



On behalf of LaSalle Stompers Soccer Club, we would like to thank you for your interest in applying for a position in our Club. LaSalle Stompers Soccer Club is making great strides in developing our program and look forward to working with you in achieving our goals.

Part of program development is to ensure that LSSC is following all Ontario Soccer Association (OS) initiatives including volunteer screening. Volunteer Screening is an integral part of any program as we strive to meet our duty of care by providing the best quality coaching and a safe and enjoyable environment for our players, parents and volunteers. Please see attached the proposed Volunteer Screening Policy to be put into place this fall.

To further improve upon the development of our players, we have refocused our pyramid of play to include all Representative, Grassroots and All-Star teams under one umbrella called the Travel Team Program. Over the coming years, we will increase our efforts on cooperative age group specific development within these programs. Combining this with a greater focus on House League coaching development, we strive to provide the best development opportunities for our players.

Manadatory Courses must be taken, prior to Start of **2024 Season**: Included in “mandatory” but not limited to:
Making Ethical Decisions, Emergency Action Plan, Respect in Soccer, Making Headway, Soccer for Life (13+), Learn to Train (9-12), Fundatmentals (6-9) Active Start (4-6)

No matter if you are a new applicant to the Travel Team program, or a returning coach please ensure the following is done to ensure your application can be processed.

Application and screening measures please submit the following:

- 1) Application form – please ensure that your application is filled out completely.
 - **Application Deadline is: August. 21st, 2023**
- 2) Copies of your coaching certification that you have achieved to date.
- 3) Police Records Check – Will be required at a later date, prior to your interview process at which time you will be refunded upon approval for coaching position.
- 4) References will be checked, if necessary, please ensure you list three personal references in your application.
- 5) Personal Interview if necessary – you will be contacted by one of the committee members to schedule your interview. Once again, thank you very much for your interest in coaching with LaSalle Stompers Soccer Club, and we look forward to receiving your application.

Sincerely yours,
LSSC Competitive Committee

LaSalle Stompers Soccer Club Screening Policy

In its leagues and development programs, **LaSalle Stompers Soccer Club** depends on volunteer coaches, managers and conveners, and a staff of qualified technical coaches.

Assessment of Risk

The first principle of screening is risk management, which simply means “What could go wrong here” and “How do we avoid it?” Risk management involves looking at the possibilities of loss or injury that might arise in programs, activities and services and taking steps to stop, minimize, prevent or eliminate them all together. This includes the Club’s obligation to take all reasonable measures to care for and protect their participants from harm. The need to screen an applicant is dictated by the nature of the position and its inherent level of risk. When determining risk consider such factors as the participant, the environment, the nature of the activity, the level of supervision and the nature of the relationship.

For example, a high risk position is defined as a position in which staff members, volunteers, or Board members are in direct contact with, or provide direct service to, vulnerable individuals, and in particular when the applicant will be in a position of trust, power or influence and whose contact is unsupervised and/or takes place off site.

Definition of Positions:

The various levels of play in the sport have been ranked according to the level of risk associated with that position and the appropriate screening measures have been assigned to each level of risk.

High Risk Positions:

- Competitive team Coaches and Managers: Rep, Festival Teams
- Development camp leaders and staff: Indoor development camps, summer camp and academy programs

Medium Risk Positions:

- Recreational team volunteer parent coaches
- Non-parent volunteer coaches in all recreational divisions
- Recreational division conveners

Low Risk Positions:

- Recreational team volunteer officials

BOUNDARIES/ LIMITATIONS:

- Shall never be alone with a player
- Shall not be responsible for transportation to/from practices/games/tournaments

- Shall be a role model - no drugs/alcohol/smoking or abusive language at practices/games/tournaments
- Shall comply with the Dress Code as defined by the Club
- Shall ADHERE to OSA and Club policies
- Shall embrace Club values, principles, and policy as per Club Constitution
- Shall demonstrate the ability to set and maintain standards for players (i.e. respect, self-discipline, fair play)

