

Preston Lawn Bowling Club (PLBC) (the ‘Organization’)

Responsible Coaching Movement Implementation Strategy

Definitions

“Vulnerable Participants” – as defined in the *Code of Conduct and Ethics*

“Athlete” – as defined in the *Code of Conduct and Ethics*

Introduction

The Bowls Canada Boulingrin (BCB) Board of Directors committed to the Responsible Coaching Movement Pledge on January 25, 2018 (footnote 1: Canadian Centre for Ethics in Sport):

Our sport organization pledges to align our practices with Phase 1 of the Responsible Coaching Movement and is committed to ensuring that our athletes and coaches are protected.

The Organization pledges to adopt and implement a strategy similar to BCB’s Responsible Coaching Movement Implementation Strategy.

Phase 1 of the Responsible Coaching Movement identifies three key areas:

- Rule of Two
- Background Screening
- Ethics Training

This document outlines the policies and strategies that the Organization will implement to align its practices with the BCB and the Responsible Coaching Movement to the greatest extent possible.

Rule of Two Implementation

The Rule of Two states that there will always be two screened and NCCP (National Coaches Certification Program) trained or certified coaches with an athlete, especially a vulnerable participant and/or, when in a potentially vulnerable situation.

This means that any one-on-one interaction between a coach and an athlete must take place within earshot and view of the second coach, with the exception of medical emergencies.

One of the coaches must also be of the same gender identity as the athlete.

Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

This rule serves to protect vulnerable participants in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed doors meetings, travel, and training environments amongst others.

The Organization is committed to work with coaching staff and volunteers to limit the instances where these situations are possible.

May 2022: PLBC supports the Rule of 2 and recognizes the importance of Equity, Diversity and Inclusion (EDI/DEI). When possible, we will have one instructor of the same or similar gender identity of the athlete.

Safe Sport Policies

The Organization will ensure safe sport policies are in place and current. These will normally include, but will not be limited to:

- Code of Conduct and Ethics
- Screening Policy
- Investigations Policy
- Whistleblower Policy
- Reciprocity Policy
- Discipline and Complaints Policy
- Statement on Safe Sport
- Statement on Mandatory Training

Where applicable, all new Athlete and Coach Employment Agreements between athletes and/or coaches and the Organization will reference the Responsible Coaching Movement Strategy in the list of related safe sport policies.

Coaching Staff

The Organization is committed to ensuring that employees hired to fulfill a coach position will:

- have NCCP accreditation (or international equivalent);
- be accredited by the Coaching Association as a Registered Coach; and
- complete or have completed NCCP Make Ethical Decisions or equivalent training.

Coach employees will observe the rule of two at all times. All Organization staff are accountable to Organization policies including all Safe Sport policies.

Coach employees will be considered a Level 3 Risk as defined by the Organization's Screening policy. As such, they will be required to

- Complete and provide a Criminal Record Check (CRC) every three years and a Vulnerable Sector Check (VSC) once
 - Complete a **Screening Form** and acknowledgement that they have read and understood
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the Organization's policies and procedures

- Participate in training, orientation, and monitoring as determined by the Organization.

Coach employees will complete the Organization recognized mandatory training on preventing maltreatment in sport as outlined in the Organization's Statement on Mandatory Training.

May 2022: PLBC will encourage coaching certification among its membership. When certified coaches are not available, will promote PLBC members as instructors and provide information And resources necessary for a safe environment for all.

Team Support Staff

Team support staff are those Participants officially appointed by the Organization to support athletes selected to compete at specific events. Support staff may be coaches employed by the organization and/or volunteers.

Whenever working with athletes on behalf of the Organization, Team support staff will observe the Rule of Two. In those cases where there is only a single Organization-appointed support staff, every effort will be made to recruit a screened volunteer, parent, or adult to fulfill the Rule of Two.

When more than one Team support staff is appointed to support a team of mixed gender athletes, there will be at least one male and one female member of the National Team support staff.

Team support staff will have appropriate training and the necessary experience to support the athletes.

- At least one support staff will be an NCCP accredited coach and/or a Registered Coach accredited by the Coaching Association of Canada.
- All appointed support staff will have completed NCCP MED or equivalent training.
- By April 1, 2020, all support staff will have completed Respect Group training.

All support staff will adhere to Organization policies including all Safe Sport policies. Support staff will be considered a Level 3 Risk as defined by the Organization's Screening policy. As such, they will be required to:

- Complete and provide a CRC every three years and a VSC once
- Complete a Screening Form and acknowledgement that they have read and understood the Organization's policies and procedures.
- Participate in training, orientation, and monitoring as determined by the Organization

Further Responsible Coaching Behaviours

When coaches interact with Vulnerable Participants, they are required to enact certain practical approaches to these interactions. These include, but are not limited to:

- a. Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
- b. Ensuring that Vulnerable Participants are always supervised by more than one adult
- c. Ensuring that more than one person is responsible for team selection (thereby limiting the consolidation of power onto one individual)
- d. Including parents/guardians in all communication (e.g., electronic, telephonic) with Vulnerable Participants
- e. Ensuring that parents/guardians are aware that some non-personal communication between Participants and Vulnerable Participants (e.g., coaches and athletes) may take place electronically (e.g., by texting) and that this type of communication is now considered to be commonplace, especially with older Vulnerable Participants (e.g., teenagers). Participants are aware that such communication is subject to applicable policies, such as the Organization's *Code of Conduct and Ethics*.
- f. When traveling with Vulnerable Participants, not transporting Vulnerable Participants without another adult present and not staying in the same overnight accommodation location without additional adult supervision.

Communication

The Organization will work with athletes to ensure understanding of all safe sport related policies.

The Organization will publish Safe Sport Policies on their website.

[Footnote 1] Retrieved from: Canadian Centre for Ethics and Sport
<https://cces.ca/responsible-coaching-movement>

Approved: May 2022

Next Review Date: May 2023
