



# **WOMEN'S COACH DEVELOPMENT PROGRAMME**

Introduction and Programme Specification



## Welcome...

Coaches,

It is with great pleasure that I can introduce you to England Boxing's 'Women's Coach Development Programme' (WCDP).

A big congratulations to you if you are reading this introduction, as you along with 11 other coaches have successfully made it onto this year's cohort of the WCDP. This will be a 12-month journey to develop your individual coaching expertise.

Boxing for many years has been a male dominated sport, however, most clubs now have a woman coach in their club environment. This is great, but how much coaching are they allowed to deliver? Are they getting development opportunities?

We did a survey of the barriers coaches felt they faced with in the sport. The results were quite shocking!

- \* Harder to gain respect from coaches, boxer's and parents
- \* Bullied into doing things the man's way
- \* Coaches, boxers questioning your knowledge and ability
- \* Judged rather than encouraged
- \* Feeling like you are just not good enough
- \* Having to work harder just to prove yourself
- \* Not progressing/being held back/not supported by head coach
- \* Talked down to
- \* Feeling Isolated
- \* Intimidated
- \* Under estimated
- \* Being made to feel small
- \* Not being taken seriously

There is a need to change the culture from within the sport, have more visibility and gain experience without the fear of being told we are getting it wrong. We need to give women a chance to develop, let them build their confidence and coaching skills in an environment where they aren't considered a woman, just purely a coach!

The WCDP is part of our RAIR programme, our objectives are to:

**Retain** women and girls and encourage them to stay in the sport after competition as coaches and officials to help sustainability.

**Aspire** to make the sport more accessible for women and girls across the board from grassroots to Performance Pathway

**Inspire** females across the sport and to create more role models and leave legacies,

**Rise** up, develop, grow, and shine! You are good enough!

This coaching programme is aimed to help boost confidence, create a safe space to learn, share and develop with a mentorship link and create a network of likeminded coaches.



## Key features of the programme...

- Embarking on a 12-month learning journey.
- Using reflection to develop your self-awareness.
- Assigned your own mentor.
- Commit to one x two-day and four x one-day weekend workshops focusing in different 'crafts' of coaching.
- Commit to attend the online sessions and workshops.
- The programme is delivered by expert coaches and mentors.
- Access to quality guest speakers within their own specialist fields.
- Opportunity to observe, support and shadow on Women's Aspire Programme and a Performance Pathway Camp.
- Networking and peer learning opportunities.
- Community of practice.
- An individual review on completion of the 12 months to explore further areas for each coach to take ownership and continue their development beyond the programme.
- Graduation Ceremony.

## Application Process 2023



## WCDP Timeline 2023



## Programme Specification

Title:	England Boxing Women's Coach Development Programme
Programme Overview:	Gives learners the knowledge, skills, and confidence to develop and grow through sessions in a safe environment.
Programme Start:	April 2023.
Programme Assessment:	Learner must be invested in their own development and will be assessed on input and attendance of sessions.
Programme Objective:	This programme enables the learners to become a more competent and confident coach.
Programme Purpose:	Prepare for coaching in a fast-paced club environment.

### Who is this programme for?

The qualification is designed to prepare aspiring coaches in club environment. It is appropriate for Level 1 and 2 England Boxing coaches wishing to further develop, refine and enhance their coaching skills to assist boxers' development and progression.

### Programme Outcomes

Throughout the programme you as a coach, will gain independent feedback on your coaching practice from the coach tutor, mentors, and your peers on the course. As a coach, you will access ideas and opinions from a range of coaching experts which you will be able to use to inform and transform your choice of practice.

There will be opportunities for you to enhance your knowledge by being in a challenging but safe environment.

You will develop a high level of self-awareness and reflective practice, which will allow you to show a commitment to advancing your own practice to a high level with better developed communication, leadership, and coaching skills. You will acquire attributes reflecting personal excellence that underpins and leads to effective coaching practice.



## **Programme Progression**

On graduation of the programme, learners may choose to develop their skills by participating in continuing professional development (CPD) opportunities offered within England Boxing. Learner's will gain the opportunity to develop their learning and knowledge with the Women's Aspire Programme. In addition, they may wish to progress their knowledge of coaching methods and practices in a specific area of interest and may wish to take workshops and/or alternative learning opportunities offered by England Boxing and other organisations such as UK Coaching.

Learners should look to develop their learning and knowledge of boxing by working with other, more experienced coaches and by attending regional squad sessions.

## **Entry Requirements**

Learners must be a minimum of 18 years old at the time of application for the course, they must also hold an England Boxing Level 1 or 2 Coaching Qualification for a minimum of one year.

