



Coaching in Scotland

Pathways Benchmarking Structures



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Introduction

In recognition of the ever-changing landscape in sport, and on request from some member clubs and coaches, **scottishathletics** have produced this guide to coaching in Scotland to establish recommended industry standards for athletics coaching in Scotland. In addition, the booklet sets out the athlete pathway, athlete development model principles and considerations for introducing paid coaching roles.

Voluntary roles in coaching and in other positions will always remain and will always be key to the success of athletics in Scotland. However, as we see more and more clubs starting to pay coaches, and other positions, it is important some benchmarking standards and expectations are set and maintained to help guide clubs and coaches.

Whilst professional standards can be applied to both paid and voluntary roles there is no doubt that paying coaches adds a degree of accountability that may not always be present with volunteers.

Remuneration for coaching can assist clubs in increasing standards, raising the level of expertise in the club, and addressing gaps in knowledge. Where clubs may not be able to pay their coaches, they may consider buying a coach's time from elsewhere to fill a gap in knowledge within their own team. This has already started to happen in some Scottish clubs.

Ultimately all clubs will determine what the appropriate structure is for them and whether paid coaching is something they want to implement. This booklet acts as a guide for those who wish to consider paying coaches, and we would encourage all clubs to discuss options with their National Club Manager before implementing any new structure.

The athlete development model

This athlete development model has been set out by **scottishathletics** to provide guiding principles for clubs and coaches at each stage of the athlete pathway. Further knowledge and understanding of each stage of the pathway must be gained through attendance on coach education and development courses to ensure it is effectively implemented in clubs. This section and the diagram that follows illustrate a recommended approach to athlete development, however we appreciate this model needs flexibility to fit with the environments clubs and coaches are working within.



Athlete development focus by stage:

Teaching the basics (primary aged children)

- Introduction to athletics movement skills
- Basic movement skills, agility, balance, speed and coordination
- Running, throwing, jumping and catching
- Short speed effort through agility exercise
- Physical competencies - general strength development using own body weight
- Multi-events learning and choices

Multi-events development/event group development

- Fundamental sport skill development delivered as part of a multi-sport/event-group environment
- Development of event-group related skills adapted in accordance with the athlete's physical development needs
- Early coaching focusses on Posture, Arms and Legs (PAL)
- Set up a positive learning environment, "no lists, no laps, no lines"
- Sessions should focus on quality not quantity
- Movement efficiency comes before external load and any increase of intensity
- Every posture or movement pattern demands that the athlete express some form of force production, reduction and stabilisation
- Develop an all-round physical conditioning ability (total structural strength, stability and range) to bulletproof the athlete
- Strength to be developed through multi-plane and multi-directional movements using body weight exercises and light medicine balls
- Speed & co-ordination and multi-directional work introduced & developed through play and game-based activities
- Understanding the importance of Range Of Movement (ROM) in skill development and injury prevention
- Introduction to sport-specific rules and ethics of sport, sports conduct and fair play
- Devise practices which begin to develop performer's decision-making skills
- Training loading should reflect any changes in growth

