

ITF Coaches Education Programme



Coaching Beginner and Intermediate Players Course

Equity in Your Coaching - 1

Section One-What's in it for you

- All members of the community
- Concept of sports equity
- Daunting prospect
- Useful background information
- By the end of the session
 - What sports equity means
 - Which groups of people
 - Why sports equity is important

What is Sports Equity?



- Definition of Sports Equity
- Achieving sports equity depends on everybody involved in sport
 - Certain groups of people are disadvantaged
 - Treating everyone equally
 - Sharing resources
- Different groups of people disadvantaged
 - Disabled people
 - People from ethnic minorities
 - Women and girls

Why is Sports Equity Important

- Key elements of sports equity
 - Recognizing inequalities
 - Access
 - Fairness
 - Taking action

Legal requirements



- Moral responsibility
- National Government
- Value of sport
- Government agenda
- Key target groups

Section Two-Barriers to Participation

- Variety of reasons
- Understand the barriers
- Barriers to participation
 - Lack of awareness
 - Inconvenient times
 - No spare time
 - Domestic/work commitments
 - Inconvenient venues
 - Poor facilities
 - Lack of transport
 - Fear of personal safety
 - Too expensive
 - Previous negative experiences
 - Lack of motivation
 - Parental attitudes and influences

Disabled People



- Barriers to participation in sport
- Assumption
 - Therapeutic reasons
 - Interested
 - Cannot participate
 - Can and cannot do
 - Integrated
- Lack of Informed Coaches
 - Lack of coaches
 - Lack of understanding
 - Lack of competitive opportunities

Disabled People



- Poor communications
 - Consult directly
 - Advertise sport opportunities
 - Provide adequate encouragement
- Use of inappropriate language
- Poor facilities
 - Lack of access to and within venues
 - Inadequate changing facilities
 - Lack of specialist equipment
- Poor timing
 - Coaching sessions run at inconvenient times

People from Ethnic Minorities

- Cultural/religious influences
- Religious beliefs
 - Wear specified sports kit
 - Attend coaching sessions during religious festivals
- Lack of single gender coaching
- Lack of privacy
- Lack of parental support
- Sport is often viewed as a luxury pastime

People from Ethnic Minorities

- Fear of Discrimination
 - Stereotyped and discriminated
 - Fear of racial abuse or attacks
- Low Self-esteem
 - Lack of confidence
 - Negative past experience
 - Having no-one to go with
 - Lack of positive images and role models
- Poor communication
 - Use of inappropriate language
 - Inadequate advertising of sports activities
- Practicalities
 - Cost
 - Lack of time
 - Lack of transport
- Unwelcoming Environment at Sports Centre
 - Sports facilities
 - A feeling
 - Unsympathetic staff
 - Language barriers

Women and Girls



- Attitude of Others
 - Indifference or negative attitude
 - Peer group pressure
 - Lack of female coaches
- Inconvenient Venue
 - Lack of transport
 - Fear for personal safety
 - Lack of quality childcare facilities
- Other commitments
 - Domestic/work commitments
 - Too many conflicting interests
- Low Self-esteem
 - Lack of confidence
 - Low expectations
- Poor communication
 - Use of inappropriate language
 - Poor media coverage

Language and Terminology

- Coaching situation
 - Sensitive
 - Appropriate
 - Relevant
- Language
- By the end of the session
 - Aware of the appropriate terminology
 - Able to identify examples

Disabled People

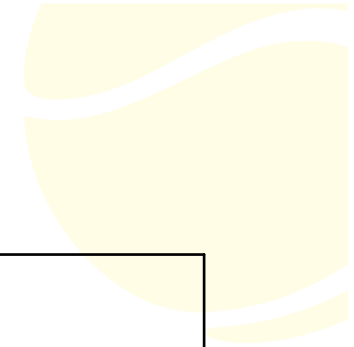
Unacceptable	Acceptable
The blind	Blind and partially sighted people/visually impaired people
The deaf/hard of hearing/profoundly deaf	Deaf or hard of hearing people/people with a hearing impairment
Deaf and dumb	Deaf without speech
The disabled/the handicapped/cripples/invalids	Disabled people/people with disabilities
Disabled toilets	Accessible toilets
Dumb/mute	Person with a speech impairment/speech impaired person
An epileptic	Person with epilepsy
handicap	Disability/impairment
Mentally disabled/ subnormal/ abnormal/ retarded/ backward	Person with learning disabilities
Mongolism	Down's syndrome
Normal people/able-bodied people	Non-disabled people
patient	person
spastic	Person with cerebral palsy
Special needs	(additional) needs
Wheelchair bound/confined to a wheelchair	Wheelchair user
Wheelchair coach	coach
Victim of/stricken by/crippled by/ afflicted by/sufferer of	Has/with (particular condition)

People from Ethnic Minorities

Term	Reasons to Avoid
Coloured	Regarded as outdate and generally offensive to many black people. When applied to South Africa, the term reflects issues of ethnic divide and apartheid
Half-caste	Regarded as outdated and racist
Non-white	Implies that white is the generic term for all people
Paki	An offensive and derogatory term often used to refer to people from Pakistan or Asian people in general

Term	Guidance
People from Ethnic minorities	Use this term when referring collectively to people from different ethnic origin and background
Black people	Use this term when referring to people of African, Caribbean and South Asian origin. However, remember that some Asian groups in Britain object to being referred to as black; some people believe the term confuses a number of ethnic groups, which should be treated separately. One solution to this is to refer to black peoples or black communities in the plural to imply that there is a variety of such groups. You should also be aware that black can also be used in a racist sense in certain contexts
Asian People	Use this term when referring to people from the Asian sub-continent- India, Pakistan, Bangladesh and Kashmir, Bear in mind that some people may prefer to refer to their country of origin rather than to the general term Asian, which includes a wide variety of different cultural and ethnic groups. Other people may prefer to be referred to neither as Asian nor by their country of origin if several generations of their family have been living in Britian

Women and Girls



Context	Avoid	Use
Referring/talking to a group of female participants	Birds/chicks/girls/ladies	Everyone/everybody/women/females
Referring/talking to an individual female participant	Bird/chick/dear/duck/love/pet	Name the participant want to be known by/woman/female

Remember



- Language
- Conversation
- Ask
- Everybody has the right to choose
- Offensive

Tips for More Equitable Coaching

- Key target groups
- Whole new set of coaching skills
- Existing skills
 - Communicating effectively
 - Planning coaching sessions
 - Analyzing and evaluating performance
 - Creating a safe environment
 - Being open-minded
- Extending your skills
 - Coaching key target groups
 - Identify ways

Disabled people



- Don't make assumptions
 - Coaching sessions
 - Therapeutic
 - Sports can be adapted
 - Integrate disabled people
- Act appropriately
 - Language is sensitive

Communicate



- Consulting your participants
 - Their specific needs
 - What kind of support
 - What kind of specialist equipment
 - Existing skills and fitness levels
 - What they hope to achieve
 - Other issues
- Use of language
- Effective communication
- Advertise your coaching sessions
- Encourage other coaches
- National governing bodies

Cater for different needs



- Aware of your responsibilities
- Greater duty of care
- Needs of people
- Safety and medical implications
- Risk assessment
- Specialist equipment
- Convenient venues
- Disabled people may wish to compete
- Seek advice