

# External Coach Agreement



## 1. Introduction

This document contains the Policy adopted by British Ski and Snowboard (BSS) towards involvement of Coaches who are not employed by BSS (External Coaches or ECs) at all BSS training and competition events where athletes are attending as selected British athletes.

The external coach policy has been put in place in order to protect, develop and ensure a professional, productive and successful training and racing environment for British Ski and Snowboard athletes, which will in turn develop the British Ski and Snowboard Teams in a positive way. This policy should be viewed in a constructive framework of building relationships within British snowsports, between fellow BSS athletes and coaches. This policy is requesting that external coaches acknowledge the significance of a BSS athlete's participation with a British national team and is designed to help encourage and facilitate positive involvement with fellow athletes and BSS coaches, both in training and racing venues. This policy will certainly be enforced and taken seriously for both the integrity of the BSS programmes and for the BSS athletes. If or when an external coach is invited to join a BSS programme, this policy protects the wellbeing of the athletes, coaches and overall team dynamic, as well as supports the idea of developing relationships with fellow coaches for the benefit of the entire team.

An agreement is attached at Appendix 1 which must be signed by an EC if they are invited by BSS to help with the coaching of the event.

Failure to adhere to this policy and/or the terms of the External Coach Agreement will lead to the exclusion of the Coach from all events and could lead to the withdrawal of the Athlete from any one of multiple events.

## 2. Background

Many of the skiers selected for British Ski & Snowboard (BSS) teams are also under the guidance of other (non BSS) full time professional coaches through an Academy or individual arrangements. When such skiers attend British Team training or competition events, ECs often express an interest or desire to "help" at the event. Such offers of help can be very productive or correspondingly can cause division and unrest within the team.

In addition for the younger athletes, BSS employees and officials act in loco parentis and have a duty therefore to care appropriately for all of the skiers on the team.

This policy is set out to assist the BSS employees and officials in carrying out their duties of care and their responsibility to gain the best performance from the British Athletes involved in the event.

## 3. Principles

The Policy is intended to support the following principles:

1. BSS employees and officials have the primary responsibility for the safety, well being, enjoyment and performance of the British Athletes attending British events.



## External Coach Agreement

2. All athletes at a British event should be provided with broadly equal treatment and opportunity.
3. Accreditation restrictions may restrict the number of coaches and management that can be involved in an official capacity at an event, particularly major events.
4. The Head Coach will confer with the event Manager and determine whether any ECs should be invited. Their decision is final and absolute.
5. ECs can provide useful additional resources provided that EC focuses their effort on the performance of the entire team.
6. ECs who disrupt events are likely to be detrimental to the performance of athletes.

### 4. Process

Any EC who wishes to offer to work with the Head Coach at an event should email the relevant Head Coach and Event Manager at least four weeks prior to the Event. In the email they should outline which athlete or athletes they coach, when they would be available, where they are planning to stay and include their contact details (email and telephone) and details of their Enhanced Disclosure CRB check (only applicable with minors). They should also acknowledge their concurrence to the principles set out in this policy and their willingness to sign the External Coaches Agreement set out in the Appendix to this document.

The Head coach and Event Manager will agree which, if any, ECs will be invited to assist with the event. Coaches invited to assist will be notified of their status as Invited Coaches (ICs) by email.

**ECs who are not invited to assist should consider very carefully whether their attendance at an event as a spectator is helpful to both their athlete and the team and behave accordingly.** They should confine their attendance to places open to the general public and should NOT be on the race piste. They should not be involved with team meetings, be in the team hotel or meet with their athlete during the Event unless they have obtained explicit permission from the Event Manager or the Head Coach to do so. ECs who fail to behave appropriately may put the continued involvement of their athlete in the British team in jeopardy.

ICs should bring a signed copy of the External Coaches Agreement to the Event and hand it to the event Manager. ICs will be responsible for all of their own costs associated with the Event including travel to and from the Event, accommodation, food and lift pass.

The Head Coach or event Manager may, at any time during the Event remove IC status from an External Coach. If they do so then the Coach should immediately behave as an EC.

If, in the opinion of the Head Coach and the event Manager an EC's behaviour is detrimental to the performance of any British Athlete in attendance at the Event or to the performance of the team as a whole they will let that EC know verbally and will send a short email confirming that view with a very brief description of the inappropriate activity. If the EC's behaviour continues to be detrimental, the EC's athlete or athlete(s) may be withdrawn from that event by the Head Coach and Event Manager acting in unison. The athlete's (athletes') further involvement with British Teams will then be agreed upon by a panel put together and Chaired by the BSS CEO.

#### External Coach Guidelines



# External Coach Agreement

- BSS team appointed coaches and managers act in loco parentis for the junior athletes in their care during the international race camps; in signing a consent form, parents have agreed to this.
- Any coach invited (an invited coach or IC) to join the British Team will act in an impartial and fair manner to all British team athletes.
- Any Coach invited to join the British Team will be directly managed by the Head Coach and event Manager.
- An IC must have appropriate qualifications; they should send full details of their proposed involvement prior to the event. Invitation will be subject to Head Coach and Event Manager agreement.
- Where applicable any Coach invited to join the British Team must adhere to all aspects of the Child protection policy, including provision of a satisfactory Enhanced Disclosure/CRB check (done within snowsports) and a current Self-Disclosure.
- During pre-race training sessions and on race days the focus must be on the team as a whole. ICs must adhere to the programme as laid down by the Head Coach, and must execute all responsibilities equitably. They should avoid working with athletes that they coach outside of the British Team unless directed to do so by the Head Coach.
- ICs may be present when selection procedures (e.g. timed runs) are taking place, but must not have direct contact with their athletes.
- On race days, all athletes will inspect under the leadership of the Head Coach with employed staff only; ICs will not be present during inspection or at the start unless invited specifically by the Head Coach.
- ICs may prepare their athlete's equipment, but must accept full responsibility in case of any related or subsequent problems. This should be done outside the Team tuning facilities unless invited by the HC or EM during or prior to the event.
- ICs must not enter any child's room at any time.
- Any coach invited to join the British Team should not stay at the same hotel as the Team unless invited by the HC or EM during or prior to the event.
- ICs should take meals separately from the British Team unless invited by the HC or EM.
- ICs will not attend British team meetings, fitness sessions and other activities/meetings that are specifically for Team members unless invited by the HC or EM during or prior to the event.
- Any coach invited to join the British Team will be asked to sign this agreement.
- If this agreement is breached the IC will be asked to leave the event and allowed NO further access to team members.
- Continued breaches of this agreement by the IC may lead to the exclusion of the athlete from the British team and possible exclusion from all future British team competitions.
- If the EC is invited to one British Team event, it does not automatically mean they are invited to all. Each event will be treated as separate entities.
- This policy is subject to revision at the discretion of the CEO of BSS.
- This agreement is fully sanctioned by the BSS CEO and the BSS Discipline Committee. Any queries about the content or implementation of this agreement must be submitted to the BSS CEO in writing

Agreement between British Team Head Coach and Invited coach:

Name of Invited Coach:

Invited Coach signature: .....

Head Coach/Event Manager signature(s): .....

Date:

Location:

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