Athlete development focus by stage *cont'd*

Event specialisation

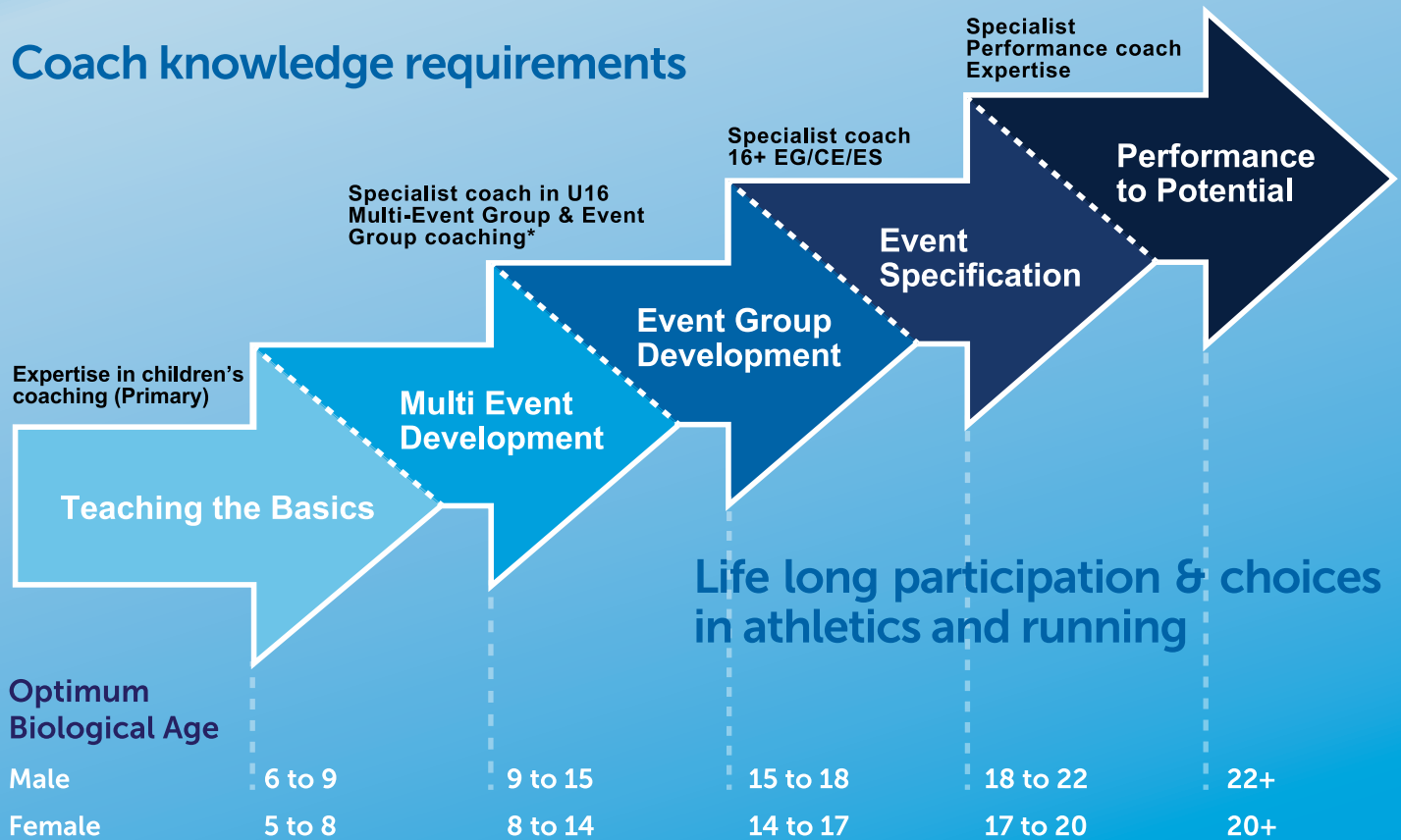
- Development of event-specific related skills adapted in accordance with the athlete's physical development needs
- Functional posture integrity and muscular recruitment exercises fully integrated into athlete's training
- PAL - Ensure that all muscle groups are recruited in appropriate sequences
- Strength and power development optimised & fully integrated into overall training programme
- Circulatory & cardio-respiratory systems are fully mature. Anaerobic & aerobic energy systems fully trainable in event-group specific manner
- Develop action planning in relation to performance analysis through monitoring of:
Functional Movement Competencies (FMC)
Acceleration & agility
- Strength, power & reactive jump tests
- Event group-specific endurance
- Medical screening integrated with programme development
- Development of competition skills and understand athlete wellbeing
- Athletes educated on integrating effective methods of recovery (low intensity work, ice baths, massage, flexibility & mental relaxation) into training routines
- Understand approaches to nutrition, hydration, recovery & regeneration and lifestyle management
- Athletes understand the approach to self-management (injury management, use of foam rollers etc.)
- Clean sport education including testing practices and procedures

Performing to potential

- Continued development and refinement of tactical, technical & psychological skills of the event, maximising training to peak performance
- Performance is based on physiological maximisation, specialisation of strength, speed, technique, flexibility and continued use of diagnostics to analyse strengths and weaknesses
- Individual programmes integrated into periodised and appropriately tapered programmes
- Continued development of physical competencies to ensure specific conditioning to event group
- Complex training (high force combined with high velocity neuromuscular recruitment training) with shock and high intensity drills incorporated into periodised programme
- Anaerobic and aerobic training maximised and fully integrated into monitored and planned training programmes
- Optimise effective methods of recovery (low intensity work, ice baths, massage, flexibility and mental relaxation) into training routines
- Coaches and athletes should develop screening and monitoring programmes specific to the event demands
- Increased understanding of science-based technology on coaching practice for real pressure situations
- Maximise and take full responsibility for personal approaches to nutrition, hydration, recovery & regeneration, lifestyle management.
- Integrated coaching and management of specialist support in programmes

