

Hillfoots RFC – Junior Section

With the existing rates of growth and with our ambition for the coming 2 seasons, HRFC Junior section needs to recruit new coaching volunteers. In addition, we are approached by parents who would like to help out as coaches. In order to have some appropriate rigour and formality around introducing new coaches in the future, the following process is proposed.

New Coach Induction – 5 Steps

1. Prospective coach will supply contact and personal details
2. Introductory discussion with Coaching Coordinator
3. Welcome & Introduction to the Club
4. Starting to coach with an Age Group Coach Mentor
5. Ongoing development and assessment

1. Contact details

- a. Personal and business/professional/work details submitted to Junior Conveynor
- b. Initiate disclosure process

2. Introductory Discussion – 1 hour

- a. Establish previous experience (if any)
 - i. Coaching
 - i. Playing
 - ii. Volunteering
 - iii. Skills (e.g First Aid)
- b. Explain HRFC Junior set up
 - i. Hand the coach a coach induction booklet to create an understanding of the club culture, mission statement, core values , PCS principles and coaching philosophy which puts the before mentioned into action
 - ii. Direct the coach to the team policies and match day policies and discuss the practical application
 - iii. Hand the coach the Scottish Rugby LTPD resource applicable to the age grade he will coach and link him to the DO to guide him through the basics on how to use the resource as this will be his most valuable coaching tool
 - iv. Disclosure Scotland check
 - v. Required training
 1. Child protection
 2. Rugby Ready/Foundation
 3. Level 1 (as appropriate from P4 onwards)
 4. PCS Double Goal Coach workshop
 - vi. Coach meetings & communication
 1. Monthly
 2. Dropbox resources
 3. Facebook – “Hillfoots Junior Coaches” closed group

- c. Season plans & session plans method/format
- d. Fixture list & Home training diary
- e. Answer any questions

3. Welcome & Introduction to coaches, players and parents

New coaches will be introduced to everyone pitch side at the end of the next session. In addition a more in depth welcome will be given at the next monthly coaches meeting.

4. Starting to Coach

- a. Assign new coach to an age group with an existing coach as Mentor
- b. Complete IRB Rugby Ready online test
- c. Begin to deliver parts of sessions/activities at Home Training & assist coaches at away training & festivals
- d. Discuss each session with Mentor
- e. Introduce the coach to the club's LTPD plan/strategy
- f. Review coaching progress with Mentor, applicable Age Group Coaches & Coaching Coordinator after 3 months
 - i. Observed leading a session/part session
 - ii. Sit down discussion of progress
- g. Recommendation for Rugby Ready Day Course

5. Ongoing Development & Assessment

- a. After 6 months/half of the season, swap to another age group to experience other coaching styles and age group variations
- b. Recommendation to attend UKCC Level 1 course if coaching at P4 or above

MRR

12 Oct 2011