

Protocol on Charging Athletes during Club Nights

WADAC is committed to the promotion of athletics and the provision of facilities for athletes in Winchester and the surrounding area. A key part of achieving this objective is to increase participation and performance of our athletes through our facilities at Bar End Athletics Track and other venues in and around Winchester.

Without the support of numerous dedicated volunteers, including coaches, officials, team managers, administrators, parent helpers, Committee members and other members, WADAC would not be the club that it is today. The Committee recognises the many hours put in by these volunteers and appreciates all the help provided.

Like in other sports, athletics is slowly moving away from coaching being available without charge to a structure where coaches are paid for their time. This change has already occurred at other clubs and in other sports and is starting to happen at WADAC. In athletics, this is partly being driven by the arrival of more full-time professional coaches, who have decided to give up their day job to concentrate on athletics coaching full time. Such coaches are very valuable to athletes and clubs as they bring a lot of experience and they tend to have more flexibility when it comes to training athletes and have more time to spend producing individual training plans. In addition, in some specialised events, there is a major shortage of coaches and so they tend to charge for their services due to the demand.

As junior athletes progress to seniors, they require more and more time from their coaches and often this cannot be accommodated during club nights alone and, as a result, we have lost athletes to other clubs or the sport altogether because their needs cannot be met. Therefore, to improve our offering, we need to have coaches who can address these needs and help us to meet the demands of our athletes.

The Committee acknowledges that many coaches who give their time to the club do so to give something back to the club or the community and would therefore not wish to charge. On the other hand, there are others who invest a lot of time each week, during and outside of club nights, to meet the needs of the athletes they coach and wish to charge for this time and their coaching. We would therefore like to give suitable coaches with appropriate UKA qualifications and/or demonstratable experience and track record the option to charge WADAC athletes if that is what they wish to do, provided they comply with the criteria below. It is not expected that many coaches will, but that is a personal decision for them and any other coaches who wish to join WADAC in the future.

This Protocol applies to fully qualified coaches who coach WADAC athletes during club nights (Tuesdays, Wednesdays and Thursdays) and is not intended to regulate the affairs of coaches outside club nights. The obligations contained in this document are incorporated into the General Code of Conduct for Coaches. Provided the coach operates within this Protocol and the General Code of Conduct for Coaches, the Committee approves the charging of WADAC athletes on club nights.

We hope by formalising this Protocol, we will attract and retain more coaches which will allow us to improve participation and performance at the club and provide more choice for athletes.

Therefore, as a Club, we will always endeavour to provide all athletes, regardless of age, with a pathway through the club which will be included as part of their membership fee. However, we will not object to coaches charging athletes for their services where they are providing services to WADAC athletes on club nights; although the expectation is that additional services and support will be provided to those athletes outside club nights as well.

Any charging will be a matter between the coach and athlete/parent only and the club will not be involved in any way. The club will not mediate any disputes between these people relating to charging athletes or be a conduit for any payments.

For coaches who wish to charge WADAC members for their services, we would ask them to take note of the following requirements before any charging is introduced:

- The coach should be a member of WADAC and fully qualified to lead the relevant training group with either a UK Event Group qualification (level 3 or above) or s/he should be working towards such a qualification within 12 months of the introduction of this new Protocol, unless the Committee decides otherwise in exceptional circumstances. Coaches under this level are unlikely to be able to charge WADAC athletes.
- Any paying athlete on club nights should be a member of WADAC or have at least a training membership.
- The coach should notify the Chair and Treasurer of his/her decision to charge athletes and provide relevant details, so the Committee can be informed before any arrangements are put in place and approve the charging of athletes where, in the sole opinion of the Committee, the coach has the appropriate level of experience and is complying with the General Code of Conduct for Coaches and this Protocol.
- The coach should be sensitive when implementing the charging structure for any existing non-paying athletes. Should any existing athlete of the coach not wish to pay for the coaching, the athlete should be referred to the waiting list coordinator at waitinglist@wadac.org.uk and coaching should continue to be provided to the athlete free of charge until the waiting list coordinator has found, in his or her opinion, a suitable alternative coach for the athlete. This is not likely to take more than a month.
- Any fees will be payable to the coach directly and will be determined by market forces. The club will not set any rules in relation to the fees charged but would expect them to be reasonable.
- The financial position of the athlete or his/her family should not be a barrier to taking advantage of the coaching and, if it is, the coach shall inform the Chair or Treasurer and all parties shall agree on a suitable arrangement which could include the payment of a bursary.
- The coach shall also undertake free work for the club which might include putting on master classes for other coaches, helping in the organisation of the club, running free sessions on club nights or fulfilling other roles in the club, such as Head Coaches or Committee members. There would need to be a good balance between paid and unpaid work, and the Committee reserves its right to withdraw consent to charging if the relevant coach does not provide unpaid work as well. The Committee's decision on what is a "good balance" is final.
- Regular parent helpers in the relevant training group, regular fully qualified coaches in the relevant training group or another training group, and Committee members will each receive one free place for their child in the training group (Tuesdays, Wednesdays and/or Thursdays only), provided the athlete meets the criteria applied to all athletes for participating within the group. This is in recognition of the substantial work such people put into running and supporting the club both during and outside club nights, and the fact that some coaches may

not be able to train their own children because of other commitments during club nights. "Regular" means that the person must be providing coaching or coaching support and assistance virtually every week except for holidays.

- Team selection will be a matter for the team manager who will follow the team selection policy and no preference shall be given to athletes who pay a coaching fee.

Failure to comply with this Protocol will be a matter which is dealt with through the normal disciplinary policy relating to breaches of the General Code of Conduct for Coaches; both the General Code and Misconduct Policy are here: <https://www.wadac.org.uk/policy-form-documents>. The Committee reserves its right to withdraw consent if the coach is not complying with this Protocol or the General Code of Conduct for Coaches.

If you have any questions about this Protocol, please contact the Chair.

2020 - PC