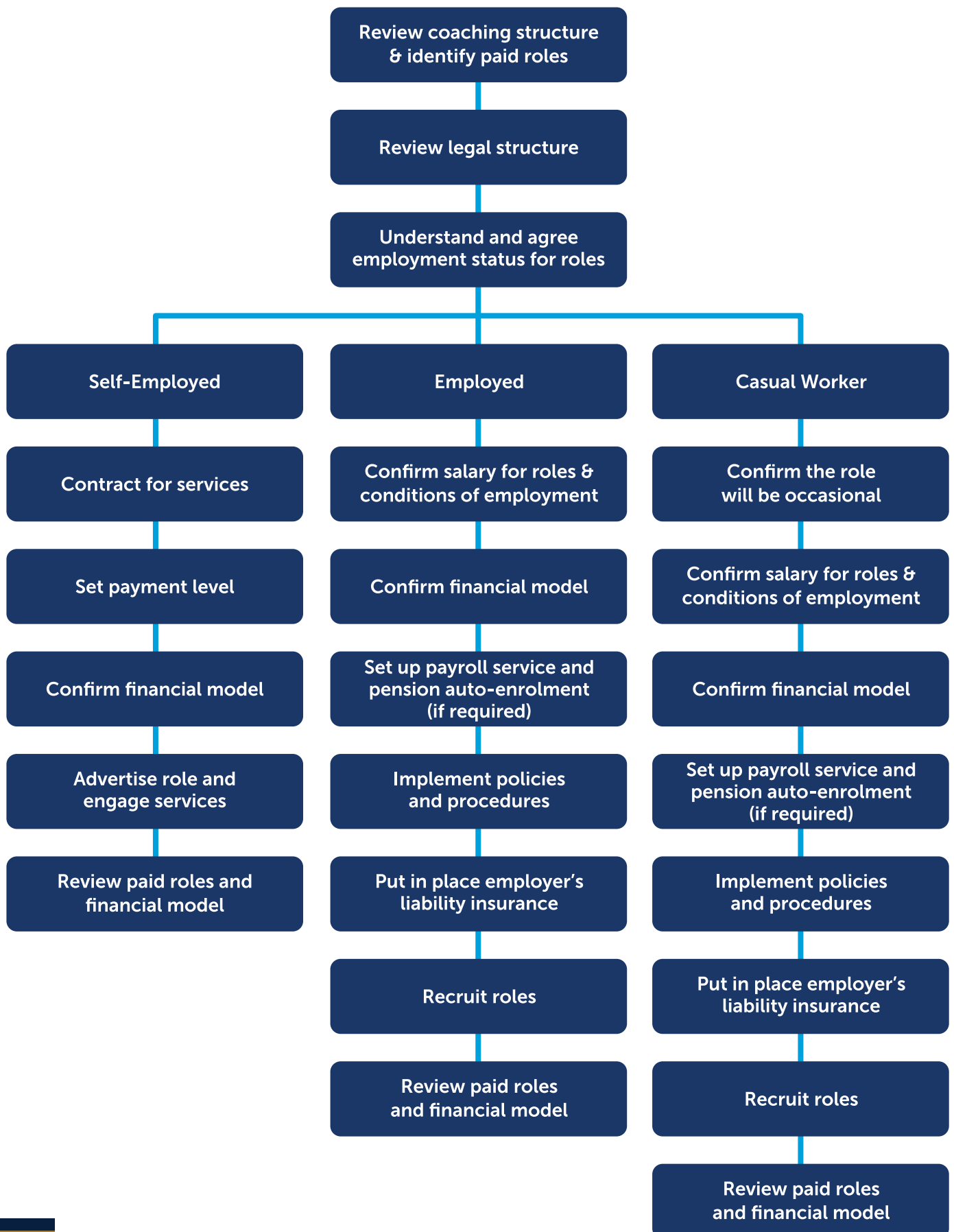
The athlete pathway

Coach knowledge requirements



Paying coaches Flowchart

The flowchart that follows sets out the key steps required when considering the implementation of a paid coaching structure. The subsequent sections provide further information for each of these steps.



Coaching structure & paid roles

If you haven't recently reviewed your coaching structure, then this is the right time to do so before you introduce or even consider paid coaching roles. Consider whether the structure you have is still appropriate for the current needs and operation of the club. Is it aligned to the athlete pathway? Is it supporting the club to achieve its vision? It is extremely important at this stage to focus on the roles rather than the individuals that fill the roles.

Having a clear coaching structure with defined roles within it is essential when introducing paid coaching roles. The coaching structure allows you to clearly set out what roles will be paid within your club and to provide clarity around why some roles will be paid and others may not.

Steps to review your existing club coaching structure

- 1 Is everyone clear on what the club's existing coaching structure is?
- 2 Are the roles within your existing coaching structure defined?
- 3 Is there clear lines of responsibility and accountability within the existing structure?
- 4 Are all coaches clear on what their role is and how it fits within the overall vision of the club?
- 5 Is the coaching structure aligned to the athlete pathway?
- 6 Are there support mechanisms in place for coaches throughout the structure (e.g. CPD, mentoring)?
- 7 Consult with coaches/members giving everyone the chance to share their opinions on the current and future coaching structure.

Steps to identify the right structure for your club

- 1 Have clarity on the vision, values and ambitions of the club.
- 2 Review and finalise your athlete pathway. Be clear on the NGB athlete and coaching pathways and how they can align to yours.
- 3 Provide clarity on the club's coaching philosophy. What are you trying to achieve? How do you plan to do it?
- 4 Based on feedback from coach/member consultation, and clarity gained from the points above, outline with a working group your new coaching structure.
- 5 Clarify roles within the coaching structure and identify if they are paid/voluntary.
- 6 Offer members a final opinion on the draft coaching structure.
- 7 Review feedback and finalise coaching structure and roles, ensuring it clearly aligns to support the athlete pathway.
- 8 Create role descriptions for each position in the structure so expectations and accountability are clear.
- 9 Highlight gaps in expertise and create plan to address this e.g. recruitment.
- 10 Identify someone to oversee the implementation and monitoring of the structure.
- 11 Ensure there is a development plan in place for coaches.

Clarify roles & responsibilities

Now that you have refined your coaching structure and identified the roles within it, you can use the template role outlines at the following link to formalise the roles. This can help with recruitment for each of the positions.

ROLE OUTLINES - <https://www.scottishathletics.org.uk/coach-role-descriptions/>

You can use the benchmark document on pages 14-17 to help you identify the qualifications, competencies and expectations of different roles. These are recommendations from **scottishathletics** but can be amended as you see fit for your club.