## **Pre-requisite(s) or other entry requirements**

England Boxing will conduct an initial assessment of learners to ensure that the pre-requisites to registration and certification and any barriers that may disadvantage a learner under the Equality Act 2010 are considered and outcomes recorded during the application process.

At the time of application learners are required to:

- be accurately identified.
- be at least 18 years of age.
- have a current in date DBS.
- have a current in date 1<sup>st</sup> Aid Certificate
- have a current in date Safeguarding Certificate
- be registered on England Boxing database system 'The Vault' for the current season, with the above-mentioned criteria updated.

## **Course Cost**

The total cost for the course is £150.

The course must be paid by bank transfer or EB booking app by **Wednesday 5th April 2023** or you will not be able to participate or attend the course and your place may be offered to someone else.



## Venues

All face-to-face one-day workshops will be held at: the **English Institute of Sport**, Coleridge Road, Sheffield, S9 5DA.

Our first face to face workshop will be: Saturday 8<sup>th</sup> April 2023. Time: 10am to 4pm

The two-day residential in February, will be held at: **The Army Boxing Team**, Rawlinson Road, Aldershot, GU11 2EY.

Accommodation with bed and breakfast will be provided for this residential.

## Refreshments

Tea/coffee will be available throughout the day at the gym. Please bring your own food and water to keep you fuelled and hydrated.

For anyone that will require accommodation, there are various hotels in an around Sheffield. The Premier Inn Sheffield Arena is convenient and based not far from EIS.

You will need to cover your own travel costs for all workshops, please chat amongst the cohort with other coaches for the possibility to car share.

**Further workshops will be held in June and October 2023, January and February 2024 with the final workshop and graduation in March 2024. Dates TBC.**

## Online Sessions

There will be a series of online sessions which will be delivered by Microsoft Teams. Once we have received your payment for the course, we will send you a link and you will be added to a Microsoft Teams Channel. The dates will be announced shortly for the sessions to be held in,

**May, July, August, September and November 2023, January and February 2024.**



## Other Diary Dates

### Women's Aspire Programme

As a part of this programme, and to enhance your confidence and abilities, you are invited to attend all 5 of the Women's Aspire Programme 1 day sessions. These will all be held at the EIS and will be run from 12 – 4.30pm.

<b>Youth and Elite Boxers</b>	<b>School and Junior Boxers</b>
Sunday 12 <sup>th</sup> March 2023	Sunday 12 <sup>th</sup> March 2023
Sunday 21 <sup>st</sup> May 2023	Sunday 4 <sup>th</sup> June 2023
Sunday 5 <sup>th</sup> November 2023	Sunday 19 <sup>th</sup> November 2023

### Summer Camps

New for this year, we will be introducing two x one-day summer camp sessions which you are also invited to attend. Held at the EIS, and run from 12noon to 4.30pm, each session will host 50 female boxers and be run solely by the WCDP coaches. The dates for these are:

**Sunday 20<sup>th</sup> August 2023 – School and Junior**

**Sunday 10<sup>th</sup> September 2023 – Youth and Elite**

### **Course Contact**

Your contact for the course will be:

Name: Laura Sargeant

Phone: 07909967791

Email: [laura.sargeant@englandboxing.org](mailto:laura.sargeant@englandboxing.org)

You can contact Laura with any queries regarding the course between Monday to Friday, 9am to 5pm.





## **Lanyards**

It is the coach's sole responsibility to keep your lanyards up to date, this includes DBS, 1<sup>st</sup> Aid and Safeguarding. You will need to bring your lanyard to every face-to-face workshop/camp so please make sure they are valid and up to date or you will not be allowed to attend.

## **Service Level Agreement**

As part of this introduction pack, you will find a Service Level Agreement (SLA).

Please read and sign the agreement to acknowledge your commitment and understanding to the WCDP. If you have any additional needs that you would like to make us aware of, please add them here so we can help support and assist you in any way we can, so you get the best from this programme.

## Programme Structure

Learners must successfully complete all units to maximise their development.

Units	
Unit No.	Unit Title
1	Understanding self
2	Individual Development Plan
3	Padding with purpose
4	England Boxing Rules
5	Video analysis
6	Session planning
7	Corner Work
8	Video Analysis
9	Women In Boxing Conference
10	Sparring Masterclass
11	Army Residential
12	Performance Camp & Graduation Ceremony

## Optional Opportunities

Women's Aspire Programme

Regional Squad Sessions

Two x summer camps.

