



# Responsible Coaching Movement

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*This official document is Bradford Soccer Club's Guidelines for Steps for the Responsible Coaching Movement. This is aligned with Canada Soccer and the Ontario Soccer Association.*



## RESPONSIBLE COACHING MOVEMENT

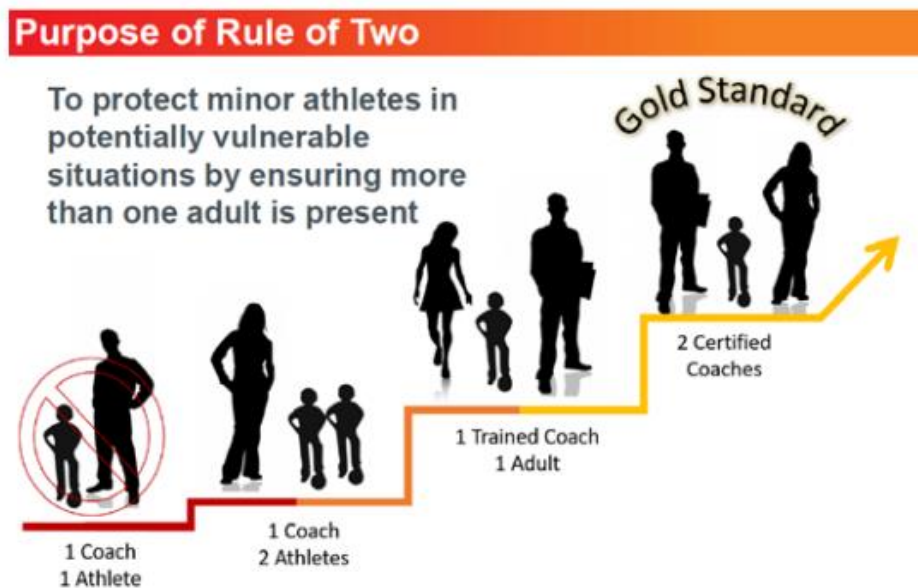
We as Bradford Soccer Club adhere to the guidelines, protocol and procedures set and followed by the Canadian Soccer Association and The Ontario Soccer Association regarding **RESPONSIBLE COACHING MOVEMENT**. Guidelines are below:

The Responsible Coaching Movement (RCM) is a call to action to keep sport healthy and safe by addressing the important role of coaches of in dealing with issues relating to the health and safety of athletes, both on and off the field of play. A multi-phase system-wide movement, coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport, the RCM has the potential to affect all sport organizations, coaches, and the participants in their care. The RCM is a call to action for organizations to implement realistic change based on their individual state of readiness.

Bradford Soccer Club take the Responsible Coaching Movement Pledge and put that pledge into action using the recommended action plan and timeline provided.

The RCM focuses on three steps to responsible coaching:

1. Rule of Two
2. Background Screening
3. Ethics and Respect Training



**Rule of Two:** The Rule of Two serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed doors meetings, travel, and training environments. Bradford SC implements policies and procedures that limit these situations are possible.



## Bradford Soccer Club COACHING MOVEMENT PROTOCOL

Ultimately, the Rule of Two states that there will always be two screened and NCCP trained or certified coaches with an athlete, especially a minor athlete, when in a potentially vulnerable situation. This means that any one-on-one interaction between a coach and an athlete must take place within earshot and view of the second coach, with the exception of medical emergencies. In the event where screened and NCCP trained or certified coaches are not available, a screened volunteer, parent, or adult can be recruited. In all instances, one coach/volunteer must reflect the genders of the athletes participating or be of an appropriate identity in relation to the athlete(s). The following diagram depicts the “staircase approach” to the Rule of Two.

**Screening:** Bradford SC follows the screening process which involves using a number of different tools to ensure staff, coaches, and volunteers meet the necessary minimum standards to coach or work with athletes. These tools include comprehensive job postings and position descriptions, criminal record checks, interviews and reference checks, as well as appropriate training and monitoring practices.