Going through this process is important to ensure you are clear on why certain roles are being paid.

Legal structures and employment

Before employing or engaging paid coaches it is important that the club considers its current legal status and understands the implications of employing or engaging coaches within that structure.

Unincorporated clubs have no legal personality and their committee members are personally liable for any decisions made on behalf of the club. The employment of staff or contract for services under this legal structure can present significant risks to a club and members.

An incorporated club, on the other hand, has a separate legal identity giving the members limited liability. This offers greater protection for members when employing staff, entering into contracts and carrying out significant income generating activities.

LEGAL STRUCTURES FOR YOUR CLUB - <https://www.scottishathletics.org.uk/legal-structures-document/>

Employment status

At this stage it is extremely important for the club to consider the relationship it wishes to have with the paid coaches. The club should be clear from the outset whether it intends to employ coaches or engage their services as self-employed coaches.

If the club intends to employ the coach(es) it will need to setup payroll or engage a third-party to run payroll for them. Further information on employment can be found in the 'Employing Coaches' section below.

Taking on a self-employed coach may seem like the ideal way to take the club forward, but care must be exercised when looking at their relationship with the club. Whilst it is expected that there would be a contract signed between the parties, HMRC would look to see what degree of 'direction, supervision and control' is within the contract, as a genuinely self-employed person would normally be their own boss.

Simple things like supplying kit or assisting financially to complete a qualification could suggest that the self-employed coach is in fact part of the club and not independent.

There is a third option that clubs may wish to consider known as 'worker' or 'casual worker'. Under this arrangement the individual fulfilling the role will have a contract and will occasionally do work for the organisation. They will be under the supervision of a manager (or similar) and they need to agree with the business's terms and conditions to get work. In this arrangement they aren't doing work as part of their own limited company as they would if self-employed. The worker can turn work down whenever it is offered to them and their work has to only be on an occasional basis.

Further information on employment status can be found at the following link on HMRC's website. <https://www.gov.uk/employment-status>

HMRC provides an Employment Status Indicator (ESI) service through which the status of a worker can be evaluated. <https://www.gov.uk/guidance/check-employment-status-for-tax>

Whilst this seems like a daunting process, there is support available via **scottishathletics**. If a club wishes to engage coaches on a self-employed basis, they should first contact their National Club Manager for further advice.

CONSULTANCY AGREEMENT WITH AN INDEPENDENT CONSULTANT -
<https://www.scottishathletics.org.uk/consultancy-agreement-final/>

Employing coaches

As outlined on page 10 the club will need to put in place a payroll service in order to employ coaches. In addition, the club will be required to have in place policies and procedures for human resources and employers' liability insurance.

To assist clubs that are employing staff, **scottishathletics** has in place a partnership with French Duncan to provide HR support to clubs. Through this service template policies and procedures are available and guidance can be offered on payroll services and employers' liability insurance.

The support service will also help you to form the appropriate contract(s) for the role(s) you are employing and will be able to offer advice on the line management of the roles.

You should also register as an employer with HMRC.

<https://www.gov.uk/register-employer>

At this stage the club should consider who the paid coaches will report to as the line manager. As with any role you advertise the club should consider the person specification for the role of line manager.

Conditions of employment

On pages 14-17 of this guidance booklet there is a benchmarking table provided showing recommended salary scales for the different types of coaching roles you may be looking to pay. This guide has been created to provide a platform on which coaching as a profession can be developed, taking into consideration qualifications, skills and experience amongst other areas. It has also been benchmarked across other sports as well as educational establishments to provide appropriate scales. Although this is only a guide for clubs, we strongly recommend as a minimum that the hourly rate for all paid roles is at least in line with the national living wage.

Once you have established an hourly rate for each role and identified the number of hours each role will work, you will be able to create a total cost for the coaching team. To help you do this we have created a salary calculator that can be accessed via the Our Team section of ClubServe. This salary calculator is designed for use by those employing roles therefore it includes pension contributions and on-costs (e.g. National Insurance contributions and potential redundancy payments), the HR support service will provide further advice on auto-enrolment for pensions.

When finalising the budget for paid coaching roles, the clubs should also consider the finance required for covering potential travel expenses and purchasing any equipment necessary for the role.

Further advice on conditions of employment can be found in the contract templates or from the HR support service. The club will also need to set out the duration of the contract.

Financial model

To ensure the sustainability of the paid coaching roles the club should have in place a financial model that outlines the income generating activities planned to sustain the posts. Aside from the payment for coaches there may be other costs you need to consider as part of this process e.g. facility hire. Clubs also need to consider, and budget for, annual increases in salary recognising inflationary and cost of living increases.

Your income generation activities will be key to sustaining the roles and should be planned in line with the vision of the club. Outlined below are some key income generation activities that could be considered by the club when preparing a financial model for paying coaching roles.

