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**TBBHC COACHING FRAMEWORK – 2020/21 Director of Club Hockey, 1 Oct 2020**

1. **Background.** High quality coaching is one of the most important enablers for a successful Club. ‘We need more skillful, creative players’ and if we are to achieve this, it requires better coaching as well as more learning opportunities for players. This document outlines the TBBHC approach to coaching and coaching development.

2. **Club Coach Support Programme**. TBBHC continues to work closely with the GB and England Hockey Club Coach Support programme to improve its club coaching. Recent developments include the running of funded ‘Engaging Games for Children Courses’ for assistant coaches and volunteers; the introduction of a new coaching incentive structure; the funding of a Goalkeeping Coach; greater involvement of talented players in coaching juniors; and the use of online training resources such as Youtube. Full details are contained in section 2 of the Club Development Plan[[1]](#footnote-1).

3. The Club is also working with England Hockey to increase the number of inspiring Lead Coaches trained to UKCC Level 2 Award Sessional Coach level, assisting the Club with player profiling & feedback and the introduction of a Young Coaches Academy. The Club is also looking to develop a common approach to coaching involving the Golden Thread (the ‘How’) and introducing common training against the National Development Themes (NDTs) (the ‘What’).

4. **England Hockey Coaching Pathway**. England Hockey’s Coaching Pathway has replaced the old system of Level 1 – 4 coaches. The TBBHC Coaching Framework is designed to work alongside and incentivize participating in the EH Coaching Pathway while also recognizing the old L1-4 qualifications.

5. **Club Coaching Framework.** The Club Coaching Framework recognizes and incentivizes the following:

1. **Coaching Qualifications**. Remuneration paid is predominantly based on the

level of qualification the Coach has achieved. Higher qualification = higher fee.

b. **Coaching Category**. The structure also recognizes the category of coaching, paying more for performance coaches and prioritizing academy coaching.

c. **Match Management**. The Club cannot currently afford to pay all coaches on match days. However, the fees for the Mens A and Ladies 2nd XI coaches will reflect an element for additional sessions, match attendance and management.

6. Full details of the new Fee structure are outlined in the tables at the Annex.

7. **Requirements**. Payment of coaching fees in future will be dependent on the following:

1. As currently, verification by the appropriate Team Manager, Club Captain or

Director of Hockey that the coaching has been delivered to an acceptable level.

b. In future, production of the relevant EH Coaching Certification to the Director of Hockey. The Director of Hockey will hold copies of coaching certificates submitted by coaches and all coaching qualification details will be held on the website within player profiles and the associate custom fields.

c. By accepting the role of a paid Club coach, the individual will be required to accept

that they are self-employed and shall be responsible for all income tax liabilities and national insurance or similar contributions in respect of their fees.

8. **England and GB Hockey Courses**. The cost of courses is shown below plus the contribution the Club will usually make to funding the course:

1. GB Hockey Club Coach Course - EH Coach members £38 / non members £48 – 100% for 1 course p.a., 50% for second course onwards.
2. UKCC Level 2 Award Session Coach – members £240 – 85% / non members £299 – 75%.
3. UKCC Level 2 Certificate England Hockey Coach – members £380 – 60% / non members £460 – 50%.

9. Payment is dependent on the following:

 a. Production of the course certificate on completion.

b. Confirmation of commitment to at least one full season of coaching for TBBHC.

10. **Budget 2020/21**. The basic Club Coaching budget is £18700 p.a. which includes all coaching payments for all Club and Junior Academy coaches (except the Mens and Ladies 1st XI coaches which are funded separately) as well as the subsidizing of coaches undertaking courses. In terms of budgetary split, the proposed apportionment for 2019/20 is as follows:

 a. Coach Education budget - £1000

 b. Senior Coach budget - £4500

 c. Academy Coach budget - £13200

**ANNEX A - TBBHC COACHING FEE STRUCTURE 2020/21 SEASON**

**CLUB COACHES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Old Qual** | **New Qual** | **Fee** |
| 1 | None | None | £200 |
| 2 | L1 | GB Hockey Introduction to Hockey Coaching Course / GB Coaching Club Course or equivalent | £300 |
| 3 | L2 / 3 / 4 | UKCC L2 Award Session Coach / UKCC L2 Certificate Club Coach  | £400 |

**GOALKEEPING COACH**

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Old Qual** | **New Qual** | **Fee** |
| 1 | None | None | £200 |
| 2 | L1 | GB Hockey Introduction to Hockey Coaching Course / GB Coaching Club Course or equivalent | £250 |
| 3 | L2/3  | UKCC L2 Award Session Coach | TBD By Exec Annual Review |
| 4 / 5 | L4 | UKCC L2 Certificate Club Coach  | TBD By Exec Annual Review |

**MENS A TEAM / LADIES 2 COACHES AND JUNIOR ACADEMY DIRECTOR**

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Old Qual** | **New Qual** | **Fee** |
| 1 | None | None | £200 |
| 2 | L1 | GB Hockey Introduction to Hockey Coaching Course / GB Coaching Club Course or equivalent  | £250 |
| 3 | L2 | UKCC L2 Award Sessional Coach | TBD By Exec Annual Review |
| 4 | L3 | UKCC L2 Certificate Club Coach | TBD By Exec Annual Review |
| 5 | L4 | UKCC L3 Pathway Coach | TBD By Exec Annual Review |

**ACADEMY COACHES - LEAD**

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Old Qual** | **New Qual** | **Fee** |
| L1 | None | None | £300 |
| L2 | L1 | GB Hockey Introduction to Hockey Coaching Course / GB Coaching Club Course or equivalent | £350 |
| 3 | L2 / 3 / 4 | UKCC L2 Award Session Coach / UKCC L2 Certificate Club Coach or equivalent | £400 |

**ACADEMY COACHES – ASSISTANT**

|  |  |  |  |
| --- | --- | --- | --- |
| **Band** | **Old Qual** | **New Qual** | **Fee** |
| A1 | None | None | £200 |
| A2 | L1 | GB Hockey Introduction to Hockey Coaching Course / GB Coaching Club Course or equivalent | £250 |
| A3 | L2 / 3 / 4 | UKCC L2 Award Session Coach / UKCC L2 Certificate Club Coach or equivalent | £300 |

 **ACADEMY INDOOR COACH**

|  |  |  |  |
| --- | --- | --- | --- |
| I1 | Draft |  | £100 |

1. See section 2.2 – 2.4 of the TBBHC Club Development Plan 2015 -18. [↑](#footnote-ref-1)