Club Standards

Purpose: These standards are being developed to define what quality looks like in organized community sport, ensure shared accountability for participant experience and provide a consistent foundation that each sport can adapt and build upon.

Clarifying Statement: These standards are not prescriptive nor punitive; they serve as a developmental guide to help all organizations achieve consistency while preserving sport-specific identity.

Standard		Level 1: Foundational Practice These are baseline commitments that establish a safe, inclusive, and well-organized community club.	Level 2: Progressive Practice Level 1 standards are met and these clubs go beyond the Foundational Practice Standards	Level 3: Leading Practice Level 2 standards are met and these clubs go beyond the Progressive Practice Standards
	**Athlete Development:** Program and service offerings that meet LTAD standards and are aligned with the age and stage to support athlete development	• All program offerings provided meet the LTAD age/stage appropriate requirements, while taking into consideration accessibility. • Implements age appropriate scheduling that follows training-to-competition ratios.	• Provides resources on athlete wellness (e.g. mental, cognitive and emotional development). • Tracks and reports on athlete participation patterns (encouraging multi-sport participation).	• Develops and implements plans for athlete development. • Collaborates with sport partners to support holistic athlete development. • Implements support for athletes transitioning into coaching/officiating/other roles in the sport.
	**Safety:** Ways that your organization ensures all involved are, and feel, safe	• Requires all personnel/volunteers to complete background screening, including vulnerable sector checks for those working with children and vulnerable persons. • Requires reoccurring program delivery personnel/volunteers to complete ethics and safety training. • Implements a code of conduct and safety policies, including concussion awareness, injury reporting, and the Rule of Two. • Provides emergency action plans to all coaches and activity leads and makes first aid kits accessible. • Implements a documented process for addressing complaints.	• Implements a designated safety lead to track and monitor safety requirements. • Requires education on safe environments (e.g. safe sport, mental health, anti-bullying, concussions). • Implements a documented process for managing disputes that is free from conflict of interest.	• Embeds a culture of safety through leadership training and establishment of values-based group guidelines • Implements safety reviews, creates action plans based on learnings and reports transparently on progress. • Maintains and reviews an active risk management framework and plan quarterly or semi annually.
	**Coaching & Officiating:** Certification and education offerings to support coaching and officiating	• Lead delivery personnel/volunteer meet baseline required training or certification, aligned to the age and stages of the athletes they coach (e.g. NCCP Make Ethical Decisions, sport-specific community stream). • Officials meet baseline required training or certification. • Promotes ongoing coach and official recruitment and basic education.	• All delivery personnel/volunteer meet minimum required training or certification requirements, aligned to the age and stage of athletes they coach. • Encourages continuous learning and mentorship among coaches and officials. • Tracks, monitors, and reports on training and	• Coaches and officials receive professional development opportunities. • Implements formal coach development plans, including equity-focused pathways.
	**Program Delivery & Inclusion:** Program and service offerings designed to support your community	• Implements programming that responds to the needs of the community served. • Implements inclusive language and provides modifications for those with adaptive needs. • Implements policies that prohibit discrimination and promote respect.	• Offers targeted programs to engage underrepresented groups (e.g. girls and women, newcomers, Indigenous participants). • Offers adaptive programming for individuals with disabilities. • Offers a financial assistance program to address affordability barriers.	• Co-designs programs with marginalized communities and reflects community demographics in leadership and participation. • Builds partnerships with local schools or community organizations to broaden reach. • Implements mentorship programs that support peer-to-peer learning.
	**Participant Engagement:** Ways in which your organization works with and gathers feedback from its members, participants, and partners	• Commits to structured engagement with participants annually (i.e. host a minimum of one participant meeting). • Communicates through regular updates (minimum quarterly). • Collects and reviews basic feedback from members and participants informally or through annual surveys.	• Commits to structured engagement with participants annually, including hosting a minimum of one participant expectations setting meeting annually. • Implements structured feedback tools (e.g. post-season surveys, town halls). • Reports back on how feedback is used to improve programs.	• Engages participants in program design through advisory groups, committees or other age appropriate methods. • Co-creates programs with participants and community partners. • Demonstrates accountability through impact reporting and transparent decision-making.
	**Organizational Management & Capacity:** The way your organization is structured and conducts its work (governance, personnel, and finance)	• Is an organization within the membership structure of the Provincial Sport Organization. • Operates with a basic board or leadership group with documented roles and responsibilities. • Implements transparent financial practices, including annual budgets and financial reporting. • Facilitates regular Board and/or Leadership Meetings (quarterly at a minimum) and keeps meeting records. • Implements adequate Organizational Insurance including General Liability and Directors and Officers. • Implements appropriate personnel agreements in place. • Implements, reviews and educates appropriate individuals on Organizational Policies in place, including Code of Conduct, Discipline & Complaints, Conflict of Interest, Criminal Record Check, Privacy, Finance, and Refund. • Rules and policies are suitably available to the organizational members/participants and ideally posted online.	• Implements and reviews an annual operational plan with measurable objectives. • Develops leadership capacity through onboarding practices and board/staff training. • Implements, reviews and educates appropriate individuals on additional Organizational Policies, including Risk Management and Equity & Access Policy.	• Implements and reviews a multi-year strategic plan with measurable goals. • Monitors progress against annual plan and reports on results publicly. • Reviews and updates organizational policies on an annual or every two year basis. • Implements diversified funding sources (e.g. grants, fundraising, sponsorship). • Demonstrates strong succession planning and leadership continuity.