- Membership fees – there may need to be a planned approach to increasing fees to cover the additional costs. This can be done in consultation with members to ensure there is buy-in. Being clear with the members on the reasons and benefits for the increase will be key in gaining support.
- Payment plan and systems – this could be the ideal time to consider introducing monthly direct debits if you do not already offer that facility for memberships. As well as reducing administration and money handling on training evenings it may also make forecasting and planning easier for the club. Speak to your National Club Manager about booking systems that other clubs are using.
- Recreational athletics programmes – as demonstrated in many clubs and facilities across Scotland, Run, Jump, Throw or similar programmes can be a great way to generate additional revenue for clubs whilst more importantly introducing young people to athletics in a fun and engaging learning environment. Some great examples from Scottish clubs can be viewed on page 20.
- Recreational running groups – jog**scotland** or similar initiatives can be a great way to engage a different audience in your club and create a new revenue stream. Examples of good practice from Scottish clubs can be viewed on page 20.
- Gift Aid - clubs with charitable status will be able to utilise Gift Aid to raise additional income.
GIFT AID FOR CHARITABLE CLUBS - <https://www.scottishathletics.org.uk/gift-aid-and-membership-for-charitable-clubs-one-pager/>
- Events – many clubs already have in place their own events programmes and this can be a great route for attracting additional income. Well planned and operated Open Graded events, for example, can bring in revenue from members and non-members alike.
Further guidance on organising events can be found at the following link:
<https://www.scottishathletics.org.uk/events/organising-an-event/>
- Regular & Structured Fundraising – a traditional method of raising additional funds for your club but one that still generates thousands across the sport every year. Particularly if you know what is regular and consistent on an annual basis and can budget accordingly.
FINANCIAL MODEL TEMPLATE - <https://www.scottishathletics.org.uk/financial-model-template/>

All clubs should already produce a financial forecast for the year, and this will become even more important if introducing paid coaching roles. The forecast allows you monitor your finances throughout the year and identify and address any challenges at an early stage.

YEARLY FINANCIAL FORECAST TEMPLATE - <https://www.scottishathletics.org.uk/yearly-financial-forecast-template/>

Monitoring and review

Once you have finalised the paid roles, created the role descriptions for them and identified the position within the club that will line manage the paid positions, it is important to establish and document protocols for monitoring performance.

Hopefully you will already have in place codes of conducts setting out standards that you expect from your volunteers.

As well as reviewing the performance of the paid roles, it is important that a process is established for monitoring the financial impact of the roles, and monitoring the financial model you have set out to establish above. Where the club is engaging self-employed coaches, the contract should set out the expectations of the service provider (coach).

TEMPLATE APPRAISAL FORM - <https://www.scottishathletics.org.uk/template-appraisal-form/>



Benchmarking

The following benchmarking document has been designed to create industry standards for paying coaches in athletics in Scotland. In addition to outlining recommended rates of pay, this document will help you identify the qualifications, competencies and expectations of different roles. These are recommendations from **scottishathletics** but can be amended as you see fit for your club.

ROLE	QUALIFICATION/ TRAINING	EXPECTED COMPETENCIES AND EXPERIENCE	EXPECTATIONS	PERFORMANCE MEASURES
Club Head Coach/Mentor	L3+/IAAF U20+ Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	Experience of developing athletes to Scottish senior international level Ability to plan and monitor progress Line management experience and/or ability to lead staff and volunteers Delegation skills Interpersonal skills to work with, and get the best from other people Honest/transparent/empathetic/open Understanding of talent development Ability to plan for the succession of roles throughout team Understanding of higher and further education sector Understanding of scottishathletics coach education and development structures Understanding of athlete health and wellbeing and knowledge of support services	Ongoing role-specific CPD Provide mentoring support to coaching team Working relationship with scottishathletics Practical coaching delivery at club sessions Ensure risk assessments are completed for all sessions Working with the club committee to ensure coaching strategy is delivered Engagement with parents/guardians	Evidence of personal development specific to role Personal development plans and planning of appropriate CPD for club coaching team Retention of coaches/athletes Physical competencies of athletes against national pathway/standards Athlete health & wellbeing Evidence of progress against club coaching strategy
Coach Coordinator/ Manager	L2+/IAAF U16 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	Ability to plan and monitor progress Line management experience and/or ability to lead staff and volunteers Delegation skills Interpersonal skills to work with, and get the best from other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding of scottishathletics coach education and development structures Understanding of athlete health and wellbeing and knowledge of support services	Ongoing role-specific CPD Provide individual coach development plans Working relationship with scottishathletics Practical coaching delivery at club sessions Risk assessments Working with the club committee to ensure coaching strategy is deployed Engagement with parents/guardians	Evidence of personal development specific to role Retention of coaches/athletes Physical competencies of athletes against national pathway/standards Athlete health & wellbeing Evidence of progress against club coaching strategy

