



Coaching Policy

Reviewed October 2021

Aim
To define coaching requirements and expectations that must be agreed to and maintained as coaching practices during DISC sessions.
To promote a safe, professional and positive environment free of misconduct for DISC members' physical, emotional and social development.

Coaching Requirements

It is the responsibility of all coaches to ensure they meet the following criteria:

- Hold a current first aid certificate.
- Provide DISC committee with current contact and emergency contact details.
- Are police vetted.
- Have signed the current DISC On Ice Conduct & Safety policy.
- Have signed the current DISC Coaching policy (this document).
- Receive written DISC committee approval to coach during DISC ice sessions.

If there are any delays or issues with fulfilling these, then the coach must advise the DISC committee.

National Accreditation

All figure skating coaches must:

- Abide by all NZIFSA published rules, regulations and procedures.
- Be NZIFSA accredited as per the NZIFSA coaches' accreditation policy.
- If accreditation is not yet obtained they must advise the DISC committee of their plans to do so within the timeframe of one year.

All speed skating coaches must:

- Abide by all ISSNZ published rules, regulations and procedures.

Principles / Conduct

- It is the responsibility of each coach to aspire to the highest possible standards of conduct and accept appropriate responsibility for their behaviour.
- Coaches will respect the fundamental rights, dignity and worth of all skaters.. Coaches must be aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches must not participate in or condone unfair discriminatory practices.
- Coaches must strive to maintain high standards of excellence in their work. They should recognize the boundaries of their particular competencies and the limitations of their expertise. They should provide only those services and use only those techniques for which they are qualified by education, training and/or experience.

Misconduct

Coaches must not engage in any form of misconduct, and will respond to complaints with dignity and respect towards the complainant.

Any misconduct will be investigated by the DISC committee. Any imposed penalties or sanctions will be relative to the nature of the misconduct and the coach's previous history. Penalties may include: A verbal and or written warning; a stand down period from coaching during DISC sessions; exclusion from DISC.

I have read the DISC coaching policy and I accept and agree to abide by these protocols.

Name:

Signature:

Date: