

National Source Group for Coaching: Minutes of the meeting held on 23 November 2013

Present: Hilary Palmer (Acting Chair), Helena Burrows (WOA), Ed Nicholas (Development Manager), Sarah Hague (Performance & Talent Programme Manager), Pat Mee (expert: Qualifications and delivery staff), Judith Holt (Director) and Mike Hamilton (CEO)

Apologies: Allan Bogle (NIOA), Hilary Quick (SOA) and Philip Baxter (Director). (Director, Judith Holt acting as a stand in)

Note to the Board: NSGC asks the Board to approve

- **Suggested changes to the Responsibilities section of the Terms of Reference**
- **That the British Orienteering coach qualification should be aligned to a revised 'Level 2' standard**
- **Additional coach education modules are offered to extend the knowledge and understanding of coaches which are for personal coach development and will provide a resource for those who may want to be assessed as a UKCCL3 coach.**

		Actions
1	Introductions were made so that everyone was aware of each member's area of experience / expertise. It was explained that the National Source Group for Coaching has an important role for the development of coaching in British Orienteering and is required to exist by the Awarding Body for coach qualifications.	
2	Terms of Reference Suggested tidying up to the wording of the responsibilities section were made (attached)	Board to approve
3	Where are coaches 'employed' The groups which an orienteering coach would work with were listed in the Coaching Needs Workgroup report and align with 3 strands of the Strategic Plan for Orienteering: <ol style="list-style-type: none"> 1. Increasing participation (newcomers and students in education) 2. Retention of membership (club members and especially those of all ages and experience who wish to improve their orienteering performance) 3. Identified members of the Talent and Performance Programmes It was agreed that qualified, licensed coaches, where possible, are the best people to work with the groups listed above. Through their training, coaches learn the good practice to plan, deliver and evaluate their sessions so that the participants have fun and make progress. It was, however, acknowledged that: <ul style="list-style-type: none"> • Leaders and teachers will work with people in Group 1 and there are existing non-assessed training opportunities available for them e.g. Community Orienteering Leader Award (COLA), Teaching Orienteering Parts 1 and 2 • Other non-assessed mentors work with people in groups 2 and 3 and the NSGC would like to address the needs for appropriate coach training for more people working in the 	

	clubs, associations and with performance athletes.	
4	<p>What does the sport of orienteering need a 'basic' coach to be able to do?</p> <p>NSGC agreed with all the recommendations of the Coaching Needs group and discussed what was considered to be necessary for a qualified coach in orienteering to be able to do. It was agreed:</p> <ol style="list-style-type: none"> British Orienteering coaching qualifications must be designed according to the National Occupational Standards (NOS) so as to be able to be recognised on the Qualifications Framework. Note that the Coaching NOS are currently being revised and simplified. A 'basic' qualified orienteering coach must be able to plan and deliver progressive, linked sessions so that the participants will improve. 'One off' sessions are not appropriate if sustained improvement is to take place. The NOS description of a 'Level 2 Coach' (a coach who can deliver a series of linked sessions which are appropriate for the needs of the participants who are being coached) in the NOS is what British Orienteering needs for a 'coach' in the sport. Level 1 (an assistant coach who delivers a session or part of a session and who is supervised) is not the correct entry level coach qualification that the sport of Orienteering needs although it may be appropriate for outdoor activity students who would be working in an environment where they are supervised by a more qualified coach. Constraints of time, finance and motivation have resulted in the training of many UKCC Level 1 coaches but very few go on to train and complete at Level 2. Initial training for British Orienteering coaches should include the 'how to coach' and 'what to coach' skills so as to be able to plan and deliver appropriately linked and progressive sessions. <p>Actions:</p> <ul style="list-style-type: none"> The British Orienteering Level 2 Coach content must be revised to meet the needs of the sport for an 'entry level coach' qualification as soon as possible (realistically from late 2014/2015) The new coach qualification should be offered as a pilot in 2014 where a club or region has a need for new coaches to be trained 	<p>PM/HP</p> <p>HP</p>
5	<p>What format should be used to train coaches?</p> <p>NSGC agreed that more coaches are required but that the traditional '3 day course' need not be the only training method. Other formats could be:</p> <ul style="list-style-type: none"> Shortened face to face training and more self-learning supported by the tutor as a mentor Workplace mentoring and self-learning Self-learning supported or not by a mentor <p>It was agreed that:</p>	<p>HP pilot shortened course Dec 2013</p>

	<ul style="list-style-type: none"> • It would be preferable for the revised coach qualification to be a 'UKCC' but if delivery flexibility is not permitted then the qualification would be a recognised qualification on the QCF/SQF without the UKCC 'tag' • The quality assurance of the assessment process must be the priority for our limited staff and financial resources 	
6	<p>Further development for coaches</p> <p>It was agreed that:</p> <ol style="list-style-type: none"> Tutor and assessor training workshops are needed to add more staff to the coach education workforce, especially in some regions A rolling programme of modules for the personal development of coaches is required to be delivered around the UK so that: <ul style="list-style-type: none"> • Current, active UKCC L1 and holders of former qualifications are trained to deliver appropriately planned and progressive linked sessions and to enable them to work towards being assessed as new British Orienteering ('Level 2') coaches • All coaches must be able to access further training opportunities in technical, physical and psychological coaching. These workshops will enhance the 'basic' coach qualification and can be used towards further coach assessments at Level 3 where coaches want to acquire a further qualification. A short workshop on mentoring is required in the sport. This could be offered as part of regional / national development conferences / training days 	<p>PM/HP during 2014</p> <p>HP to pilot</p> <p>Tutors to be approached for this programme: HP</p> <p>PM/HP</p>
7	<p>Other coaching business:</p> <ol style="list-style-type: none"> SOA has trialled a 1 day introduction to coaching workshop which was well received and the 6 attendees are to convert this to a UKCCL1 in a 2 day course in 2014. This idea could be used as a future workshop for newcomers to coaching prior to gaining experience All coach education courses must be coordinated through British Orienteering (England, Wales & N Ireland) or SOA so that sufficient planning time allows for the course budget, staffing and registration to be completed correctly. Initial planning must include time (at least 2 months) to do this. 	<p>All course organisers</p>
8	<p>HP delegated to produce the minutes which will be circulated to SOA and NIOA for comments before being presented to the Board's December meeting.</p> <p>The meeting closed at 3.45pm</p>	<p>HP</p>