

CSDC Coaching Policy

Purpose

1. To preserve the integrity and reputation of the Canterbury Schools Debating Council.
2. To ensure transparency in the operations of the Council and to remove any bias real or apparent from any Executive Member, Adjudicator or otherwise involved parties.
3. To ensure that no involved party personally financially gains from their role in the Council.

Schedule One

- a. **“Involved Parties”** includes any Office Holders, Executive Members, Adjudicators, Trainees, Co-Opted Persons or any other person that could reasonably be considered to have a working relationship with the council.
- b. **“Conflict Register”** is a register to be established and maintained by the President of the Council to track and identify any conflicts, real or apparent of any involved party.

Section One: Governance

1. Language used in this Policy, and its interpretation should be considered considering the purpose of which it was intended, and in accordance with Schedule One.
2. All Coaching conducted by any involved party must be registered onto the conflict register, the President must be informed of this within a reasonable time of the relationship or individual instance of coaching between School or Group and Involved Party being conducted, formed or agreed.
 - a. A relationship between a school or group and involved party is regarded as two or more coaching instances within six months.
 - b. The Executive will determine on a case by case basis, by majority vote if a relationship shall be considered a conflict, and determine what, if any action should occur because of the conflict, this includes but is not limited to removal of the administration of any CSDC related entity, including selection of any mixed-school member teams.
3. No involved party may have, without formal Council approval any private coaching arrangement with any school or group while also coaching on behalf of the Council, this includes but is not limited to;
 - a. Coaching hours which are included in membership fees.

Section Two: Process

1. All schools and groups have an obligation to approach only the President of the Council, in methods that include but are not limited to an email to their CSDC address: president@cfdc.org.nz.
2. Coaches will be paid by the Council according to that persons' payment schedule, determined on a case by case basis by the President of the Council, within a reasonable time, but payment of currency of any kind directly from Schools is forbidden.
 - a. Direct Payment excludes payment of 'koha', (for example; a bottle of wine) are allowed, but should be declared to the President within a reasonable time.
 - b. Payment schedules for Coaching should be set by the Executive at its earliest opportunity, this includes but is not limited to voluntary and paid coaching.