Annex C to

Army Squash Coaching Strategy

Dated 18 Jun 20

**ARMY SQUASH COACH DEVELOPMENT PROGRAMME**

1. **Introduction.** To support the development of squash in the Army, professionally trained coaches must be available across all playing standards. Army Squash will therefore provide potential and existing coaches with the opportunity to: attend coaching courses; obtain England Squash accredited certification; access free England Squash Coach Membership (including online resources); and attend regular coaching development workshops. In return, coaches are expected to develop their coaching ability by delivering formal squash coaching at the appropriate level for at least 40 hours per annum.
2. **Eligibility.** Eligible coaches include:
	1. **Newly qualified coaches.** All coaches who successfully complete an accredited Level 1 (L1) or Level 2 (L2) Coaching Course delivered by Army Squash or England Squash.
	2. **Existing coaches.** Already qualified coaches whose accreditation is confirmed by England Squash, and who intend to use their qualification to deliver at least 40 hours of formal squash coaching for the Army over the coming 12 months.
3. **Coaching Courses.** The coaching courses below are available to aspiring and existing Army coaches. ‘In house’ courses will be advertised on the [Army Squash website](https://squash.armysportcontrolboard.com/) and [Army Squash Coaching Group on Defence Connect](https://jive.defencegateway.mod.uk/groups/army-squash-coaching-group). **Applicants must intend to use the qualification gained to increase participation in squash within the Army.** Coaches who wish to gain the qualification purely for resettlement purposes should use Standard Learning Credits and attend a course run by England Squash.
	1. **England Squash Participation Award (Level 1).** This course is delivered ‘in house’ by the Army Squash Head Coach at various locations around the country over two days, with extra emphasis placed on adult group coaching. This course is aimed at anyone who would like to increase squash participation within their unit or station and deliver basic coaching.
	2. **England Squash Club Coach Award (Level 2).** This course is delivered ‘in house’ by the Army Squash Head Coach. The course is delivered in two parts 6-10 weeks apart (3 days in total) with a requirement for coaches to undertake some coaching practise in between. This course is most appropriate for those wanting to deliver comprehensive unit and Corps level coaching; applicants will be vetted by the Army Squash Head Coach to ensure they have the required knowledge and skills to set them up for success on the course.
	3. **England Squash Talent Development Award (Level 3).** Army Squash do not run the Level 3 course in house; this course is delivered by England Squash. Army Squash coaches who aspire to complete the Level 3 Award will be mentored by the Head Coach; with his support, the course fee (£1200) will be covered by Army Squash.
4. **Practical Support.** Once qualified, practical support will be provided by the Head Coach and (once established) regional coaching leads. This will include:
	1. Provision of basic coaching equipment (balls, targets, bags and rackets).
	2. Mentoring by more experienced Army coaches.
	3. Access to Army Squash coach development workshops.
	4. Supporting visits by the Army Squash Head Coach.
	5. Peer support from other Army coaches.
5. **Coach Development.** During L1 and L2 courses, all players will be assisted in writing an individual coach development plan (template at Appendix 1) to outline progression from their current coaching standard to the next level. This will be informed by their existing skills and experience, the frequency and level of coaching activities they intend to deliver and their aspirations. In general, novice L1 coaches should aim to progress to the L2 qualification within two-three years. L2 coaches who wish to progress to L3 will receive regular mentoring from the Army Squash Head Coach.
6. **England Squash ‘Coach Membership’.** In order to undertake paid squash coaching work in the UK, coaches must hold valid ‘Coach Membership’ with England Squash; this also provides significant benefits for Army coaches:
	1. Access to free online tutorials and coaching resources to assist with the planning and delivery of coaching activities.
	2. Inclusion in the national coaches register, visible to other coaches and squash clubs.
	3. Provision of public liability insurance for all coaching activity.
7. **Pre-requisites.** In accordance with England Squash regulations, Army Squash coaches who hold Coach Membership are required to maintain a valid Disclosure and Barring Service(DBS) clearance and safeguarding certificate. Completion of an online First Aid course is an additional requirement for attendance on the L2 course.
	1. **(DBS) clearance.** This check must be completed prior to attendance on any of the coaching courses; the cost (circa £18) will be refunded by Army Squash on successful completion of the relevant course. Applications must be made online at [GBG Online Disclosures](https://gbg.onlinedisclosures.co.uk/Authentication/Login?ReturnUrl=%2f) using PIN 102179 and secret word Z4LQX. DBS clearance is valid for three years; renewal is the responsibility of the individual.
	2. **Safeguarding certificate.** Army coaches can choose to complete either the [UK Coaching Safeguarding & Protecting Children](https://www.ukcoaching.org/courses/workshops/safeguarding-protecting-children) course or the [Safeguarding Children Induction L1 course](https://www.dle.mod.uk/course/view.php?id=11491) on the Defence Learning Environment (DLE). Certificates must be renewed and resubmitted every three years.
	3. **First Aid.** Army coaches wishing to attend a L2 course must complete an online First Aid course; details will be included in the relevant admin instructions.
8. **Delivery of coaching activity.** Once qualified and provided with Coach Membership, Army coaches are expected to continually develop their coaching abilities through the delivery of at least 40 hours coaching activity per year, which must be recorded on the relevant Coaching Tracker (North/Central/South-West/South-East) in the [Army Squash Coaching Group on Defence Connect](https://jive.defencegateway.mod.uk/groups/army-squash-coaching-group). This could include:
	1. Running squash as a Wednesday afternoon sports activity within their unit.
	2. Running a ‘come and have a go’ event for new players within their unit.
	3. Running an inter- company or squadron competition.
	4. Coaching a unit team on a regular or occasional basis.
	5. Coaching individuals within their unit, or nearby unit.
	6. Coaching at Corps level training events.
	7. Coaching at Army level training events (L2 & L3 coaches only).
	8. Bringing unit players to the Inter-Unit Championships, Army Individual Championships and relevant Corps competitions.
9. **Application process.** For eligible coaches,England Squash Coach Memberships will be processed as follows:
	1. **Initial memberships.** Initial memberships for both newly qualified Army coaches and existing coaches will be administered by the Army Squash Secretary.

