

Coaching Policy

Summary

The Vikings Triathlon Club (Vikings) provides a range of training and coaching options to its members. The Policy outlines Vikings approach to coaching and provides clear guidance for the Committee, Coaches and Members.

Principle

Viking's mission is to promote the sport of triathlon and multi-sports by encouraging involvement and participation. The club aims to support members developing their skills and fostering a friendly and inclusive community.

Vikings actively seeks to provide a safe and healthy environment for its members.

Vikings acknowledges that its members will choose a variety of coaching options and supports and encourages their right to do so. However, as an affiliated club with Triathlon Australia (TA) and Triathlon ACT (TACT), Vikings also needs to ensure that members are provided with both opportunity and advice on coaching alternatives. Vikings does this by implementing a coaching framework as articulated in this policy.

All members and coaches should be familiar with the insurance terms and conditions as found on the TA website <http://www.triathlon.org.au/Resources/Insurance.htm> and the Vikings Insurance Guidance Statement document.

Categories of coaches

TA-accredited volunteer coach

A TA-accredited volunteer coach provides triathlon coaching to athletes on a voluntary basis **only**. Any coach who receives money or gifts for coaching **must** upgrade their membership with TA to professional coach.

When providing voluntary coaching to club members Vikings will cover the agreed costs of facility hire and training resources.

A volunteer coach may apply to have their TA coaching fees reimbursed. This is done retrospectively. The requirement is to provide a minimum of **20** hours voluntary coaching to club members. No less than **15** hours must be in club sanctioned group training sessions.

A TA-accredited coach must provide Vikings evidence of the currency of their TA accreditation in order to provide coaching to club members.

TA-accredited professional coach

A TA-accredited professional coach provides triathlon coaching to athletes either on a paid or voluntary basis. When providing coaching services on a paid basis, the coach is expected to cover all costs of facility hire and training resources, unless otherwise agreed to by the club.

A professional coach can set their fees at whatever rate they like.

A professional coach may apply to have their TA coaching fees, to the value of the volunteer coach subscription amount, reimbursed. This is done retrospectively and by meeting the same standard of voluntary coaching hours as TA-accredited volunteer coaches (refer above).

A TA-accredited coach must provide Vikings evidence of the currency of their TA accreditation in order to provide coaching to club members.

Coach accredited with a sporting body other than TA

Vikings or Vikings members may utilise the services of a coach who is accredited by a sporting body other than TA. A non-TA accredited coach provides triathlon-related coaching to athletes either on a paid or voluntary basis. When providing coaching services on a paid basis, the coach is expected to cover all costs of facility hire and training resources, unless otherwise agreed to by the club.

A professional coach can set their fees at whatever rate they like.

All non-TA accredited coaches must provide to Vikings proof of the currency of their accreditation and their public liability and professional indemnity insurance cover.

Un-coached

There are a broad range of training circumstances where a group of athletes may train together without structured coaching by a qualified coach. The possibilities are extensive but generally include a group and a degree of a common purpose.

It is often the case that there will be an unofficial leader or organiser who actively participates. This rarely constitutes coaching.

To avoid confusion members should be aware that a session is un-coached. Vikings recommends that participants in an un-coached training activity be informed that it is not coached. This is best achieved by informing prospective or actual participants that the activity is "un-coached and participants are welcome to make their own decisions".

At all times participants are encouraged to act responsibly and with the welfare of others in mind.

Coaching alternatives

Club sessions

Vikings will organise club training sessions. Members will be advised whether a club training session is coached or un-coached and any payments required.

The club will use email and Facebook to keep members informed and will communicate club sessions at least weekly.

New sessions

Vikings coaches are supported and encouraged to develop coaching options for club members. In order to manage communications and ensure the safety of club members, coaches are required to submit proposals for new coaching options to the Coaching Coordinator or the Committee. In doing this, the coach will benefit from Vikings support in promoting the coaching option to members.

Non-club sessions

Vikings has no influence on training options provided external to the club. However, members are **encouraged** to keep other members informed of training alternatives.

Communication

As a community-based, inclusive club, Vikings strongly **encourages** members to share training options and experiences. This is most easily done through the Vikings Facebook page.

As a club, any new coaching or training options provided by club coaches will be advertised through club emails and on the Facebook page.

Vikings will include a profile of club coaches on the club's website, outlining their coaching credentials and experience and their service offerings.

Obtaining coaching qualifications

Vikings will provide opportunities for club members to obtain coaching qualifications and support them both financially and by providing suitable mentoring opportunities.

The decision to support a prospective coach is at the discretion of the committee. However, the general principle is that:

- The club will cover the costs of accredited Triathlon Australia coaching courses for eligible club members;
- The club will support a club member going through the coaching accreditation process by providing suitable mentoring and coaching opportunities; and
- The prospective coach will provide in the season they undertake their coaching course (season ending 30 June) a minimum of:
 - 20 hours club coaching for level 1 coaches (or equivalent)
 - 10 hours club coaching for level 0 coaches (or equivalent)

Any prospective coach who does not meet the above minimum requirements may be required by the committee to refund part or all of the coaching course fees.

Working with Vulnerable People (WWVP)

The ACT Government, through the [Working with Vulnerable People \(Background Checking\) Act 2011](#) (The Act) requires anyone who may work with children or vulnerable adults to be registered through the WWVP scheme.

Vikings requires **ALL** club coaches to have a current WWVP registration, the details of which must be provided to the club's Coaching Coordinator. Any coach that is exempt from requiring a WWVP accreditation under The Act should similarly provide evidence to support their exemption to the Coaching Coordinator.