



# Bowls Canada Boulingrin Responsible Coaching Movement Implementation Strategy

## Introduction

The Bowls Canada Boulingrin Board of Directors committed to the Responsible Coaching Movement Pledge on January 25, 2018:

*Our sport organization pledges to align our practices with Phase 1 of the Responsible Coaching Movement and is committed to ensuring that our athletes and coaches are protected.*

Phase 1 of the Responsible Coaching Movement identifies three key areas:

- Rule of Two
- Background Screening
- Ethics Training

This document outlines the policies and strategies that Bowls Canada Boulingrin (BCB) will implement to align BCB practices with the Responsible Coaching Movement.

## Rule of Two Implementation

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.

BCB is committed to work with coaching staff and national volunteers to limit the instances where these situations are possible.

## Safe Sport Policies

BCB will ensure safe sport policies are in place and current. These will include, but will not be limited to:

- Code of Conduct and Ethics
- Abuse Policy
- Screening Policy
- Investigations Policy – Discrimination, Harassment and Abuse
- Whistleblower Policy
- Reciprocity Policy
- Discipline and Complaints

All new BCB Athlete and Coach Employment Agreements will reference the Responsible Coaching Movement Strategy in the list of related policies and agreements effective September 1, 2020.

## National Coaching Staff

BCB is committed to ensuring that employees hired to fulfill a national coach position will:

- have NCCP accreditation (or international equivalent);
- be accredited by the Coaching Association as a Registered Coach; and
- complete or have completed NCCP Make Ethical Decisions or equivalent training.

National coach employees will observe the rule of two at all times. All BCB staff are accountable to BCB policies including all Safe Sport policies.

National coach employees will be considered a Level 3 Risk as defined by the BCB Screening policy. As such, they will be required to

- Complete and provide a Criminal Record Check (CRC) every three years and a Vulnerable Sector Check (VSC) once
- Complete a **Screening Disclosure Form** and acknowledgement that the individual has read and understands BCB's policies and procedures
- Participate in training, orientation, and monitoring as determined by BCB

## National Team Support Staff

National Team support staff are those individuals officially appointed by BCB to support athletes selected to compete at specific international events. Support staff may be national coaches employed by the organization and/or volunteers.

Whenever working with athletes on behalf of BCB, National Team support staff will observe the Rule of Two. In those cases where there is only a single BCB appointed support staff, every effort will be made to recruit a screened volunteer, parent, or adult to fulfill the Rule of Two.

When more than one National Team support staff is appointed to support a team of mixed gender athletes, there will be at least one male and one female member of the National Team support staff

National Team support staff will have appropriate training and the necessary experience to support the athletes.

- At least one support staff will be an NCCP accredited coach and/or a Registered Coach accredited by the Coaching Association of Canada.
- All appointed support staff will have completed NCCP MED or equivalent training.
- By April 1, 2020, all support staff will have completed Respect Group training.

All support staff will adhere to all BCB policies including all Safe Sport policies. Support staff will be considered a Level 3 Risk as defined by the BCB Screening policy. As such, they will be required to:

- Complete and provide a CRC every three years and a VSC once
- Complete a **Screening Disclosure Form** and acknowledgement that the individual has read and understands BCB's policies and procedures
- Participate in training, orientation, and monitoring as determined by BCB

### **Communication**

BCB will work with national team athletes to ensure understanding of all safe sport related policies.

BCB will host annual webinars for PSOs and clubs to promote BCB's Responsible Coaching Movement Strategy