The FA Charter Standard Club Programme Coach Recruitment and Development Policy

Football Club Coach Recruitment and Development Policy

Qualified Coaches

It is imperative for the development of the game that all coaches at all levels within clubs hold a recognised FA qualification or are working towards becoming qualified.

Recruitment of suitable Coaches

Research has consistently shown that the major factors, which motivate individuals to become involved in coaching are:

- A desire to continue their involvement in sport after playing and continue to meet their competitive needs
- A desire to help young people to develop sport, particularly their own children
- A desire to put something back into sport.

When recruiting new coaches it is always useful to contact your County Football Association Football Development Officers or Local Authority Sport Development Officer to seek advice. Remember when recruiting to follow the advice from the Safeguarding Children Workshop and from the section in this manual on recruitment.

Finding new coaches is not an easy task, however, it is a good idea to target the following group of individuals:

- Ex-players or players who are coming to the end of their playing career
- Students, particularly those studying Physical Education or Sports Degrees, A-Level Physical Education, G.N.V.Q Leisure and Tourism, C.S.L.A students, Junior Football Organisers and Step into Sport
- Parents/Carers. (This could be part of your Soccer Parent sessions)
- Young players to work towards taking a qualification, working alongside more experienced coaches
- Teachers, particularly those who have an interest in football.

Advertising within the local community. The Football Association recommends for the safety and welfare of coaches and players, the following measures are adopted when recruiting coaches:

- Clubs should follow The FA Best Practice and Procedures

The FA Charter Standard Club Programme Coach Recruitment and Development Policy

- Coaches should be required to complete an application form identifying experience, qualifications and references. (See Volunteer Application Form)

- Coaches should be required to be interviewed

- Coaches should be required to sign up and deliver the club's Respect Code of Conduct. (See Club's Respect Code of Conduct for Coaches in "Mandatory Templates")

- Coaches should be required to work in pairs wherever possible.

Coach Development

Helping coaches to become qualified and develop is a key factor in the development of clubs.

The Football Association provides a range of courses for coaches at all levels.
See www.TheFA.com/GrassrootsNew/FALearning/

It is recommended that all coaches join the Football Association Coaches Association (FACA) and their local county coaches association to keep coaches up to date. FACA provides the following services and support to coaches; Continued Professional Development, regular coaches magazine (Insight), insurance cover and access to resources.

sportscoachUK also provide an extensive range of supporting courses, such as, 'Working with Children,' 'Fitness and Training' and many others.