ROLE	QUALIFICATION/ TRAINING	EXPECTED COMPETENCIES AND EXPERIENCE	EXPECTATIONS	PERFORMANCE MEASURES
Head Children's Coach/Lead Coach	L2+/IAAF U12 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	<ul style="list-style-type: none"> Planning skills Interpersonal skills to work with, and get the best from, other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding scottishathletics coach education and development structures Experience of working with children Knowledge of local school/community Programmes Understanding of athlete health and wellbeing and knowledge of support services Engagement with parents/guardians 	<ul style="list-style-type: none"> Ongoing role-specific CPD Provide individual coach development plans Working relationship with scottishathletics Practical coaching delivery at club sessions Risk assessments Working with the club committee to ensure coaching strategy is deployed 	<ul style="list-style-type: none"> Evidence of personal development specific to role Physical competencies of athletes against national pathway/standards Participation in events Retention of athletes Improved performances Athlete health & wellbeing
Children's Assistant coach	L1/Insured Clean Sport (online) Safeguarding (online) Disability Inclusion Training (online)	<ul style="list-style-type: none"> Interpersonal skills to work with other people Honest/transparent/empathetic/open Understanding of athlete health and wellbeing and knowledge of support services 	<ul style="list-style-type: none"> Committed to the club/athletics Committed to develop 	<ul style="list-style-type: none"> Evidence of personal development specific to role Athlete health & wellbeing Delivery of plan agreed with head coach
Event Specialist	L3/IAAF U16/U20 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	<ul style="list-style-type: none"> Event-specific knowledge Planning skills Interpersonal skills to work with other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding of scottishathletics coach education, development structures and event group (tech models) Knowledge of age & stage development Understanding of what it takes to win (senior level) Understanding of athlete health and wellbeing and knowledge of support services 	<ul style="list-style-type: none"> Ongoing role/event specific CPD Provide individual coach development plans Working relationship with scottishathletics Practical coaching delivery at club sessions Risk assessments Working with the club committee 	<ul style="list-style-type: none"> Physical competencies of athletes against national pathway/standards Participation Retention of athletes Improved performances Athlete health & wellbeing Evidence of personal development specific to role Athletes transitioning to senior level

ROLE	QUALIFICATION/ TRAINING	EXPECTED COMPETENCIES AND EXPERIENCE	EXPECTATIONS	PERFORMANCE MEASURES
Event Group Lead Coach	L2/L3/IAAF U16/U20 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	Planning Skills Interpersonal skills to work with other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding of scottishathletics coach education, development structures and event group (tech models) Knowledge of age & stage development Understanding of athlete health and wellbeing and knowledge of support services	Ongoing role-specific CPD Provide individual coach development plans Working relationship with scottishathletics Practical coaching delivery at club sessions Risk assessments Working with the club committee	Physical competencies of athletes against national pathway/standards Participation Retention of athletes Improved performances Athlete health & wellbeing Evidence of personal development specific to role
Event Group Assistant Coach	L1/L2/IAAF U16/U20 Clean Sport (online) Safeguarding (online) Disability Inclusion Training (online)	Interpersonal skills to work with other people Honest/transparent/empathetic/open Can follow instruction/lead a session Understanding of athlete health and wellbeing and knowledge of support services	Committed to the club/athletics Committed to develop	Evidence of personal development specific to role Athlete health & wellbeing
Community Athletics Coach	L2+/IAAF U12 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	Planning Skills Interpersonal skills to work with other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding of scottishathletics coach education and development structures Experience of working with children Knowledge of local school/community programs. Understanding of athlete health and wellbeing and knowledge of support services	Ongoing role-specific CPD Provide individual coach development plans Working relationship with scottishathletics Practical coaching delivery at club sessions Risk assessments	Physical competencies of athletes against national pathway/standards Participation Retention of athletes Improved performances Athlete health & wellbeing Evidence of personal development specific to role

ROLE	QUALIFICATION/ TRAINING	EXPECTED COMPETENCIES AND EXPERIENCE	EXPECTATIONS	PERFORMANCE MEASURES (Athlete perspective) *
Independent Coach	L3/AAAF U16/U20 Safeguarding (online) Equality (online) Disability Inclusion Training (online) Clean Sport (online)	Event-specific knowledge Planning skills Interpersonal skills to work with other people Honest/transparent/empathetic/open Understanding of talent development Succession planning Understanding of scottish athletics coach education, development structures and event group (tech models) Knowledge of age & stage development Understanding of what it takes to win (senior level) Understanding of athlete health and wellbeing and knowledge of support services	Olympic Medal Zone International Athlete World top -12 GB International – Senior European Junior Medal Club level athlete One 2 One Sessions (athlete requests)	Improved performances Athlete health & wellbeing Injury management Evidence of coach CPD Delivery of agreed plan

