



Broxbourne Rowing Club Coaching Policy

Version Control

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1.Coaching at Broxbourne

The importance of coaching cannot be overemphasised and anyone who rows or has previously rowed knows that a coach is invaluable in the development and progression of an individual or crew. A good coach can see potential and enable individuals or crews to realise it. Coaching is important for a variety of reasons:

- for the future sustainability of the club
- to develop those new to the sport
- to ensure progression and pathways within the club
- to develop Junior members
- to provide avenues for all abilities and aspirations within the club

Broxbourne Rowing Club encourages and supports anyone who wishes to volunteer and assist in coaching within the club. Coaching offers the chance to develop yourself as well as others, give something back to the club, to share expertise and experience and to gain satisfaction from helping others to improve, develop and achieve. Anyone new to or interested in coaching might start by shadowing an existing, experienced coach. This will enable them to gain an understanding of how a session might be structured and how skills can be broken down to aid improvement. It will enable the aspiring coach to pick up tips and techniques. With some experience the new coach might lead part or all of a session.. Over time the new coach might be interested in accessing some formal coaching development or qualifications and can apply to the club for funding or part funding, e.g.:

- British Rowing (BR) workshops
- Rowing Leader qualification
- UKCC Level 2 qualification
- UKCC Level 3 qualification

Whilst the club aspires to follow British Rowing best practice in that lead coaches gain their UKCC Level 2 qualification in order to coach crews or individuals, this is not essential. It is more important that as a club, we recruit people with the skills, competencies and enthusiasm to enable them to undertake the role of the coach and support them in gaining qualifications as and when appropriate.

Where a new volunteer expresses a wish to undertake a coaching role they must complete a short application form giving the name of two references, in line with British Rowing Safer Recruitment. Those working with Juniors or Vulnerable Adults within the club will need to go through the DBS clearance process, have a risk assessment on their skill and competencies and references will be sought.

It is recommended that all coaches:

- Have an active British Rowing Coach membership which includes public liability insurance, personal accident cover and professional indemnity insurance as well as access to various online resources and courses.

It is the responsibility of Coaches with British Rowing Coaching qualifications to ensure that their Safeguarding and Emergency First Aid qualifications remain up to date. Funding is available on application. Coaches must notify and update the Club Welfare Officers of the status of their Safeguarding and Emergency Life Saving qualifications.

As a Coach at Broxbourne Rowing Club, your role is to:

- Provide technical instruction to rowers, focusing on proper rowing techniques, boat handling and skill development; in-line with the British Rowing technique;
- Regularly assess the performance of rowers, offering constructive feedback
- Select crews; coaches should engage in constructive communication with the Vice-Captains to agree crews which support the club's success and growth in line with the Club Rules.
- Communicate openly and transparently with rowers, the Captain, Vice-Captains, and other stakeholders;
- Align to the Club's vision and its short and long-term goals; understanding that the Club Captain is responsible for setting the overall coaching strategy;
- Attend regular coaching team forums
- The Captain will allocate equipment in line with prevailing boat allocation guidelines

2. Code of Conduct

2.1 Leadership

As a coach you are in a position of responsibility and should lead by example, conduct yourself with a high degree of honesty, integrity and competence.

Display control, dignity and professionalism to all involved in rowing

Promote good practice in others and challenge any poor practice you observe;

You should be familiar with and comply with both the Club's and British Rowing Codes, Regulations, Rules and Policies, paying particular attention to:

- The Club Rules;
- The Club By-laws;
- British Rowing Code of Conduct;
- UK Coaching Code of Practice for Sports Coaches;
- British Rowing Safeguarding Children and Young People.

Do not allow any form of behaviour that might violate British Rowing Codes, Regulations and rules to go unchallenged. Coaches have a duty of care and must:

- Take action to report concerns they may have about behaviour towards a child or vulnerable adult, following British Rowing guidelines. Non-action is unacceptable.
- Receive, record and report allegations of abuse according to British Rowing guidelines
- Not behave in a manner which could be seen as abusive in any way
- Observe appropriate boundaries and relationships with those you are coaching
- Not engage in sexual intimacy with anyone you are coaching, or in the period immediately following the end of the coaching relationship. Since June 2022 a rowing coach is regarded as a Person of Trust under the Sexual Offences Act 2003. This means that it is a criminal offence for a coach to have a sexual relationship with a person under 18 whom they are coaching.
- Condemn cheating, manipulation of competition and the use of prohibited substances or methods and take responsibility for providing guidance and education to participants on these issues.

Coaches are encouraged to exchange best practice ideas with other coaches but should refrain from advising directly or commenting on rowers that are not in their squad.

2.2 Safe Practice

Coaching are responsible for ensuring safe practice at all times: Coaches should:

- Prioritise the safety of athletes under the guidance of the Rowing Committee and Safety Adviser;
- Be aware of and follow the policies and procedures in place to ensure the health, safety and well-being of all participants in rowing;
- Conduct an appropriate risk assessment before undertaking any rowing related activity, ensuring the environment is as safe as possible and refer to British Rowing's RowSafe guidance.

