

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



Minimum Standards for Deployment

sports coach UK has completed a review of the content, function and nature of minimum standards for sports coaches within the UK sports coaching industry.

Based on these findings, minimum standards for deployment (MSD) have been recommended for use by organisations engaged in the employment, deployment and development of coaches.

Qualified coaches want to deliver positive coaching experiences to participants and the recommended standards underpin this. Providing fun, safe and effective coaching sessions will enable participants to enjoy being physically active, develop themselves and reach their potential within their chosen sport.

The standards identify criteria that all coaches delivering a coaching session should meet. We have recommended the separation of the elements into:

- Recommended Core Minimum Standards
- Recommended Additional Training.

It is recommended that all sports coach employers/deployers adopt the Core Minimum Standards for Deployment as part of a quality recruitment process.

In respect of recommendations for 'Additional training', sports coach UK will start this phase of the review during 2010–2011, referencing the Coach Development Model and the nature of the UK sports coaching workforce.

While this phase of the review is underway, sports coach UK recommends that sports coaches continue to undertake the following three training courses:

- 'Safeguarding and Protecting Children'
- 'Equity in Your Coaching'
- 'How to Coach Disabled People in Sport'.

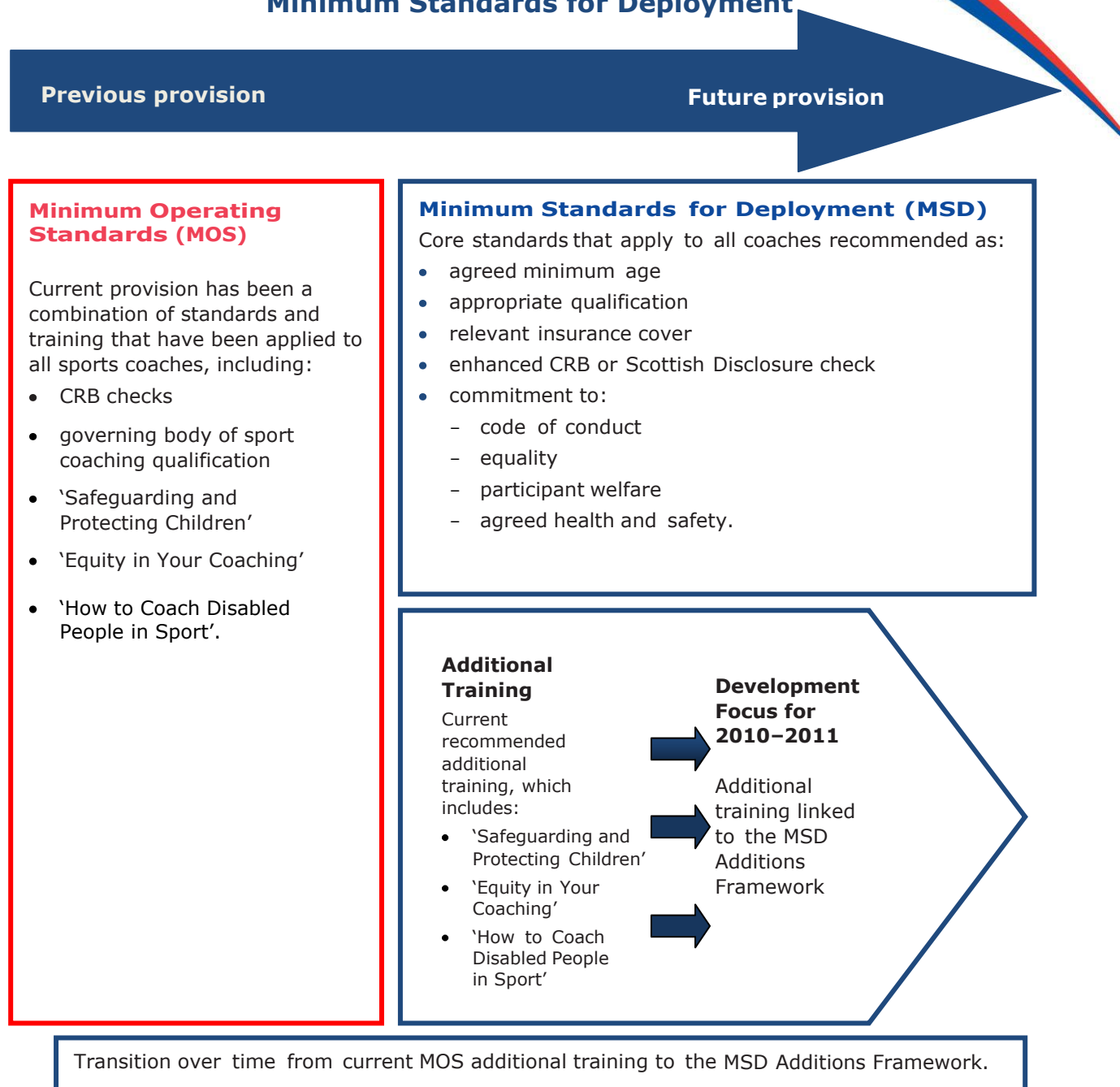
sports coach UK will now work with key partners to develop the initial guidance on the MSD Additional Training Framework in the build up to the 2011 UK Coaching Summit.

