

Sport RCT Case Study

Developing people – Casual Coaching Team

Our casual coaching team provides us with a workforce to get more people, more active, more often. We have recently redesigned our coach recruitment process to create a more reliable workforce that can help meet the needs of our team, our partners and our communities.

In recent years we noticed a decline in applications from coaches, and that those applying lacked experience and the level of qualifications we were used to. One possible explanation for this could be the impact of the covid pandemic, as we typically recruit young coaches from college and university. The covid pandemic significantly affected these institutions and inhibited sports students from gaining the usual hands-on experience. Historically we had only employed coaches with a level 2 qualification or above, but with a lack of applications we altered our criteria. We adapted into a person-centred approach and recruited and invested in young coaches with passion and motivation to develop.

We provided opportunities for formal and informal training, coaching, mentoring, and peer support, and created a learning environment for them to grow and succeed. There were some challenges as mistakes were made by new coaches that lacked the experience and expertise of previous coaches, but over time the frustrations decreased

as the coaches' confidence and skill sets grew. This new approach has created a strong coaching team that can deliver in a range of different environments to a range of ages and abilities. This has created more opportunities for residents to be physically active. We are generating more partnerships and receiving more requests for coaches to support them on projects, particularly within our most deprived communities. We have also seen an increase in the number of coaches moving into full time employment within our sector.



"The children really enjoyed the sessions. I took away some very good fun ideas. The children always look forward to the session when you tell them Sport RCT are joining us!"

Partner – RCT PIPYN

"Sport RCT coaches are credit to themselves. They have helped us with events and projects, and have been nothing but professional, and have created a fantastic environment." Partner - Teacher

"The pleasure I get as a coach is very rewarding. Giving young people ownership of the sessions, playing with friends, seeing them smile, engage, and respect each other and respect the staff." Coach

"Working with Sport RCT has been an experience where I can continue to develop a wide range of coaching and development skills." Coach



1561
hours delivered



42
training opportunities



7
coaches now in full time employment



437
sessions delivered



13
partners



£25,752
income generated



6
new partners



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