



COACHING to pay or not to pay?

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ice breaker...

what are the critical success factors in running an athletics club?



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do we need to take a fresh look at
coaching?



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changes in the sporting landscape

- **legacy of London 2012 & Glasgow 2014**

- increased participation **vs**
- inactivity rates in children



- **changes in athletics in Scotland**

- 38% growth in athlete membership

- **demands of coaching**

- modern lifestyles / work lifestyles
- professionalisation of sport
- influence of performance sciences



In the UK around 20% of people stop coaching each year...

...while 20% take their first steps into coaching.

that's around 400,000 people per year

high performing businesses as low as 7%

(McIlroy, 2013 | sportscoach UK)





why?

how many people can volunteer...

+6 hours per week?

+10 hours per week?

+20 hours per week?

is the role of a modern volunteer changing?





could **paying coaches** (or other roles)
be part of the **solution...?**



paid roles in athletics

- Coaches
- Coach Coordinators & Mentors
- Administration & Finance roles
- Development Officers
- Club Together Roles

range of roles

short/medium/long term



paid coaching in athletics

A number of clubs are now paying coaches and examples include:

- Paying RJT club sessions outside normal club nights
- Paying coaches to deliver school based sessions
- Paying for additional training nights where volunteers could not be sourced initially
- Paying for a gap in coaching pathway (eg throws coach)
- Paying for ad-hoc coach mentoring
- Individual coaches charging athlete fees
- Integrated paid club/coaching model – Team East Lothian



paid coaching in sport

- **UK Coaching Perspective**
 - 8% full-time paid coaches
 - 24% part-time paid coaches
 - (sportscoach UK, 2014)
- **Gymnastics**
 - 17,500 members
 - 75% coaching workforce paid
 - paid administrators in clubs
- **Swimming**
 - 160 clubs | 21,000 (circa) members
 - 1/4 of Head Coaches employed FT
 - 1/3 of Assistant Coaches paid in clubs





TEAM EAST LOTHIAN

‘creating an environment in East Lothian where promising athletes can maximise their potential’

sportscotland



enjoyleisure



where it all started



- **‘Team East Lothian’** August 2012
 - focus on quality coaching
 - paid coaching 2 hours per fortnight
- **funding**
 - Awards4All Funding
 - nominal session charge
- **coaching**
 - 4 event coaches (paid)
 - 2 assistant coaches (paid/volunteer)





- ‘Team East Lothian **AC**’ created in April 2013
- Direct Club Investment April 2014
 - focus on quality coaching & competition opportunities
 - increase in time on task (coaches & athletes)
 - monthly training fees (standing order)
- finance & admin officer (paid/Club Together)
- 6 paid coaches (level 3 & 4)
 - 26 hours p/w of paid coaching
- **Potentials Squads (U13s)** - 27 members - 3.5hrs p/w
- **Development Squad (U15/U17/U20)** - 33 members - 4.5hrs p/w

