistence at events where they are required to attend.

11. Coach Development

- 11.1. The club will provide a pathway for the development of individuals who wish to coach for the club.

Version Control

Version	Date	Author	Amendments
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1	1/9/2021	S Gibson	Draft for Adoption at AGM