



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Responsible Coaching Movement

Purpose:

The Responsible Coaching Movement (RCM) is coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport that has the potential to affect all sport organizations and coaches. The RCM is a call to action for organizations to implement realistic change based on their individual state of readiness.

To reduce risk in sport, Gander Revolution Football Club has adopted the Responsible Coaching Movement that focuses on four key areas:

1. Rule of Two
2. Background Screening
3. Ethics and Respect Training
4. Training Qualifications

1. Rule of Two

The Rule of Two states that there will always be two screened and NCCP trained or certified coaches with an athlete, especially a minor athlete, 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 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 minor athletes 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. Travel team coaches and managers, and recreational coaches (coaches of indoor soccer, soccer camps etc..) will be required to take 'Making Ethical Decisions'.

2. Background Screening

GRFC is required, by law, to do everything reasonable to provide a safe and secure environment for participants of our programs, activities, and events while also ensuring minimal liability/risk to the Club, our volunteers, and employees. GRFC accepts its responsibility to ensure adherence to this policy for all its volunteers and employees involved in the provision and delivery of its programs to its members.



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Background screening is required by all individuals whose position with the Club is one of trust or authority which may relate to, at a minimum, finances, supervision, youth, or participants who are considered vulnerable. Not all individuals associated with the Club will be required to undergo screening as not all

positions pose a risk of harm to the Club or to its participants. GRFC will determine which individuals will be subject to screening using guidelines discussed within this policy

Those requiring screening include:

Individuals who occupy positions of trust and/or authority, have a supervisory role, direct others, are involved with financial/cash management, and/or who have access to minors or people with a disability. Examples: - Full-time or Part time travel team staff (Coaches, Managers, Trainers), all 'Grassroots' volunteer coaches, Summer Program coaches and executive members. People in these roles require screening every 2 years

The GRFC Screening Process will include the following processes:

- Staff application form, including each season
- Evidence of a Criminal Reference Check (CRC) and Vulnerable Sector Check (VSC) for any applicant age 18 and over.
- In-person or virtual interview (by the Hiring Committee)
- Reference checks (by the Hiring Committee)

The Club has the right and the obligation to refuse potential applicants, based on the information gathered through the screening. Individuals with past Criminal Code convictions for certain offenses will not be accepted for a Position within the Club. These offenses include, but are not limited to, the following:

Lifetime Exclusion

- Any type of sexual assault
- Invitation to sexual touching
- Sexual interference, bestiality or sexual exploitation
- Procuring sexual activity
- Indictable criminal offenses for youth abuse
- Any Court Order forbidding the individual to have contact with children under the age of 18
- Any convictions related to child pornography



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Five (5) Year Exclusion

- Assault
- Any Weapons offence
- Conviction under any controlled drugs and substance act
- Criminal Driving offences Excluded Until Resolved
- Outstanding convictions or charges pending for any violent offence
- Outstanding convictions or charges pending for criminal driving offenses, including but not limited to impaired driving
- Outstanding convictions or charges pending for sexual offenses

The applicant has the right to know why he/she/they is being refused and may appeal in writing to the Club Appeal Process. The Hiring Committee will discuss all matters of concern pertaining to an applicant's appointment to a position. If an applicant's appointment is declined by the Committee, the individual may appeal the decision ONLY if there is relevant information that has not been made available.

All information obtained by the Hiring Committee from the screening Process, including interviews, review of Criminal Reference Checks, or revelations through other reference checks, will be kept confidential, to be used only for the purposes for which the applicant agrees in writing to its use. This information may be disclosed to volunteers or employees assigned by the Club to make decisions about hiring or refusing potential applicants for a position. There shall be no dissemination or disclosure of the information to any other agency, body or organization without the specific written approval of the applicant. Once the applicant is either appointed or declined the position, all records will be either destroyed through shredding or kept in such a manner to prevent unauthorized access (for example, in a locked cabinet with limited access). All information relating to the Screening Process will be collected pursuant to the Club's Privacy Policy.

3. Ethics and Respect Training

Ethics and Respect training is a critical component of the RCM.

GRFC requires travel team coaches and managers, and recreational coaches (coaches of indoor soccer, soccer camps etc..) to have completed the NCCP Make Ethical Decisions course. NCCP Make Ethical Decisions (MED) training is a four-hour workshop that provides coaches with a six-step decision-making framework to help them identify and work through the legal, ethical, and moral implications of difficult situations that present themselves in the world of team and individual sport.

GRFC requires all student Summer Program coaches to have completed the Respect in Sport for Activity Leaders course. The Respect in Sport for Activity Leaders educates youth leaders, coaches, officials, and participants (14-years and up) to recognize, understand and respond to issues of bullying, abuse, harassment and discrimination (BAHD). All coaches in the Club are required to have this training.



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



4. Training Qualifications

To ensure quality and safety, all programs are led by appropriately trained adults. In addition to the requirements mentioned above, coaches must have

- NCCP Making Headway
- NCCP Emergency Action Plan

Coaches also need to have the appropriate certification by Age Group

- U5 Active Start Workshop
- U7–U9 FUNdamentals Workshop
- U11 - 13 Learn to Train Workshop
- U15 and above Soccer for Life Workshop