## Pathway Units

### Unit 1 – Understanding the principles of self-awareness

<b>Unit aim</b>	This unit assess the coaches' ability to understand self-awareness and will identify a range of methods to help develop and implement this.
<b>Delivery</b>	Face-to-face – English Institute of Sport

#### **Learning Outcomes:** The coach will learn and discover how to

Identify who is in their network

Identify strengths and weaknesses

Identify their coaching philosophies and values

Complete an Individual Coach Development Plan

Identify how to self-reflect and use it to progress their coaching practice

Use a reflective journal

### Unit 2 – Individual Development Plan

<b>Unit aim</b>	This unit will help the coach develop an achievable plan to progress their journey and strategies to fulfil their potential.
<b>Delivery</b>	Online session with mentor - Microsoft Teams

#### **Learning Outcomes:** The coach will learn and discover how to:

Identify short, medium and long term goals

Identify strengths to become super strengths

Have achievable goals

Identify any support needed and how to access it

How to identify when it has been achieved

Document in reflective journal



### Unit 3 – Padding with Purpose

<b>Unit aim</b>	This unit will help the coach develop confidence and varying techniques using coaching pads.
<b>Delivery</b>	Face-to-face – English Institute of Sport or Tamworth, TBC

#### **Learning Outcomes:** The coach will learn and discover how to:

Know the importance of padding with purpose

Identify the different types of pad work

Identify correct hand positioning

Deliver realistic padding – punches coming back

Deliver south paw padding

Deliver partner pads and drills

Document in reflective journal

### Unit 4 – England Boxing Rules & Regulations

<b>Unit aim</b>	This unit will help the coach develop an understanding of the rules and enhance their coaching knowledge
<b>Delivery</b>	Online Session – Microsoft Teams

#### **Learning Outcomes:** The coach will learn and discover how to:

Have a better understanding of the rules and regulations of the sport

Identify scoring criteria

Understand the code of conduct

Understand the matchmaking matrix

Identify how this knowledge can be used in coaching

Document in reflective journal

## Unit 5 – Video Analysis

<b>Unit aim</b>	This unit will help the coach understand what to look for during a bout. They will be able to gain vital information on their opponent but also be able to analyse their own boxer.
<b>Delivery</b>	Online Session – Microsoft Teams

### **Learning Outcomes:** The coach will learn and discover how to:

Observe the bout round by round

Identify the strengths and weaknesses of boxer and opponent

Understand the bout and the scoring

Utilise the information

Feedback in the corner

Use feedback after the bout

Add work-ons in training

Document in reflective journal

## Unit 6 – Session planning and programming

<b>Unit aim</b>	This unit will help the coach plan and adapt sessions. It will also touch on periodisation.
<b>Delivery</b>	Online Session – Microsoft Teams

### **Learning Outcomes:** The coach will learn and discover how to:

Plan a session

Adapt a session

Identify the different cycles

Plan the different cycles

Have a go at a one-year planning programme

Document in reflective journal

## Unit 7 – Corner Work

<b>Unit aim</b>	This unit assess the coaches' ability to corner effectively in a safe environment, be put out of their comfort zone and how to react when under pressure
<b>Delivery</b>	Face-to-face – English Institute of Sport

### **Learning Outcomes:** The coach will learn and discover how to:

Be confident in the corner

Learn how to be aware of body language and linguistics

Have time awareness

Use vital information

Analyse the bout and adapt tactics

Use and receive feedback

Document in reflective journal

## Unit 8 – Reflective Coaching Practice

<b>Unit aim</b>	This unit will help the coach develop an understanding of reviewing and revisiting coaching practices, feedback, adapting and changes they have made.
<b>Delivery</b>	Online Session – Microsoft Teams

### **Learning Outcomes:** The coach will learn and discover how to:

Reflect on what they have done and achieved through the programme

Identify the process

Review their practice, journals and IDP

Note any significant changes and adaptations

Identify any patterns forming

Identify what has been achieved and reset goals

Document in reflective journal



## Unit 9 – Women In Boxing Conference

<b>Unit aim</b>	This unit is used as a celebration of Women In Boxing and a vital networking event to grow their circles and meet likeminded women. The event will include guest speakers and relevant topics. It will also include the Women in Boxing Awards to showcase the role models in the sport.
<b>Delivery</b>	Face-to-face – English Institute of Sport

**Learning Outcomes:** The coach will learn and discover how to:

Grow their network

Meet like minded women in the sport

Be a part of break out groups to maximise networking

Gain information and opportunities

Celebrate Women in Boxing

Document in reflective journal

## Unit 10 – Sparring Masterclass

<b>Unit aim</b>	This unit will help the coach develop an understanding of the different types of sparring and be able to deliver these in a safe, clear and concise way.
<b>Delivery</b>	Face-to-face – English Institute of Sport

**Learning Outcomes:** The coach will learn and discover how to:

Identify the different types of sparring

Identify the need for them

Identify when to apply them

Deliver them

Adapt when needed

Document in reflective journal

## Unit 11 – Army Residential

<b>Unit aim</b>	This unit assess the coaches' ability to coach in a unfamiliar territory and be put under pressure in a realistic, working environment.
<b>Delivery</b>	Face-to-face – Army Boxing Team, Aldershot.