* + 1. **New coaches.** Following successful completion of the relevant coaching course, individuals will automatically receive an email from England Squash within two weeks confirming their Coach Membership has been activated and providing login details.
		2. **Existing coaches.** Existing coaches that meet the criteria for funded membership should submit their details (including certificate and record of coaching activity) to the Army Squash Secretary via email. The Army Squash Secretary will apply to England Squash for membership on their behalf, and the individual will receive an email from England Squash confirming their Coach Membership has been activated and providing login details.
	1. **Extensions to existing memberships.** One month prior to the end of a membership period all coaches will receive notification from England Squash that their membership is due to expire; this will be copied to Army Squash. Coaches who wish to retain their Coaching Membership, funded by Army Squash, must then email the Army Squash Secretary confirming their details (full name, email, England Squash membership number) and proof that they have completed the requisite amount of coaching in the last 12 months (logged on the relevant Coaching Tracker or validated by Corps Secretary/CO). Applications where the requisite amount of coaching activity has not been completed for good reason (deployment etc) will be considered on a case by case basis.

* 1. **Extensions beyond three years.** Army Squash will only fund Coach Membership for L1 coaches for a maximum of three years (from point of qualification or when joining the Army Squash coaching programme, whichever is later). It is expected that by this time active coaches will have completed the L2 course. Army Squash will fund Coach Membership for L2 coaches indefinitely, provided they continue to deliver appropriate coaching activity for the Army.
1. **Summary.** Professional, accessible and funded coach education, training and support is critical to the development of an effective network of Army Squash coaches. In turn, this will enable increased participation at all levels and providing coaches with the opportunity to develop valuable professional skills that will benefit both the Army and the individual.

Appendix:

1. Individual Coach Development Plan

**INDIVIDUAL COACH DEVELOPMENT PLAN**

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| **Service Number:** | **Full name:** | **Current unit/location:** | **Next unit/move date:** |
| **Current qualification and date achieved:** | **Current coaching strengths:****1.****2.****3.** |
| **Coaching aspirations:** | **Areas for improvement and how to address:** |
| **Where/when and for who do you plan to deliver regular coaching?** |
| **What support do you need from Army Squash or your unit to enable this?** | **Head Coach comment:** |
| **How else could you increase participation in squash in your unit/station/garrison?** |
| **Next steps (agreed with Head Coach):** |
| **Coach date/signature:** | **Head Coach date/signature:** |