

HertsMark for Coaches

This paper provides an outline of the HertsMark for Coaches scheme and confirmation of key dates for the roll out of the scheme.

1. Background

The Safe recruitment of coaches is paramount to the safeguarding of the young people who take part in sporting activities. Currently there is no one organisation that takes responsibility for this, and therefore individual head teachers, take their own decisions, potentially resulting in unchecked sports coaches, operating within schools.

Following a number of discussions with the Herts County Council CRB team and the Safer Staffing Sub Group, we have devised a HertsMark for Coaches scheme, which will administer the appropriate checks to enable schools be feel secure that Coaches operating in their school have reached the minimum operating standards.

2. Minimum Operating Standards

The standards as agreed to be undertaken will be:

- Application form – including self disclosure
- Two references
- Insurance checked
- Appropriate Qualifications checked
- Safeguarding Course attended
- CRB / ISA registration
- Induction / Professional code of practices signed up to.

All coaches will be set up on the CoachWeb database, which will be used for the recruitment, training and deployment of coaches.

Currently National Legislation states that CRB clearances cannot be portable across organisations. To enable coaches to operate across all schools in Hertfordshire, all coaches will be able to undertake a CRB via the Herts County Council.

There are however discussions taking place with the FA, RFU, ASA and the LTA to have shared criteria which would enable the NGB CRB clearances to be accepted for use with the County.

3. Administration of the Scheme

The Herts Sports Partnership will be the main co-ordinator of the scheme, they will undertake all the relevant checks as stated above, with the exception of the CRB clearance which would be administered through the Herts County Council. A temp will be employed to administer the programme, to avoid costly recruitment charges, it will also be cost effective to be able to use the administrator as and when there are busy periods.

4. Finance

Funding has been agreed for £10,000 from the Herts County Council to administer the scheme, this is initially for one year.

5. Communication

Communication of the Scheme will be made to all coaches, via the Herts Coaching Conference and the Herts Community Club Summit. There will however, need to be prioritising of coaches starting with those who wish to work in Schools, (whether on a paid or voluntary basis) those who are commissioned on projects by the Herts Sports Partnership. The next step will be to hold discussions with other providers and clubs to roll out the programme.

HCC will send out a recommendation to all schools to use this database to identify if coaches working in the Schools have met the appropriate minimum operating standards.

6. Roll out of the Scheme

Discussions will be held with the following groups to identify coaches and to understand the most appropriate way to work with the coaches undertake the checks. Meetings will take place as soon as possible.

PDMs – 20th July (Jane Shewring)

ESCOs - tbc (Nic Holmes)

Sport Unlimited via SDO's 26th July (Jane Shewring)

CSN's – Leads - 14th September (Jane Shewring)

Sports Specific Development Officers Group Meeting – 15th September (Jane Shewring)

Checks will start to commence during the summer months in preparation for September delivery, coaching agencies will be the first groups to work with, these will include Apex Multi Sports, Watford FC, Saracens Sport Foundation, Arsenal FC and Stevenage FC.

Head teachers briefing information will be sent out in September, explaining the scheme and how they can get their coaches involved, this will be sent with a covering letter from Justin Donavon, Assistant Director, Children Schools and Families.

The scheme will also be presented at Headteacher meetings in the Autumn.