



CHICHESTER RANGERS FC

TRAINING & RECRUITMENT POLICY

To meet our affiliation requirements and/or Accredited England status (either now or in the future), we require all managers and coaches to have completed certain training programmes through The FA's education pathway and complete a satisfactory background check. This ensures that we can provide strong and safe coaching support to our players.

Qualifications for Managers & Coaches

In order to become a team manager, you need to have been awarded the “Qualified Coach” title by The FA. This is achieved by completing the following training programmes:

- Introduction to Coaching Football (previously Level 1)
- Introduction to First Aid in Football
- Safeguarding Children (renewed every two years)
- Player Welfare in Open Age Football

Every team coach must have completed (or be in the process of completing) the following training programmes:

- EE Playmaker or higher
- Safeguarding Children (renewed every two years)
- Player Welfare in Open Age Football

At a minimum, every team within the club must have:

- At least one manager or coach who has completed Introduction to Coaching Football.
- At least one manager or coach who has completed Introduction to First Aid in Football.

Reimbursement of Mandatory Training Costs

Where a training course is required to be completed by the club, the Club Treasurer will provide reimbursement to the trainee. The Club Treasurer will decide if this will be made by bank deposit or authorising a deduction from the team's subs.

Reimbursement of Non-Mandatory Training Costs

At the Management Committee's discretion, other paid courses that are likely to provide a long-term benefit to the club or its members may also be reimbursable. Conditions of reimbursement must be agreed prior to starting the training programme otherwise this will be denied.

The Club Treasurer reserves the right to decide whether to offer full reimbursement immediately or in regular instalments. Where the training cost is for a high-level or professional training programme (e.g. a UEFA qualification) instalments are more likely to be offered to encourage the manager or coach to provide service to the club for a longer period.

Only club officers, team managers and team coaches will be eligible for reimbursements.

Additional Training

The FA offers multiple (mostly free-of-charge) training courses in addition to the ones above including concussion, cardiac arrest, goalkeeping and disability football. Managers and coaches are encouraged to undertake additional training to improve their knowledge as part of their CPD.

Renewal of Training

The Club Welfare Officer will notify any person when renewable training programmes or DBS background checks are due to be completed again.

Background Checks

Before any person aged 16 years or older is allowed to manage or coach a team within the club or be involved in the club in any other capacity (e.g. Club Officer) they must have completed a background check. This is obtained through an Enhanced DBS and must be approved by The FA.

The club may also seek character references of all prospective managers or coaches before appointing them to a team.

The club will pay any costs incurred in carrying out background checks.

If at any point a background check is deemed unsatisfactory, termination of membership and/or that person's responsibility within a team will be terminated immediately.

Restrictions & Special Circumstances

Anyone who has an unsatisfactory background check based on information from The FA, the DBS service, or from character references, will not be permitted to manage, coach or assist any team.

Any person under the age of 18 years will not have sole responsibility for a team. As they are still treated as a child under common law, they will count as a child in all circumstances.

Where there are children aged 8 years or younger taking part in football activities, The FA requires that a minimum of two DBS-checked and FA-approved adults be present at all times.

Child to Adult Ratios

It is recommended that at least two adults aged 18 years or older are present at every training session and match. If a child under the age of 18 is involved with a team, they must not be counted as an adult in adult-to-child ratios. This factor must be considered when carrying out training sessions or attending matches.

We will use the following adult-to-child ratios as recommended by the NSPCC:

- **Under 2 years:** one adult per 3 children (1:3)
- **For 2-3 years:** one adult per 4 children (1:4)
- **For 4-8 years:** one adult per 6 children (1:6)
- **For 9-12 years:** one adult per 8 children (1:8)
- **For 13-18 years:** one adult per 10 children (1:10)

Where one or more children in the team have additional needs, e.g. learning needs or a disability, the adult-to-child ratio must be higher to ensure that we can meet the specific needs of the group.