### **Learning Outcomes:** The coach will learn and discover how to:

Be confident in an unfamiliar environment

Be comfortable with being uncomfortable

Adapt under pressure

Remain athlete centred

Receive vital feedback and feed forward.

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## Unit 12 – Performance Pathway Camp and Graduation Presentation.

<b>Unit aim</b>	This unit will help the coach develop an achievable plan to progress their journey and strategies to fulfil their potential.
<b>Delivery</b>	Face-to-face – English Institute of Sport

### **Learning Outcomes:** The coach will learn and discover how to:

Shadow and observe in a high-performance environment

Networking

Identify and reflect on all they have learned through the programme

Give honest feedback

Enjoy the Graduation

Be responsible for their own Continuous Personal Development going forward

Document in reflective journal





## Entering the Lions' Den – reflections of Kate Newton, WCDP cohort one

One weekend in the middle of September, 10 women gathered at the home of GB Boxing, as part of the Female Coaching Development Programme.

The Lions' Den never fails to impress. Five rings, one being the 2012 Olympic ring which sits proudly in the middle, bags hanging from the ceiling and pictures of past Olympians adorning the walls, looking down on you. The space smells of excellence and I was there as one of ten selected female coaches. This was one of those moments where you pinch yourself to check that you are not dreaming.

My only objective for the whole weekend was to embrace it with an open-heart, a sense of humour and to grab the opportunity with a 'both hands' attitude.

Our collective hopes for the weekend were:

\*To make connections   \*To be inspired   \*To gain more knowledge   \*To leave the comfort zone

\*To make friends   \*To push boundaries   \*To raise the awareness of female boxing,

Our fears?

\*Messing up   \*Imposter syndrome   \*Feeling anxious   \*Not being good enough   \*Giving the wrong instruction.

The playwright Samuel Beckett said: "Ever tried? Ever failed? No matter – try again, fail again, fail better."

So, cornering an unknown boxer in the 2012 Olympic ring as our first boxing task, that was a 'dive in with both feet' moment!

There was no time to be nervous, no time for self-doubt, the priority was the welfare of the boxers, before they slipped under the ropes of that auspicious ring for their gym bouts – a huge moment for all of us.

I am also incredibly proud to be part of this group of women. We came together as a team - no competition, no judgment, just solidarity...

If you want to go fast, go alone. If you want to go far, go together.

Were our hopes fulfilled?

\*To make connections – Tick   \*To be inspired – Tick   \*To gain more knowledge – Tick

\*To leave the comfort zone – Tick   \*To make friends – Tick   \*To push boundaries – Tick

\*To raise the awareness of female boxing –Tick

And our collective fears? How did they fare?

\*Messing up \*Imposter syndrome \*Feeling anxious \*Not being good enough \*Giving the wrong instruction.

Our fears are a positive force, it is a super-human power.

Let's keep building each other up and lowering that ladder to inspire the next generation of female coaches.

### **About the founders of this programme...**



**Amanda Coulson** started her journey inside the ring boxing for Hartlepool Catholic Amateur Boxing Club. After a successful career and ultimately becoming a GB boxer for many years, Amanda turned her hand to coaching in a bid to give back to the sport she loves.

Amanda is now the first ever woman National Lead Coach for England Boxing, who under her guidance have achieved the most medal haul in a year ever recorded, with a staggering 45 medals in 2022.

2022 also saw Amanda receive the IBA 's 'Outstanding Woman Coach of the Year Award.'

Although extremely busy with her new role Amanda continues to support and promote Women in Boxing throughout the world.



**Laura Sargeant** started her journey in boxing, 20 years ago in 2003 as a parent of a boxer. Laura started off being a taxi driver and ended up taking her Level 1 in 2008.

Since then Laura has taken on several roles in her boxing journey, including, Grade A Major Panel Judge, Regional Registrar (now resigned), and her much beloved role as Regional Female coach for the TTW Golden Girls.

Laura is proud and honoured to have been a part of the England Boxing Performance Pathway for the last 7 years and in 2022 completed her Level 3 and IBA 1 Star courses.

Recently appointed as Women & Girls Officer Laura, along with Amanda will strive to make the world a better a place for women, everywhere In the sport of boxing.



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