

Volunteer / Coach Interview / Induction

Appointment of coach or non-coach volunteer to a team.

Name -

Category: Volunteer or Coach? -

Position -

Contact Details including home number, mobile number and email.

Address and D.O.B.

Head Coach to interview/induct **non-coaching** volunteer – Name of HC: -

CWO to interview/induct **coaching** volunteer – Name of CWO: -

Head Coach must always recommend an individual for coaching as it is Head Coach who's ultimately accountable for all aspects of that team and is only answerable to Club Committee, Safeguarding and its Officers. DBS Check – all volunteers are required to complete RFL DBS. Once processed the RFL will advise if there is any reason not to be working within Rugby League.

Club Structure - introduction to committee and organogram and their role within that structure. Refer to Club Website <https://thattoheathcrusaders.org/safeguarding-documents-club-policies/>

Role – description of their proposed role, what's expected of them and what can be expected from the Club.

Induction - introduction to RFL Safeguarding and Protecting Children Policy, Club's Safeguarding and Protecting Children Policy, including Club Complaints Process and any others deemed necessary including Codes of Conduct.

Refer to Club Website <https://thattoheathcrusaders.org/safeguarding-documents-club-policies/>

Received and I understand I have to visit and read Club Documents Section on Thatto Website

Signed

The remaining sections refer only to appointment of a coach to a team.

1) Before working with a team that persons DBS and SPC is to be **completed**. As a **minimum** should at least be being processed. Club Secretary will update Volunteer Database accordingly. There may be extra requirements imposed by the RFL, for example in 2026 Grassroots Concussion and Coach Confidential, the Club will advise accordingly.

2) CWO interview whether known to the Club or not.

We have a team of CWO's on cwo@thattoheathcrusaders.org

Contact details to already be added to Volunteer Database **by the Head Coach** via secretary@thattoheathcrusaders.org

3) If approved then buddy up for 3-6 months with badged coach. Period can be reviewed and if needed even extended, depending on progress and advice from buddy

4) Take advice from Buddy on suitability on whether a) not yet ready or b) ready for course.

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5) If no Buddy available then allocate a suitable mentor to fill Buddy role.

6) Once probation period is over then allocated to next available course. This stage can be brought forward dependant on circumstances and/or experience of prospective coach. The decision is made between *Coaching* Committee members, Team Head Coach and Club Secretary.

Club Secretary will book course places although individuals can alert Secretary if they become aware of course opportunities. Club Secretary will update Volunteer Database accordingly.

7) Committee is to be kept informed at all stages via info@thattoheathcrusaders.org

Note - progress to the next stage can only happen if previous stage is completed.

References (by phone is sufficient and can be sought after appointment) - ideally two. Ideally one from paid employment or education and one from a sporting environment. Contact details of referee:

Qualifications UKCCL? (including SPC) and Experience

What's your opinion on Winning v Welfare?

You have to report incidents of abuse or poor practise but what about dealing with allegations or suspicions?

Big game next up, your top player was recently concussed? How do you deal with it?

As a coach, what's your prime objective?

What would you define as being successful?

How do you deal with a) players aspirations and b) parents' aspirations?

How do you identify and deal with a) bullying b) discrimination?

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To be destroyed if ever this person leaves the Club - *For official use.*

DBS Details including number and expiry date or current situation

Coaching qualification Including No. and expiry date.

Course attended and expiry date.

Coach then allocated to either a:

Buddy – Name:

Or

Mentor – Name:

This document is to be sent to secretary@thattoheathcrusaders.org