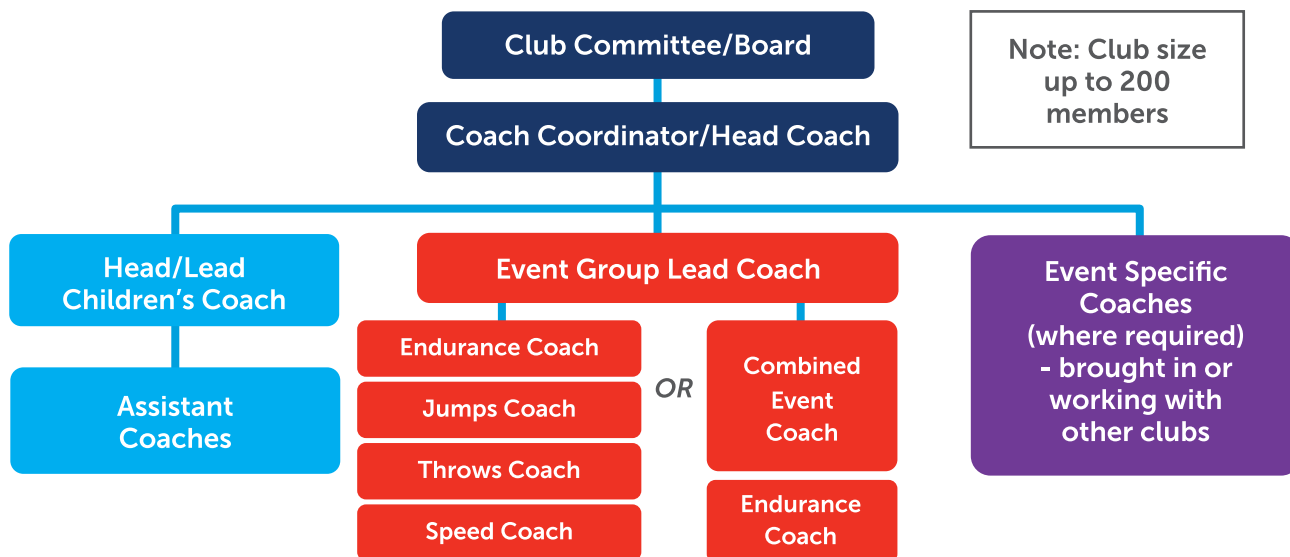
* The organisation/athlete engaging the services of an independent coach should be mindful they are not employing the coach. The consultants obligations should be set out in the contract for services.

Example Coaching Structures

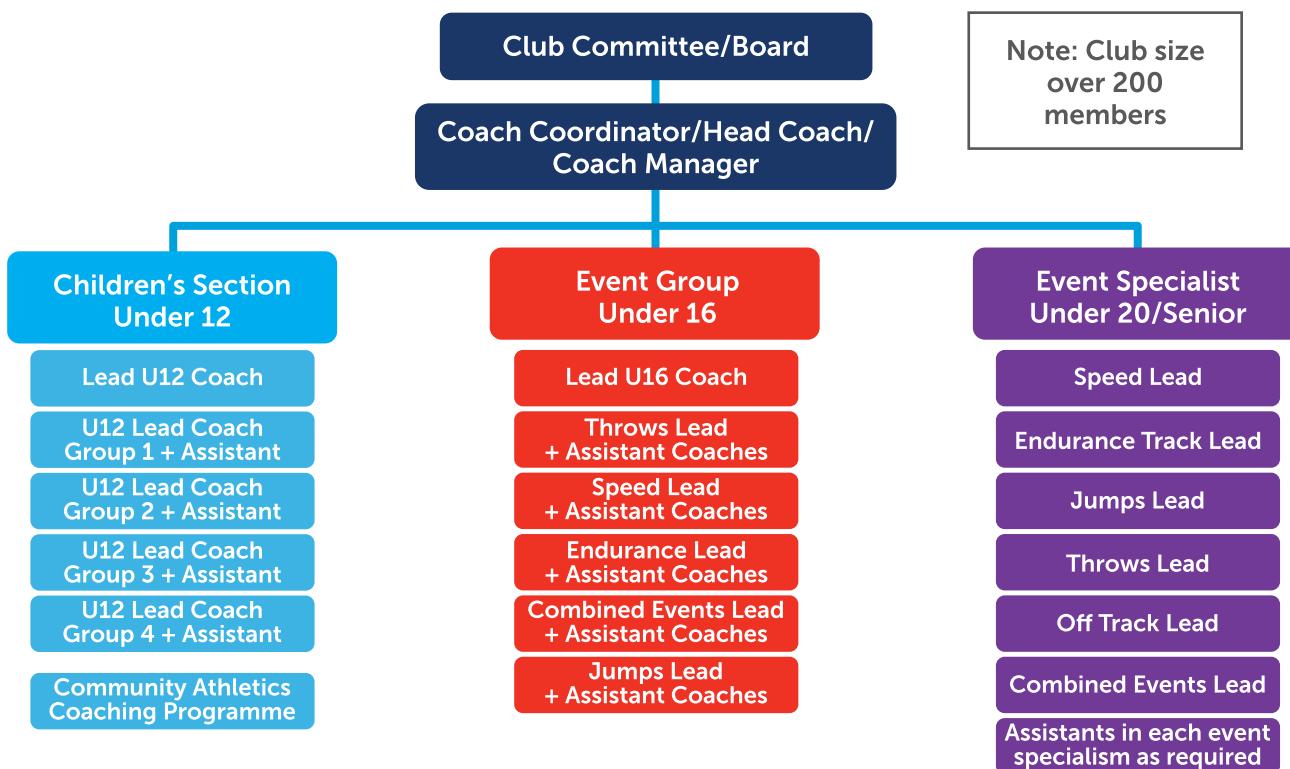
It is important for athletics and running clubs to have a transparent, clear and progressive coaching structure. The following three diagrams are coaching structure examples for club environments - these are for a small athletics club (up to 200 members), a large athletics club (over 200 members) and for a running club.

In each circumstance and for each example the club will modify these to take into account local circumstances including, for example, - available coach resource, facilities, club's vision and objectives.