Screening Measures

High Risk

- Application Form (with references)
- Interview by Selection Committee
- References Checked Out
- Police Records Check
- Evaluation by Club

Medium Risk

- Application Form (Reference Checks Optional)
- Police Records Check

POSITION: **COMPETITIVE/FESTIVAL OFFICIALS**

RISK LEVEL: **HIGH RISK POSITION**

RESPONSIBLE TO: **Competitive Club Coach**

GOALS:

- Instruction in advanced soccer skills
- Positional play and individual roles on a team
- Competition at a high level of play
- Building and maintaining team chemistry while fostering individual excellence
- Encouraging commitment and self-discipline
- Playing for the 'love of the game'

ACTIVITIES:

- Weekly practice & game(s) for players (maximum number of players as set by the league)
- Tournament play - travelling and overnight stays
- Upgrading qualifications through coaching certification clinics as mandated by the Club and the League

RESPONSIBILITIES:

- Establishment of a Coaching staff: Assistant(s), Manager, and Trainer in accordance with Club policy
- Team Committees with assigned responsibilities as determined by Coach and facilitated through the Team Manager
- Establish behaviour expectations on part of players in accordance with Club Policy
- Extensive knowledge of the Game
- Attendance at Competitive Coaches' meetings
- Participation in all related coaching clinics as established by the Club
- Familiarity with Club policies pertaining to Competitive teams
- Familiarity with the Club's Competitive Coaches' Code of Conduct
- Background in injury prevention and management
- Adherence to coaching standards as set by the Head Coach

BOUNDARIES/ LIMITATIONS:

- Shall never be alone with a player
- Shall not be responsible for transportation to/from practices/games/tournaments
- Shall not be responsible for water or snacks
- Shall be a role model - no drugs/alcohol/smoking or abusive language at practices/games/tournaments
- Shall comply with the Dress Code as defined by the Club
- Shall adhere to OSA and Club policies
- Shall embrace Club values, principles, and policy as per Club Constitution
- Shall demonstrate the ability to set and maintain standards for players (i.e. respect, self-discipline, and fair play)

SKILLS/QUALIFICATIONS/EXPERIENCE:

- As set by the Club and the League in the team plays
- Knowledge of all aspects of the Game
- Experience as a player with ability to instruct through demonstration
- Ability to relate to the 'age' of the player
- Minimum age requirement – 21

PERSONAL TRAITS/QUALITIES:

- Interest
- Positive role model
- Fair-minded, sportsmanlike approach
- Ability to communicate with players, parents, and officials
- Patience, understanding and a sense of humour
- Ability to exercise good judgement and to discipline in accordance with Club General Policy and Competitive Coaches' Code of Conduct

ORIENTATION TRAINING:

- Maintaining coaching levels as established by the OSA/ Club/ League
- Awareness of personal health issues and safety practices
- Clear understanding of Club policy regarding Competitive team matters

SUPPORT/SUPERVISION & EVALUATION:

- Club Official will be in attendance at random practices and/or games
- Respond to directives from Competitive Team Co-ordinator
- Player/ Parent evaluation forms as per Club policy

MANDATORY ACTIVITIES:

- Clinics as mandated by the Club
- Weekly practice(s) and game(s)/tournaments
- Player evaluation and selection
- Communication with parents

WORKING CONDITIONS:

- Indoors/Outdoors - variety of practice conditions
- Times for practices
- Commitment from approval by Selection Committee to end of season

BENEFITS (VOLUNTEER):

- Working with young people
- Imparting the values of active participation, team work, and fair play
- Overseeing the development of players to their potential
- Assisting athletes in trying to be the best that they can be
- Community contribution

SCREENING MEASURES:

- Competitive team application form with personal references to be checked
- Interview(s) with Competitive Team Selection Committee
- Mandatory Police Records Check
- Documented monitoring by Club Representative(s) such as Club Official