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



Minimum Standards for Deployment Diagram

Minimum Standards for Deployment



For further information see Appendices C and D in Background Information.

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



Appendix 1- Minimum Standards for Deployment Testimonials

sportscotland (Fiona Wernham, Head of Coaching and Volunteering)

'**sportscotland** passionately believes in the benefits of sport, from the enjoyment and sense of achievement that participation brings, to the shared pride that national success generates. As part of our commitment to Scottish sport and the achievement of our mission, a Policy Statement on Coaching Qualifications (February 2010) was published, which provides guidance to partners on the recommended qualifications for sports coaches.'

The core standards, published by sports coach UK, link with and build on this policy and will allow us to provide clarity on minimum standards for coaches, ensuring a common approach across all sports aligned with other national policies. We feel confident that through raising the quality of coaches, participant satisfaction will increase and will also lead to improved levels of activity and enjoyment.'

British Swimming (Spencer Moore, Head of Workforce Development)

'The MSD Core provides a common framework for standards for deployment of swimming coaches and teachers, wherever they are working, and it supports our desire to promote positive coaching behaviour throughout the sport.'

The MSD Core closely align to our current employer/deployer recommendations and the proposals for the MSD Additions will give us the flexibility for us to work with our partners to identify appropriate standards for coaches within the variety of places where coaching takes place.

As a governing body of sport, we work with swimmers and participants from learn to swim programmes, National Teams and within health and participation, and our coaches in these environments have different needs. These recommendations will help us to provide clarity to this important area.'

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



LTA Tennis Registration and Licensing System (Sam Richardson, Coach Operations Manager)

'The LTA has been running a Coach Licensing Scheme for tennis coaches since 1997 and the proposals outlined in the MSD Core fit with those established and developed by us to meet the needs of our coaching workforce.'

The Proposals for the MSD additions have the potential to allow tennis, and our key employment partners, to reflect the range and complexity of our sport and our coaching workforce who work across a number of employment settings. We are keen to work with sports coach UK to develop the MSD additional training proposals that suit tennis and our key employment partners. In the coming year, the LTA will participate in this project, drawing on its knowledge and experience from supporting its coaching workforce.'

SkillsActive (Steve Woolland, Senior NGB Manager)

'Our work covers a wide footprint incorporating coaching, activity leadership, officiating, performance sport, the outdoors and fitness. SkillsActive has a licence from Government as a Sector Skills Council to assist the sector in attracting and retaining suitably qualified employees and volunteers to support the delivery of sport activities and to help the government achieve its objective of a healthier, fitter nation.'

Our work in developing National Occupational Standards (NOS) and specifically the recently reviewed NOS for sports coaching would be complemented by Minimum Standards for Deployment and we fully support the introduction of any standard that assists employers in making sport safer and coaching experiences of the highest possible quality.'

NOS are used to ensure that qualifications and training are appropriate to our sector and support the career progression of individuals, reflecting the suitability of people for employment. The recommended Minimum Standards for Deployment clearly build on the NOS to ensure that, regardless of where a coach is working, they are suitably qualified and trained to meet the needs of employers and the environment in which they work.'

Child Protection in Sport Unit: (Anne Tiivas, Director)

'The Child Protection in Sport Unit fully supports the development and implementation of the Minimum Standards for Deployment for sports coaching. They will help to ensure that children and young people are coached by people who are qualified, competent and safe to practice.'