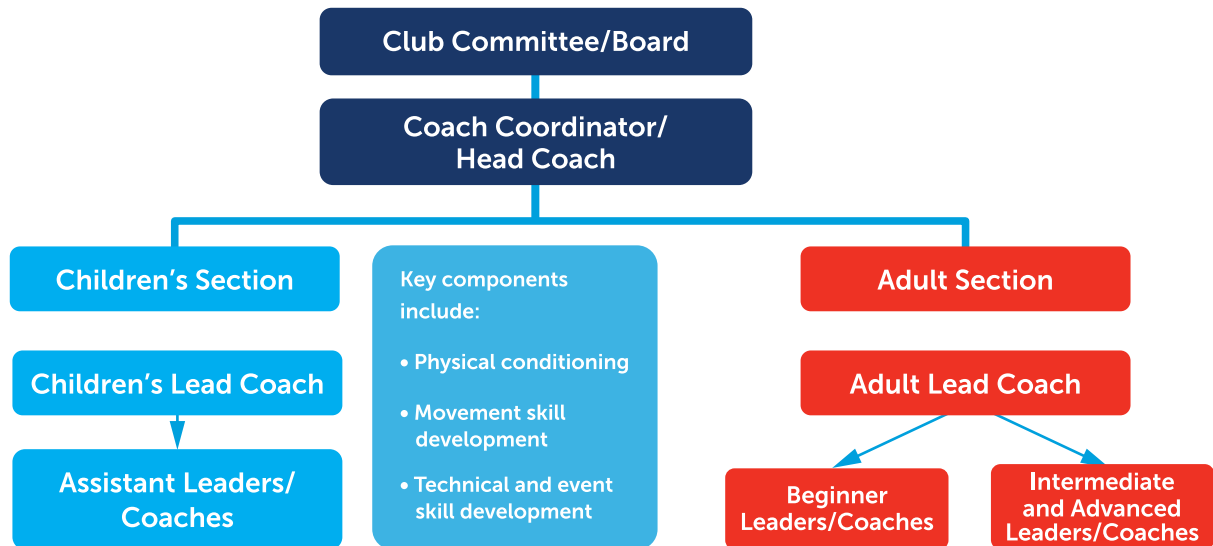
Small Club Coaching Structure



Large Club Coaching Structure



Running Club Coaching Structure



Case Studies

Livingston AC West Lothian

430 members a 216% increase in six years

151 Club athletes | 201 Run, Jump & Throw | 26 jogging members | 52 coaches/officials/volunteers

The Club's Run, Jump and Throw (RJT) programme has expanded to 13 sessions per week (ten at Craigswood Sports Centre and three at school sites) which includes term time blocks and a significant Easter and Summer holiday programme.

To support this development the club have appointed three Club Development partnership posts – Club Business Officer (11 hours per week), Coaching and Pathways Co-ordinator (7 hours per week) and Community Athletics Coach (20 hours per week).

The overall annual investment in these roles is circa £24k per annum. In addition, the club uses a number of paid coaches - event group coaches, jogging lead and additional Run, Jump and Throw assistant coaches. For the coaching roles the club has established payroll and have taken out Employer's Liability Insurance. Supporting the paid staff are over 40 regular and committed volunteers supporting the club's activities.

Kilbarchan AAC Renfrewshire

650 members

280 in Kilbarchan AAC Track Stars programme for young athletes aged 7 | Delivered by nine paid coaches up to 6hrs per week

There are currently seven weekly coaching sessions delivered across two evenings with plans for further expansion.

The Club employ a 15 hour per week Pathways Development Officer to support club, volunteer and athlete development.

The Track Stars programme is delivered by a total of nine paid coaches delivering up to six hours per week – these are mainly young coaches who are involved with Kilbarchan AAC as developing athletes. Outside the Track Stars programme the remainder of the club coaching sessions are delivered by volunteer coaches.

Team East Lothian AC East Lothian

350 members

130 athletes in main athletics club squad programme | 220 athletes in community/recreational programmes

First established in 2012, TELAC have a unique and modern approach to club and athletics development. To deliver this programme the club engage the following paid positions:

- 1 x Athletics Development and Community Engagement Officer (full time in partnership with Local Authority, Leisure Trust and **scottishathletics**)
- 1 x Finance & Administration Officer (30 hours per month)
- 5 x Lead Event Group Coaches (up to 5 hours per week)
- 3 x Assistant Event Group Coaches (up to 5 hours per week)

- 1 x Lead Physical Literacy & Conditioning Coach (up to 5 hours per week)
- 2 x Assistant Physical Literacy Coaches (up to 4.5 hours per week)
- 6 x Run Jump Throw, after school athletics (up to 8 hours per week)

As per other clubs this is delivered alongside a dedicated volunteer workforce providing circa 9000 hours per annum to support the development of the club and athletics in East Lothian.

Key contacts

HR Support Service

Please contact your National Club Manager in the first instance

scottishathletics

<https://www.scottishathletics.org.uk/about/people/staff/#development>

Club Development

development@scottishathletics.org.uk

Coach Education & Development

coaching@scottishathletics.org.uk





scottishathletics Ltd
Caledonia House South Gyle
Edinburgh EH12 9DQ

0131 539 7320
admin@scottishathletics.org.uk
www.scottishathletics.org