The Employment & Deployment of Coaches in Curriculum time

The FA, The Premier League and The Football League Trust supported by The Association for Physical Education have worked collaboratively to outline the minimum operating standards required by coaches working during curriculum time to support teachers in the delivery of High Quality Physical Education. The intention should not be to replace or displace teachers, but instead to support aiming for a sustainable approach.

The recognised minimum standards for coaches employed to work during curriculum time in schools:

- ✓ Minimum age — 18 years old for all paid coaches working in schools
- ✓ Appropriate qualifications — the minimum qualification for a coach or professional working in a primary school context is considered to be a UKCC level 2 coaching qualification or equivalent. If delivering 'higher risk activities' (e.g. Gymnastics, Swimming, Outdoor and Adventurous activities or Athletics – involving equipment) a UKCC level 2 must be held by the coach leading the activity. In addition to this the coach must hold or be working towards 1st4sport/afPE Level 3 in supporting PE and school sport (or hold Qualified Teacher Status), to comply with the afPE Safe Practice Guidance for Schools
- ✓ Appropriate insurance which covers the coach for the duties the school have asked them to carry out at the school
- ✓ Policies and procedures. As a minimum, the school should have in place, and require the coach to sign up to, the following policies: code of practice, equality, participant welfare, health and safety, which should be part of a thorough school induction
- ✓ Safeguarding children and vulnerable groups — coaches must have a DBS check completed
- ✓ Coaches must hold an in date First Aid qualification
- ✓ Coaches to ensure that they have a system in place whereby they are regularly monitored and evaluated
- ✓ Coaches are to ensure that a member of staff from the school is present during lessons aiming to create a sustainable approach
- ✓ Coaches may consider a Multi-Skills Level 2 qualification

The checklist below has been devised using the afPE Best Practice Guidance on the Effective Use of Individual Coaches in PE & Sport to ensure processes are in place for their employment and deployment.

http://www.afpe.org.uk/images/stories/afPE_branded_Effective_Use_of_Coaches_-_January_2016.pdf

1. Safe Recruitment by:	Signature
Arranging a face to face interview	
Making the decision whether the coach requires a DBS	
Checking qualifications – see originals; accept a Level 2 award as the normal baseline qualification for each activity the coach is expected to teach	
Checking the coaches Professional Learning & experience of working with pupils	
Exploring the coach's motivations	
Checking original reference/s	
Check with Governing Body for Sport if the Coach is Licensed to practice	
Provide appropriate service level agreement	
Schools' must share their insurance provision	
Identify line management process	
Agreed period of probation	
Check compliance	
Induction package	

2. Induction By	
Share School Policies	
Allocate lead staff for induction	

3. Qualifications, experience and qualities necessary for a coach to work alone by	
Level 2 award in the activity being delivered	
Should hold or be working towards a 1st4Sport/afPE level 2 and 3 in Supporting PE and School Sport	
Ensure evidence of effective behaviour management of large groups (Common Inspection framework – 2015)	
Checking by observation/Ofsted quality learning & teaching	

4. Day to day management of the coach by	
Establishing a mentoring programme	

5. Monitoring quality and effectiveness by	
Establishing & agreeing a mentoring process	

6. Identification and provision of professional learning by	
Identify & agree a Professional Learning programme to support the monitoring outcomes	

7. Dealing with inadequate performance by the coach by	
Addressing competency issues	