



Coach Standards and Appointment Policy

Effective Date: November 7, 2023

Purpose

The Canada Soccer Association (CSA) Safe Sport Roster mandates minimum coaching standards for all coaches. These standards include safety and technical training to ensure that coaches can provide a safe, enjoyable, and developmentally appropriate environment for the players.

This policy ensures that all our coaches are in compliance with the following minimum coaching requirements and delegates responsibility to ensure all coaches are recruited and appointed in alignment with our policies.

Standards

Travel Teams and Northern Lights Academy

Prior to participating in their role/activity, all Head Coaches must

- Provide a RCMP Vulnerable Sector Check clearance completed less than 2 years prior to the activity
- Be minimum C-License certified or complete the appropriate CSA coaching courses for the age groups they are coaching, including online theory modules and field session, being:
 - U6 and under – Active Start
 - U7-U9 – Fundamentals
 - U10-U13 – Learn to Train
 - U14-U18 – Soccer for Life
- Complete the following safety training modules, being:
 - Respect in Sport for Activity Leaders (Expires after 5 years requiring renewal).
 - NCCP Make Ethical Decisions training module and/or online evaluation.
 - NCCP Making Headway in Soccer online concussion module.
 - NCCP Emergency Action Plan online module.
 - NCCP Rule of Two online module.

All Assistant Coaches 18 years of age or over must

Prior to participating in their role/activity:

- Provide a RCMP Vulnerable Sector Check clearance completed less than 2 years prior to the activity
- Complete Respect in Sport for Activity Leaders (Expires after 5 years requiring renewal).
- Complete NCCP Rule of Two online module.

Within 6 months of appointment, be minimum C-License certified or complete the appropriate CSA coaching courses for the age groups they are coaching, including online theory modules and field session, being:

- U6 and under – Active Start
- U7-U9 – Fundamentals
- U10-U13 – Learn to Train
- U14-U18 – Soccer for Life

House Programs

Prior to participating in their role/activity, all Coaches must

- Provide a RCMP Vulnerable Sector Check clearance completed less than 2 years prior to the activity
- Complete the following safety training module, being:
 - Respect in Sport for Activity Leaders (Expires after 5 years requiring renewal).

Coach Assignment Authority and Process

The Club Manager will lead the Travel Team and Northern Lights Academy coach recruitment and assignment process under the following guidelines:

- All vacant positions will be advertised for not less than 2 weeks (1 month preferred) on the club website, social media and member email networks at a minimum
- All applicants must complete the online application, with 2 references (one coaching and one character) and NCCP Coach Locker number to verify they meet the required standards for the position
- All applications will be referred to the Technical Director for review, shortlisting & mandatory interview.
- The Technical Director has sole authority to appoint, and discharge, Travel Team and Northern Lights Academy coaches (over 18) in keeping with our club mission, objectives, principles, values & all policies.
- Travel team coaches will be of the same gender identity as the team if an applicant meets the required standards for the position. This will not be varied without reasonable cause being provided to the Board.
- Vacant positions will be filled within 4 weeks of the application deadline.

If the Technical Director position is vacant a Selection Committee will be formed from the Club Technical Group to perform their responsibilities. In this situation the Club Manger retains sole authority to appoint Travel Team and Northern Lights Academy coaches but will not vary from the Club Technical Group recommendation without reasonable cause.

The Club Manager has sole authority to appoint, and discharge, House Program coaches in keeping with our club mission, objectives, principles, values and all policies.

Phased Implementation

The requirement to complete Respect in Sport for Activity Leaders will be phased in by the following dates:

- November 20, 2023 - All Travel Teams, Northern Lights Academy and U13 House Program
- February 26, 2024 - U11 and U9 House Programs
- April 22, 2024 - All House Programs