



Women in Coaching: Removing Barriers to Start and Stay

This guide focuses specifically on women in coaching, and provides nine specific elements for consideration. As in Guide 1, these are structured around the Youth Sport Compass.

DEVELOPMENT-ORIENTED

1. Focus on empowering female coaches – Research shows some women coaches have low perceived confidence and competence, and generally believe they are not qualified for the position, even when they possess a high degree of athletic and coaching capital.
2. Provide clear pathways for development – Visible, clear and credible pathways for progression and a strong learning culture within an organization is recommended for female coaches to progress.

MOTIVATIONAL

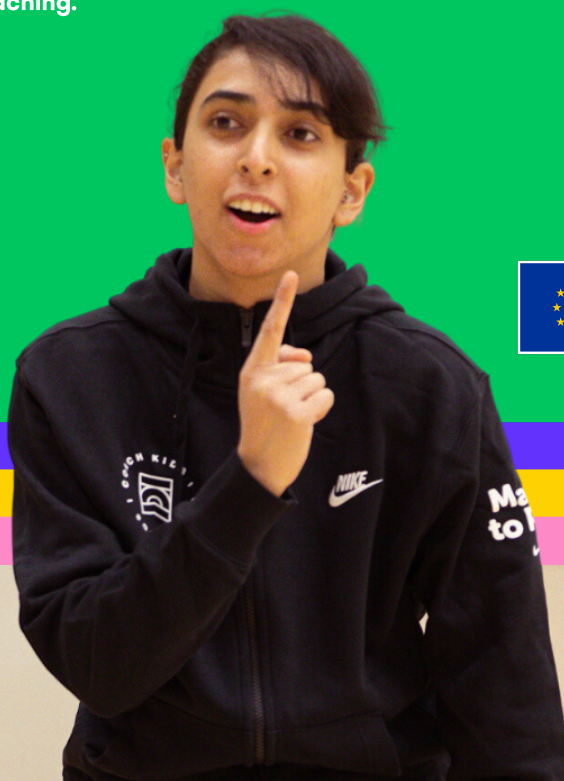
3. Offer support and remove barriers – Appropriate support from any social agent appears to facilitate a woman's coaching career. Specifically, developing a sense of relatedness with coaching colleagues is positively received.
4. Use role-models – Existing stereotypes can be very difficult for women in sport to overcome. As such it is important to demonstrate positive female role models within the sporting context that can inspire women to become and stay as a coach

CARING

5. Support relationships and networks – Female coaches indicate that having an (in)formal network of other female coaches helped many persist in their career.
6. Provide mentoring programs – Mentoring programs can be a strong tool to develop and empower all coaches, but research suggests this is particularly important for female coaches.
7. Help administrators to understand female coaches' needs – Many sport and physical activity contexts have been traditionally dominated by men, and therefore a more masculine culture has developed over time. Athletic administrators are very important in supporting female coaches and understanding their needs.

SOCIALLY SAFE

8. Create a positive and inclusive environment – Unsurprisingly, women like to as though they are treated as equal. Unfortunately, exposure to discrimination, harassment, gender bias, homophobia, stress, pressure to perform, and the constant scrutiny that comes with coaching cause many women to burn out and quit the profession.
9. Resist biases and stereotyping – Women in coaching are often met with stubborn stereotypes about their suitability and confidence to coach. Understanding and challenging these stereotypes is crucial in support women to become and stay in coaching.



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