



FEDS Coaching Policy

Objectives

The purpose of this policy is to ensure that all youth players are provided an opportunity to have fun and learn the game of soccer. A positive environment providing a quality soccer program is based on the commitment, dedication and the performance of its volunteer coaches. It is important that every coach strives to develop teamwork, good sportsmanship and athletic skills. The primary goal is to instil within our youth players the spirit of the game. Therefore, the selection of a coach is determined by what is in the best interest of the players.

The Selection Process

All applicants must refer to the FEDS Screen Policy (refer to FEDS Constitution – Section III – Rules and Regulations) and submit applicable documentation as listed within the screening policy.

House League

The league will attempt to place 2 coaches on a team where practical. The best situation is to have at least one coach and one assistant coach. **Applicants complete a Coaching Application Form each year and complete a Police Check/VSC when first coaching. This remains valid unless the coach has spent more than 2 years not coaching or volunteering.**

Travel League

The emphasis at the travel level is on player development. All Team Head Coaches must be 18 years of age or older. Assistant Coaches must be 14 years of age or older. **Applicants complete a Coaching Application Form each year; please our Screening Policy for Vulnerable Sector Check (VSC) requirements.** A degree of flexibility is needed in the placement of coaches to account for year-to-year changes in player registrations and age groups. Where practical, travel coaches will only be encouraged to coach the same team for 2 consecutive seasons. For all female youth teams, female coaches may be given preferred treatment. It is the policy of FEDS to have at least one adult female official or volunteer with a direct relationship to at least one player present at all games, practices or other team functions. FEDS will not field any all-female team that do not meet this requirement. It should be understood that though it is a requirement to have a female team official it is not a requirement that the female team official be the coach.

Selection of a Coach

If there are multiple candidates for a team, the coach will be selected based on the best qualified person and determined by:

- Soccer experience as a player, referee and coach
- Attitude towards the game and sportsmanship
- Willingness and commitment to work with other coaches
- Previous record in dealing with both children and parents
- Coaching certification
- Ability to prepare the team physically and mentally
- Ability to teach and motivate young players and deal with parents
- Degree of risk and the number of away games for youth players – i.e. having a son or daughter on the team reduces risk
- Commitment to the soccer club as a whole and not just to one's own team
- Commitment to build "club ethos"
- Commitment to the larger community

If there is consensual agreement, the Director responsible for the division may simply select the coach

Conflict in the Selection Process

Conflict in the coaching selection process must be first brought to the Director responsible for the division, who may resolve the conflict. If the conflict persists, a Selection Committee or three designated members of the Board, who have no direct interest in the age group, may be chosen to select the coach. The selection will be final.

Standards of Behaviour for the Coach

All coaches must conduct themselves in accordance to the Coaches' Code of Conduct. FEDS will take seriously all complaints and will respond appropriately based of the nature of the specific circumstance.

1. Any allegation of abuse (physical or emotional) will be immediately investigated by a Review Committee of no less than three Board members having no direct interest or conflict in the allegation. The Board is guided under Bylaw VI of its Constitution – “Harassment Policy”. Harassment is defined as behaviour including comments and/or conduct that are insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals.
2. Any allegation of a rule violation will be investigated by the Director responsible for the division. If it is determined that the allegation has merit the Review Committee will discuss the situation with the coach and determine any appropriate steps to be taken.
3. Boundaries/Limitations:
 - a. Coaches shall not be alone with a player
 - b. Coaches shall not be responsible for transportation to/from practices/games/tournaments
 - c. Coaches shall not be responsible for drinks/snacks
 - d. Coaches shall be a role model –no drugs/alcohol/smoking or abusive language at practices/games and/or tournaments
 - e. Coaches shall adhere to OSA and Club policies
 - f. Coaches shall embrace Club values, principles and policy as per club Constitution
 - g. Coaches shall demonstrate the ability to set and maintain standards for players (i.e. respect, self-discipline, fair play)

Corrective Actions

- In the most serious of circumstances and in accordance with FEDS and OSA published rules, the Discipline Committee may hold a hearing to suspend or expel a coach or review any further action by reporting to the District Association
- The Discipline Committee may provide recommendations or suggestions to the coach
- The coach may receive a verbal caution and be required to provide a verbal commitment to improve
- The coach may receive a written caution and be required to provide a verbal commitment to improve
- The coach may be suspended from coaching and be required to provide written commitment to improve prior to returning to his/her team.

Off-Season or Additional Training

All training sessions, their locations and timing shall be reported to the Director responsible for the Division. No training session will be conducted without the consent and approval of the Director. No player shall be contacted by a coach who has not been previously registered to that team without the consent of the Director of the division.