



COACHING

Harborough AC's constitution states the following;

"Certified coaches undertaking coaching duties for the club will be exempt from payment of the annual membership subscription and training fees whilst regularly performing these duties. This benefit will end should the member cease to perform the role of a coach and the membership subscription (pro rata as appropriate) together with training fees will become payable" (5.7).

On 14 August 2024 the Club Committee agreed to state in more detail how this provision operates in practice.

1 The club will normally fund England Athletics coaching* qualifications where these will benefit club members. To be fully funded the member undertakes to join the junior and/or senior coaching rota and coach "regularly" as defined below. The club will also consider part funding and members can fund themselves if they wish.

2 Whether the club fully funds, part funds, or makes no contribution once the EA licence has been issued and the coach has joined the club rota the provision in the club constitution will apply. The coach will no longer need to pay the annual membership subscription from the following 1 September and will not require a session pass for any training with immediate effect.

3 "Regularly performing these duties" means the coach is leading or supporting sessions for a minimum of 50% of the training year. This covers the paid member sessions (currently Mondays or Tuesdays) and will equate to approximately 25 sessions pa (1 September – 31 August).

4 The club is flexible how these regular sessions are undertaken and of course it is hoped most coaches will continue to exceed the 50% commitment. For example, sessions can be spread evenly throughout the year, or they may be performed in "clusters" with gaps between. The club recognises coaches have training, work and family commitments and wishes to be as flexible as possible.

5 Should a coach decide to reduce their commitment below the "regular" definition above, or come off the coaching rota entirely, the annual club membership subscription would become payable at the pro rata rate applicable at the time of year when the decision was made. Session passes would also be required to attend training.

6 Exceptional circumstances. The club recognises that for exceptional personal reasons a coach may want or need to reduce their commitment or cease their coaching sessions for a temporary period and they may not fulfil the quota of sessions in 3 above. The club will seek to be as flexible as possible in these circumstances where it is the intention of the coach to resume regular sessions when circumstances permit. The Coaching Coordinator or Junior Coordinator, in conjunction with at least one of the Club Chair and Club Secretary, will be responsible for exercising discretion in such cases. This period would not normally exceed 6 months.

*refers to EA qualifications found here: [Coaching Qualifications | UK Athletics Coaching Courses \(englandathletics.org\)](https://www.englandathletics.org/coaching-qualifications)