Bradford SC uses the following screening processes for all employees and volunteers who may work directly with children and adolescents, including but not limited to all coaches and team personnel. They are:

1. Develop a clear Job Description and Posting. Be specific about the duties associated with the position, including key responsibilities, performance criteria, accountability, lines of reporting, and the level and type of contact with children. Consider the qualifications required for the position including both interpersonal skills (the ability to interact with others) and values, attitudes, and beliefs (e.g. understanding of appropriate behaviour, knowing how to interact with children in a healthy way, etc.), as well as professional knowledge (certification, experience, etc.),
2. Establish a formal application and recruitment process a. Have the candidate complete a Job Application (see Section 13.5, including: i. A Screening Disclosure Form (see Section 13.6) ii. A release to allow the organization to contact the candidate’s direct supervisor at the most recent organization with whom the candidate has worked/volunteered and permission for that individual to release information on the candidate’s interactions with children b. Interview the candidate c. Check References
3. Conduct Background Screening All employees and volunteers must complete an initial Criminal Record Check (CRC) and Vulnerable Sector Check (VSC) or an Enhanced Police Information Check (E-PIC) as well as a Child Abuse Registry Check, if available in the province or territory. An E-PIC is an online screening tool that may facilitate and enhance the current screening processes. Additional information on E-PIC can be found at Enhanced Police Information Check (E-PIC).



**Bradford SC uses Respect Training Respect Group:**

Respect Training Respect Group was founded in 2004 with a single purpose; empowering all sport stakeholders to recognize and prevent ALL forms of MALTREATMENT; bullying, abuse, harassment and discrimination (BAHD) through interactive, online certification. The “Respect Platform” which is focused on building a holistic culture of respect, has become the standard training environment for Canadian sport. Having certified over one million Canadians, Respect Group has implemented the Respect Platform for hundreds of sport organizations. Respect in Sport certification has also become a foundational element within the “Responsible Coaching Movement”, led by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport.

Training Module	Audience	Payment
<b>Respect in Sport Parent Program</b> 60 Minutes	One adult per athlete's family	User pay via PayPal or Organization payment
<b>Core Curriculum Elements</b>		
✓ Preventing/Dealing with Bullying, Abuse, Harassment and Discrimination	✓ The Car Ride Home	✓ Empowering the Bystander
✓ Setting Realistic Expectations	✓ Building Self-esteem	✓ Physical Development/LTPD
✓ Positive Sport Relationships	✓ Winning and Losing	✓ Concussion/Injury Management
Training Module	Audience	Payment
<b>Respect in the Workplace</b> 90 Minutes	<ul style="list-style-type: none"> <li>▶ Club Employees</li> <li>▶ Club Board Members</li> <li>▶ Club volunteers</li> </ul>	Organization payment
<b>Core Curriculum Elements</b>		
✓ Preventing/Reporting Bullying, Abuse, Harassment and Discrimination	✓ Mental Health Outcomes	✓ Power Dynamics
✓ Empowering the Bystander	✓ Managing Emotions	✓ Responsibilities as a Co-worker



**Three Distinct On-line Training Modules for Sport Organizations**

Training Module	Audience	Payment
<b>Respect in Sport Activity Leader Program</b> (Seamless Locker Integration and 3 NCCP PD credits) 150 minutes	<ul style="list-style-type: none"> <li>▶ Coaches/Managers</li> <li>▶ Officials</li> <li>▶ Athletes 14 and up</li> <li>▶ Parent Volunteers</li> </ul>	User pay via PayPal or Organization payment
<b>Core Curriculum Elements</b>		
✓ Preventing/Reporting Bullying	✓ Preventing/Reporting Cyber-Bullying	✓ Preventing/Reporting Sexual Abuse
✓ Preventing/Reporting Physical Abuse	✓ Preventing/Reporting Physical Abuse	✓ Preventing/Reporting Emotional Abuse
✓ Preventing/Reporting Neglect	✓ Preventing/Reporting Hazing	✓ Preventing/Reporting Harassment
✓ Preventing/Reporting Discrimination	✓ Mental Health Outcomes	✓ Power Dynamics
✓ Positive Emotions	✓ Building Self-esteem	✓ Physical Development/LTPD
✓ Legal Responsibility/Duty of Care	✓ Empowering the Bystander	✓ Concussion/Injury Management
Note: The Activity Leader Program is supported by the <b>RESPECT Resource Line</b>		