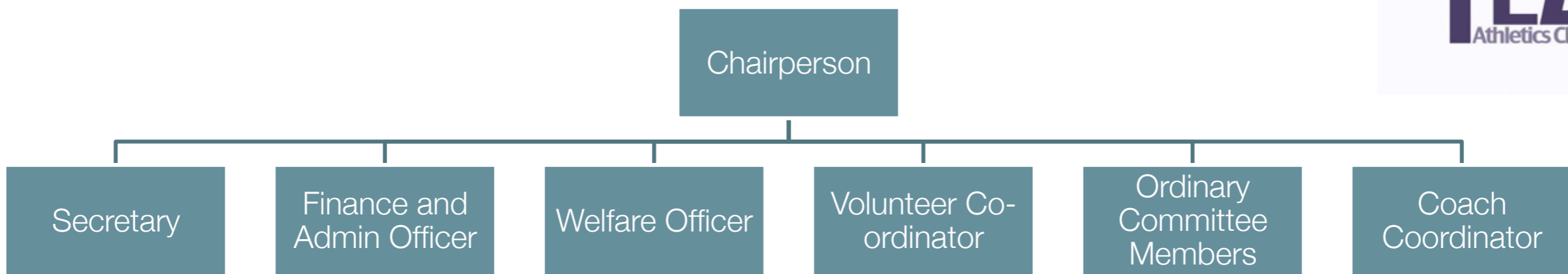


Abundance of PBs, Technical Progression, Improvements in Physical Literacy

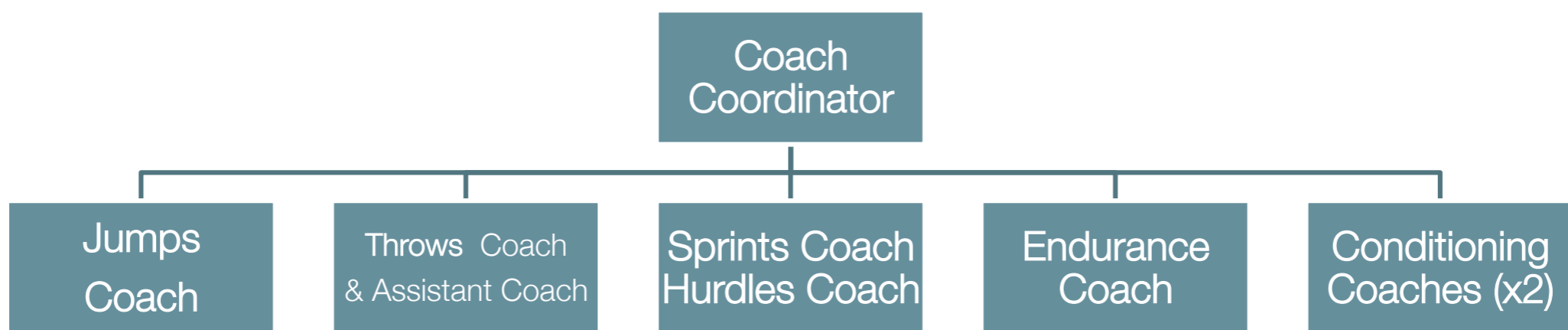




Committee Structure



Coaching Structure



critical success factors



- **club vision - athlete focused | development focused**
 - athlete pathway & coaching structure
- **sustainable funding**
 - membership/ training fees model
 - external funding
 - events, **jog**scotland, twenty-14 athletics
- **communication with parents & athletes**
- **partnership working**
 - 3 local athletics clubs & LAP
 - enjoyleisure & East Lothian Council
 - **sport**scotland & **scottish**athletics



moving forward

- charitable status
 - SCIO - **incorporated** & **charitable** status
- increase in time on task
- **training** hours, **coaching** hours & training sessions
- clear development pathway
- squads progressions, competition, raise EL standards
- develop, support and value our coaches
- **paid** in TEL and **volunteer** in East Lothian
- sustainability & self funding
 - fundraising; training fees progressions; sponsorship



paid coaching in east of scotland



	gymnastics	swimming	athletics	TEL
club sessions	8.5hrs	9-14 hrs	2 - 4hrs	3.5 - 4.5hrs
membership (club + sport)	£0.00 + £17.00	£0.00 + £33.00	£0-£30 + £5.00	£10.00 + £5.00
monthly fees/ or associated cost	£50.00	£57.00 - £60.00	£12.00 - £18.40	£15.00 - £18.00
cost per hour	£1.47	£1.66 - £1.12	£1.14 - £1.55	£1.16- £1.07

12 paid coaches (2-8hrs p/w)
Club Officer & Treasurer (paid)

1 FT Coach - 35hrs p/w
2 PT Coaches - 15hrs p/w

6 paid coaches (2-8hrs p/w)
Club Officer (paid 30hrs p/m)



paying coaches: club implications



- **clearly work out what the club needs**
 - does it fit in with club vision?
 - organisational risk & status?
- **discuss it...map it out**
 - coaching structure / committee structure
 - input required from a paid roles
 - phased approach
- **agree sustainable funding model...and keep refining this**
- **consider legal Implications**
 - seek professional advice
 - coaching agreements? HMRC: employed or self-employed?
- **communicate with club members**
 - especially existing coaches and volunteers
 - regular coaching meetings, parents and athletes
- **partnership working** - other sports clubs, facility providers, schools



club considerations if a need to pay..

work out which roles/positions in the club to pay...

...then identify the role you require including:

- Number of hours
- Fixed/flexible or both
- Role to be fulfilled
- Rate of pay
- Substitution

This will help towards determining if you directly employ or if the person is on a contract and self employed



remember

- do what's right for your club - design a model on individual club needs
 - 'one cap' doesn't fit all

BUT

- look ahead & plan ahead! Think next 3-5 years for your club and ensure that volunteers will be there to deliver on an unpaid basis as your club grows
- employing staff of any kind in a club DOES NOT mean the club ethos changes in fact many have told us it has freed up stressed volunteers to enable to get back to doing what they like doing best!



resources

sportscotland - help for clubs

<http://www.sportscotland.org.uk/clubs/help-for-clubs/great-people/employment/>

sportscoach UK – employment status of coaches

<http://www.sportscoachuk.org/resource/employment-status-coaches-guide-employersdeployers-and-coaches>

HMRC - Employment Status Indicator

<http://www.hmrc.gov.uk/calcs/esi.htm>

HMRC Employing someone for the first time – what you need to know

<http://www.hmrc.gov.uk/factsheet/first-time-employer.pdf>

FIT – Fields in Trust Employing Staff

<http://www.fit-fields-toolkit.org/pdf-detail/employing-staff>



discussion

Your Questions

Your Comments

Where do you require support?

