

ITF Coaches Education Programme



Coaching Beginner and Intermediate Players Course

Equity in Your Coaching - 2

People from Ethnic Minorities

- Don't make assumptions
- Don't Assume
- Reasons people participate in sport are the same

Communicate



- Consult with relevant organizations
 - Appropriate venues
 - Specific requirements
 - Appropriate means
- Use language that is sensitive
- Ethnic backgrounds
 - Any specific requirements
 - What kind of support
 - Existing skills and fitness levels
 - What they hope to achieve
 - Other issues
- Advertise your coaching sessions
- Encourage other coaches

Cater for different needs



- Be aware of different requirements
 - Female coaches
 - Relax club rules on clothing
 - Important religious festivals
 - May affect performance
- Coaching at convenient venues
- Be prepared to adapt your coaching
- Act appropriately
- Seek advice

Women and Girls



- Don't Make Assumptions
 - Don't assume
 - Offer as wide a choice as possible
 - Assessed individually
 - Capabilities of women and girls
- Communicate
 - Consult women
 - Use language that is sensitive
 - Marital status
 - Positive images of women and girls
 - Encourage other coaches

Cater for different needs



- Understand the barriers
 - Mixed sessions
 - Levels of competency
 - Personal safety
- Legal requirements
 - Serious embarrassment
 - Presence of male participants
 - Physical contact
 - Single sex voluntary group
- Physiological differences
- Coaching sessions
- Convenient times for women
- Transport
- Creche
- Reasonably priced
- Consider alternatives to expensive equipment

Act appropriately



- Coaching environment
- During mixed coaching sessions
 - Demonstrate new skills
 - Match participants by skill
 - Check that participants feel comfortable
- As a general rule
 - Individual space
 - Sexual nature
 - Coaching techniques
 - Changing facilities
 - Avoid spending time alone
 - Giving participants lifts
- Seek advice

Challenging Inequitable Behaviour

- Promoting equitable behaviour
- Anticipate the kind of inequitable behaviour
- Select appropriate ways
- Raise participants awareness of sports equity

Anticipating Inequitable Behaviour

Type of Inequitable Behaviour	Examples
Verbal	Racist, sexist or homophobic language
	Ridicule or bullying because of a personal characteristic
Written	All of the above written down in some way
Physical	Action taken against somebody because of their race, gender, personal characteristics, sexuality. Examples include <ul style="list-style-type: none">• Pushing• Biting• Tripping somebody up and pretending it is an accident• Touching somebody inappropriately• Stealing or destroying other people's property• Excluding somebody from taking part in an activity

Dealing with Inequitable Behaviour

- Having a code of conduct
 - Treating each other with respect
 - Not using racist or sexual language
 - Praising effort
 - Not bullying
 - Acting sensitively
- Avoid confrontation
- Challenge inequitable behaviour
- Act
- Use language
- Devise a way to punish
- Reward fair play
- Team member

Legal framework affecting Equity

- Sporting opportunities
- Service provider
- Employer
- Important role
- Sections of the community
- Voluntary basis
- Equitable as possible
- Three sources of liability

Discrimination



- Discrimination
- Direct discrimination
- Indirect discrimination
- Key discrimination - related legislation

Disability Discrimination Act 1995

- Part 3
- Service providers
 - Changing any policies
 - Providing auxiliary aids and services
 - Physical barrier
- Treated less favourably
 - Person's disability
 - Cannot be justified
- Unlawful discrimination
 - Refusing to serve a disabled person
 - Lower standard of service
 - Less favourable terms
 - Alterations to a service or facility

Implications for you



- Basis of their ability
- Open mind
- Advertise
- National governing body
- Need specialist equipment
- Workshops
- Sport specific courses

Race Relations Act 1976



- Discriminated on racial grounds
 - Education
 - Employment
 - Housing
 - Provision of goods, facilities and services
 - Training
- The Act deals
- Racial discrimination

Race Relations Act 2000



- Race Relations Act 2000
 - Wider protection
 - Public authority
 - Duty
- Race Relations Order 1997
 - Refusing goods, facilities or services
 - Same quality
 - Represent their country
 - Rules of any competition

Ethnic Minorities



- Basis of their ability
- Open mind
- Use language that is sensitive
- Behave appropriately

Sexual Discrimination Act 1975

- Written or verbal abuse or threats
- Sexually-oriented comments
- Jokes, lewd comments
- Taunts
- Shouting and/or bullying
- Ridiculing
- Sexual or homophobic graffiti
- Practical jokes based on sex
- Intimidating sexual remarks
- Domination of meetings
- Condescending or patronizing behaviour
- Physical contact
- Sex-related vandalism
- Offensive telephone calls or photos
- Bullying on the basis of sex

Negligence



- Sources of liability
- Avoid instances of injury
- Four elements
 - Participant
 - Duty of care
 - Suffered loss
 - Breach
- Omissions

Defamation



- Defamation
- Two types
 - Slander
 - Libel
- Avoid

Action plan for change



- Coaching practice - equitable
- End of the section
 - Identify areas
 - Good idea
 - Action plan

Identifying Areas for Change

- National population statistics
- Another coach
- Talk to your participants
- National governing body
- Attend workshops

Equity Statement and Policy

- Assessing your coaching sessions
- Equity statement for your club
 - More people to participate
 - More people into coaching
 - Improve your club's public image
 - Club
- Key target groups
- Equity policy
- Implement
- Role of play
- Personal equity policy

Summary



- Equity action plan
- Raised issues
- Open to new ideas
- Understanding the needs of the people