

## **Halifax Canoe Club – Coaches Support Policy**

**Date:** March 2023

**Review Date:** March 2025

The Club recognises that it is fundamental to the health of the club to have a strong team of qualified coaches and river leaders (referred to collectively as coaches in this document). The Club is committed to supporting its volunteer team where practical. In particular help is provided to minimise cost of maintaining/improving coaching qualifications, and in aiding members to become coaches.

### **Mentoring and guidance**

Newly qualified coaches and coaches working towards higher qualifications will be provided with a mentor from within the coaching team. For further details see **HXCC Coach Mentoring** document.

### **Coaching Meetings**

All coaches are invited to attend coaching meetings which are held as required where topics of interest and/or concern are raised and discussed. Issues specific to coaching that can be resolved within the team are dealt with within the meetings, and those that cannot are escalated to the committee, the region or both. Matters that need to be dealt with between meetings can be raised via the Coaching Officer to the committee, or via a mentor.

### **Financial support for training and qualifications**

The club recognises that gaining a coaching qualification, undertaking additional courses and training to stay up to date and develop further as a coach or river leader can be expensive, so will support coaches to reduce these costs where possible. This could include the following:

- Arranging closed courses / training to offer training at reduced cost.
- Seeking grant funding to subsidise training
- Supporting coaches to secure bursaries to support their training
- A financial contribution to courses where appropriate and requested (the amount of support will depend on the cost of the qualification and the commitment of the coach to future coaching with the club)

Coaches will be eligible for support provided:

- They are a club member and on (or joining) the club's coach register
- They commit to deliver future coaching activity/session for the club – the number of sessions/hour required will be related to the support offered.
- Remain up to date as a coach and provide details of their qualifications etc to the club's Coaching Officer.

Coaches wishing to request financial support to attend training/assessment should request support via the club's Coaching Officer well in advance so the request for support to the club's committee for a decision. The request should include details of:

- The training they wish to attend and the cost
- Benefits to the coach and club

### ***Guidance on potential financial support available:***

Each request for financial support will be considered on its own merits. The following table gives an indication of the level of support the club typically offer.

British Canoeing Coach of Leader courses leading to a qualification	50%
Safeguarding training	100%
First Aid qualification / renewal	50%
Personal development / CPD courses	25%