

Poole Hockey Club's coaching incentives



Poole Hockey Club (PHC) are committed to supporting our coaches to deliver high quality training to every player. This document outlines the financial incentives available to PHC coaches, along with details on payment procedures and guidance for engaging external or non-club member coaches. It should be read in conjunction with [Poole Hockey Club's Coaching Expectations](#).

Financial incentive rates

Session rate is based on the coach's highest formal qualification plus their level of experience. For example, if you coach the women 2s and have completed the Introduction to Hockey Coaching course (£5) and you have two years' experience of coaching seniors (£5), you will receive £10 per coaching session.

Formal qualifications

- + £2.50 No formal qualifications
- + £5.00 Completion of Introduction to Hockey Coaching (formerly UKCC Level 1)
- + £7.50 England Hockey Sessional Coach Course (formerly UKCC Level 2) / Completion of England Hockey Coach Course with supporting portfolio
- + £10.00 Advanced coaching qualification (e.g. FIH Level 3, GB Hockey High Performance Pathway)

Experience

- + £2.50 involvement with junior/senior club coaching for 1 season
- + £5.00 2 full seasons senior club coaching
- + £7.50 2 full seasons senior club coaching plus 1 season coaching a team playing at grade 3 level, or above
- + £10.00 5+ years coaching experience, including work with county, regional, or national level players

Senior 1s squads

- + £5.00 Planning and lead delivery of coaching sessions for senior 1s squads

Additional notes

- Junior coaching sessions capped at £7.50 per session
- All coaches are covered by PHC's insurance
- England Hockey offer coach membership https://hockeyhub.englandhockey.co.uk/coach_membership
- No payment for attending fixtures, only fuel expenses
- PHC will provide coaching equipment to support and aid coaching sessions
- All coaches must complete a PHC DBS check and any required safeguarding training
- PHC reserves the right to amend any arrangements as required to meet club needs
- PHC frequently reviews its coaching offer, receiving feedback from players

Coaches who are paid-up club members

- Minimum of five coaching sessions to have been coached to receive financial incentive (for all sessions coached)
- Receive their incentive amount deducted from membership and match fees
 - For any amount over the value of membership and match fees, the coach will need to invoice PHC (the coach is responsible for any resulting personal income tax implications)

Coaches who are not paid-up club members (external coaches)

- Need to invoice PHC for the sessions they coach (and are responsible for any resulting personal income tax implications)