



## **Our Commitment as a Club: Coaches and other Volunteers**

Whilst Knutsford Harriers and Athletics Club is run entirely by unpaid volunteers, we understand our responsibilities and are committed to delivering a positive experience to all members and parents, by:

- Considering the wellbeing and safety of athletes at all times
- Athletics Coaches and Coaching Assistants are trained by UK Athletics, and hold appropriate DBS (formerly CRB) certificates
- Maintaining an environment that is supportive and encouraging to all athletes, and competitors
- Seeking to plan and run more engaging and challenging training sessions every week – we are learning all the time
- Adapting the content and format of our sessions to meet the needs of athletes of different ages and abilities – the sessions should be enjoyable and challenging for all members
- Undertaking further Coaching training to the benefit of our club
- Providing opportunities to compete in a wide range of events, outside of our club training nights
- Provide opportunities for discussion with parents, in person or via phone or email. We will reply to messages as soon as we can
- We will apply the Disciplinary Procedure fairly. Poor behaviour impacts on the enjoyment of the other athletes and their ability to fully participate in planned activities, while a coach deals with bad behaviour:
  - This Procedure exists to maintain a level of respect between adults and athletes at training and events, to maximise the enjoyment of our sport and the opportunities to learn and do well.
  - Poor behaviour includes, but is not limited to, bullying or abuse of other children, rudeness to coaches, failure to properly participate in the training activity and other disruptive behaviour.
  - The first occasion during a session will receive a verbal warning from a member of coaching staff.
  - The second occasion will result in a 'time-out' where the athlete is required to sit out the activity for a few minutes before rejoining the session.
  - If poor behaviour becomes a recurring problem, a member of coaching team will seek to discuss this further with a parent or guardian to find a solution.
  - If no solution can be found, then the athlete may be required to leave the club.