Coaches working with Adults at Risk (any adult who has care and support needs; is experiencing or is at risk of abuse or neglect; and because of their care and support needs cannot protect themselves against actual or potential abuse) must familiarise themselves with and comply with the relevant section in the British Rowing Code of Conduct and the British Rowing Safeguarding and Protecting Adults Policy.

2.3 Equality, Diversity and Inclusion

Coaches should foster a supportive and inclusive atmosphere that aligns with the Club's strategy, ensuring they:

- Comply with the Club's Equity, Diversity and Inclusion Policy and act to combat discrimination on grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation;
- Promoting teamwork, respect, and open communication with rowers, coaches and all volunteers
- Recognise the rights of all to be respected, treated with as equals and with their dignity preserved;

2.4 Rower Development

Coaches should make a commitment to providing quality coaching service to participants. Coaches should:

- plan and prepare for all sessions so that they meet the needs of participants and are appropriate and progressive
- maintain appropriate records with regard to participants
- support talent

Coach in a participant focused way;

- Encourage athletes to make use of the club training programs;
- Promote the welfare and best interests of participants
- Assess each individual's needs, and support individuals to determine their goals
- recognise the rights of participants to confer with other coaches and experts
- Collaborate with coaches in liaison with the Club Captain to plan on- water training programs;
- Training programs should focus on progressive improvement in rowing in line with British Rowing technique
- Be aware of the physical and emotional needs of all rowers (especially at the developmental stage) and ensure that training loads and intensities are appropriate referring to British Rowing's How Much and How Often and Rower Development Guide

2.5 Communication and Confidentiality

Coaches should communicate appropriately and should:

- Maintain open lines of communication with the Club Captain, Vice Captains and other Coaches as appropriate.
- Follow the guidelines in the British Rowing Safeguarding and Protecting Children Booklet regarding communication with parents and young people

- Communicate with and provide feedback to participants in a manner which reflects respect and care
- Avoid criticising, or engaging in demeaning descriptions of others
- Be discreet in any conversations about participants, coaches or other individuals
- Discuss and agree with participants what information is confidential
- Comply with GDPR

2.6 Physical and mental well-being

Coaches should promote rowing and health and should:

- Prioritise the well-being of rowers and themselves
- Not force anyone to participate in the sport or place undue pressure on them;
- Promote drug-free sport; Educate participants on the British Rowing policy on the use of performance enhancing drugs and supplements
- Create an environment free of fear and harassment
- Help to maintain enjoyment of rowing
- Promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport
- Aid participants' motivation

2.7 Cohesion

Coaches should:

- Collaborate with other coaches and the Club Captain to encourage strengthening the bonds among Club members and fostering a positive and supportive team culture.
- Encourage athletes to participate in Club activities like the Club head, events and time trials.

2.8 Working with Children and/or Vulnerable Adults

Those working with Juniors or Vulnerable Adults within the club will need to go through the DBS clearance process, have a risk assessment on their skill and competencies and references will be sought.

Coaches working with children and/or vulnerable adults have an extra duty of care and must:

- Recognise that the welfare of children is paramount and that the need to ensure that children are protected is a primary consideration and may override the rights and needs of those adults working with them
- Avoid placing undue pressure on children
- Ensure that the ability and performance of the child in sport is not excessively linked with their own perceptions of self worth

- Comply with the British Rowing Safeguarding Children and Young People Policy <https://www.britishrowing.org/knowledge/safeguarding/>
- Follow British Rowing's Guidance on the use of social networking services and social media, text and email messaging. See British Rowing Safeguarding Handbook 4, Safety in the Digital World;
- Observe appropriate boundaries and relationships with children including use of contact and in language and communication both in person and in a virtual context. See British Rowing Safeguarding Handbook 3 Club Training and competition guidance;
- Avoid any form of sexual contact, innuendo, flirting or inappropriate gestures when coaching, particularly with rowers under 18.
- Always be publicly open when working with children, avoiding coaching, meetings or situations where a child (or children) and the coach are completely unobserved;
- Work with the child's parent/carer to ensure that the level and type of participation is appropriate to the child's level of development.
- Comply with the prevailing Guide for Junior Rowers and their Parents/Carers

3. Expenses and Remuneration

The club operates with both paid and volunteer coaches. Paid coaches remuneration will be agreed by the Captain on an individual basis and will be based on qualification, knowledge, experience, and assessment.

All coaches:

- Are entitled to free breakfast on Saturdays and hot drinks.
- Will be allocated club kit by the Coaching Coordinator. Requests for other coaching items will be considered by the Club Captain.
- May be offered subsidised fuel expenses to and from the Club for the purposes of coaching where agreed by the Club Captain and Treasure
- All expenses must be approved by the Club Captain.

The Club does not cover the cost of coaches of adult squads attending events away from the Club unless agreed by the Club Captain prior to the event.