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



Appendix – Background information

A) Active Sports

In the late 1990s Sport England launched the Active Sports programme and the concept of recommended Minimum Operating Standards (MOS) for sports coaches, which provided guidance on a single set of Standards and Training for all coaches involved in the 10 sports.

The Active Sports programme engaged the following 10 sports:

1. Athletics
2. Basketball
3. Cricket
4. Girls' football
5. Hockey
6. Netball
7. Rugby union
8. Swimming
9. Tennis
10. Rugby league

Club registration schemes, forerunner of the Clubmark scheme, and centrally agreed Partnership Services underpinned the Coach Development process for this scheme.

B) Recent Developments

Recent developments in sports coaching, UKCC coaching qualification standards (2006) and the Coach Development Model (CDM) (2009), and increased expectations on coaching from employers and the general public have raised the pressure on having the *right coach, right place at the right time*. The CDM introduced the view of a segmented workforce with four coaching population roles:

1. Children's coach
2. Participation coach

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



3. Performance Development coach

4. High-Performance Coach

SkillsActive has recently completed a review of the National Occupational Standards (launched April 2010), which will be used to inform coaching qualifications. These NOS will provide a foundation of the Minimum Standards for Deployment.

The implication of these changes was that the former MOS were in need of a review to reflect the changing landscape of the sports coaching industry.

A further review of the UKCC endorsement criteria is currently underway and is due for completion in 2010.

C) Notes on the Minimum Standards Diagram

The Red box indicates the former MOS set of standards and training that was in operation from the late 1990s through to the current review.

The Blue box indicates that the previous MOS has been split into two distinct sections:

1. Minimum Standards (top box) which will apply to all coaches
2. Additional Training.

In terms of the additional training the recommendations here are in development. They are currently three set courses.

These recommended courses will be replaced in due course by more bespoke guidance that recognises who is being coached, where the coaching is taking place, what is being coached and the reasons the coaching is being provided.

sports coach UK will work with partners to support these developments in the coming year.

D) Development of the MSD Additional Training Framework

The development of the MSD Additional Training Framework will commence in 2010–2011 and will continue with guidance being provided and updated as appropriate. Sports and other national partners will develop guidance linked to specific areas relevant to their current position and policies. This process will be ongoing with different sports and national partners publishing guidance for the areas that they are responsible for, as appropriate.

Minimum Standards for Deployment of Sports Coaches – July 2010–2011



E) The Review of the Minimum Standards for Deployment has gone through three stages with the following partners contributing to the development of these proposals:

Review Stage 1: Author Warwick Andrews from Bluesky Research with contributions from:

- Amateur Boxing Association of England, Amateur Swimming Association, British Cycling, England Basketball, England Netball, English Lacrosse Association, National Rounders Association, Royal Yachting Association, Rugby Football League, 1st4sport Qualifications, Coaching North West, English Federation of Disability Sport, SkillsActive and **sportscotland** (on behalf of the Home Countries).

Review Stage 2: Author Julie Mackintosh, sports coach UK with input from:

- Online Questionnaire (6 February–15 May 2009) with 381 replies from coaches, Local Authorities, governing bodies of sport, County Sport Partnerships (England), Schools, Private Coaching Providers, Parents, HE, FE and accredited sports clubs
- Direct interviews with: Athletics, Basketball, Cricket, Football (girls), Hockey, Netball, Rugby Union, Rugby League, Swimming and Tennis.

Review Stage 3: Direct engagement with:

- Governing bodies of sport: Angling, Badminton, Basketball, Football, Hockey, Lacrosse, Orienteering, Rugby Union, Swimming
- Others: Cheshire and Warrington Sports Partnership, Northamptonshire Sport Partnership, Bucks and Milton Keynes, Wesport, Hants & IOW Sports Partnership, Tyne & Wear Sport, Sports Partnership Herefordshire and Worcestershire, Active Norfolk, Pro-Active North, Caerphilly Borough Council
- Feedback from Youth Sport Trust and **sportscotland** (Tutor workforce).

Review Stage 4: Presentation of final recommendations to the British Swimming Industry group, Insurance industry representatives and a Front-line coaching Focus group.