



UNIVERSITY OF
BATH

Lane4
Engagement, excellence, edge

Barriers and Supports for Female Rowing Coaches

What Can We Do?

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World Rowing Coaches Conference
8 December 2017

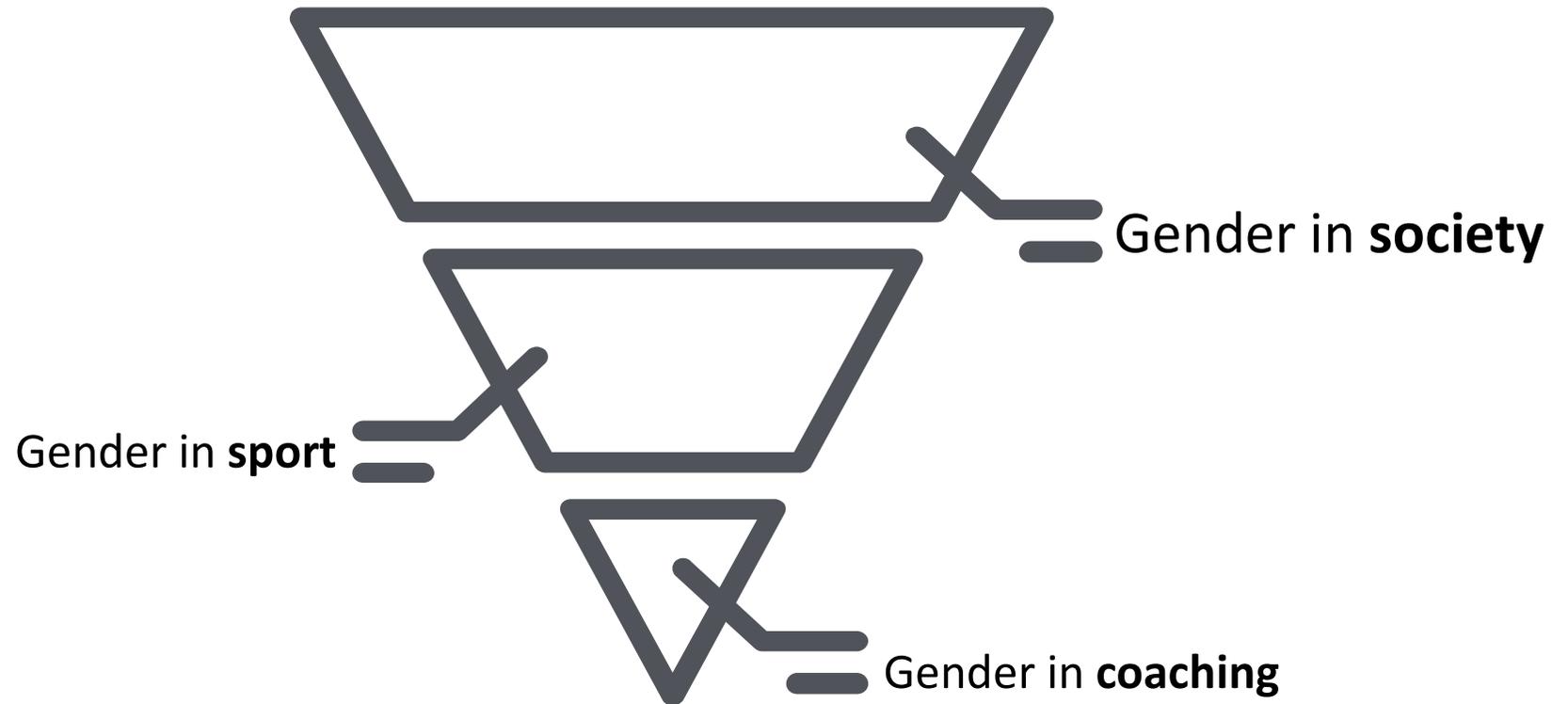


Lane4 - A background in performance

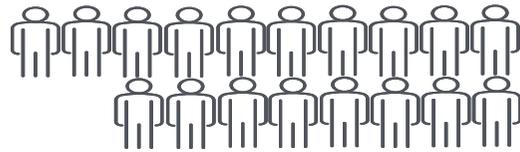
“Make a difference to people’s working lives”



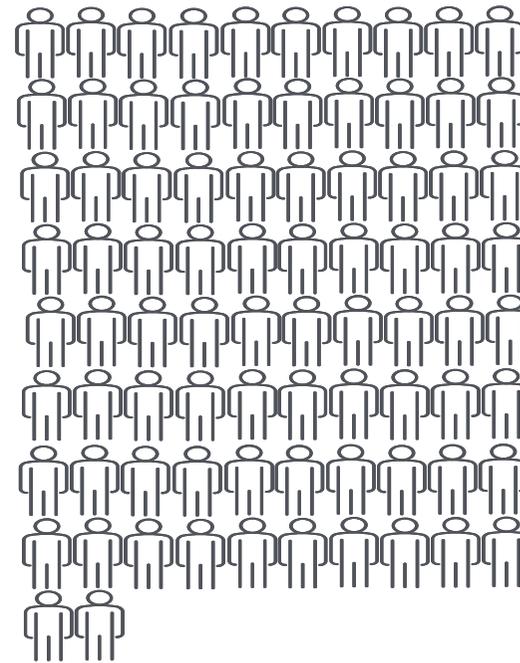
Gender Inequality



Ratio of Qualified Coaches



18%



82%

(Norman, 2014)

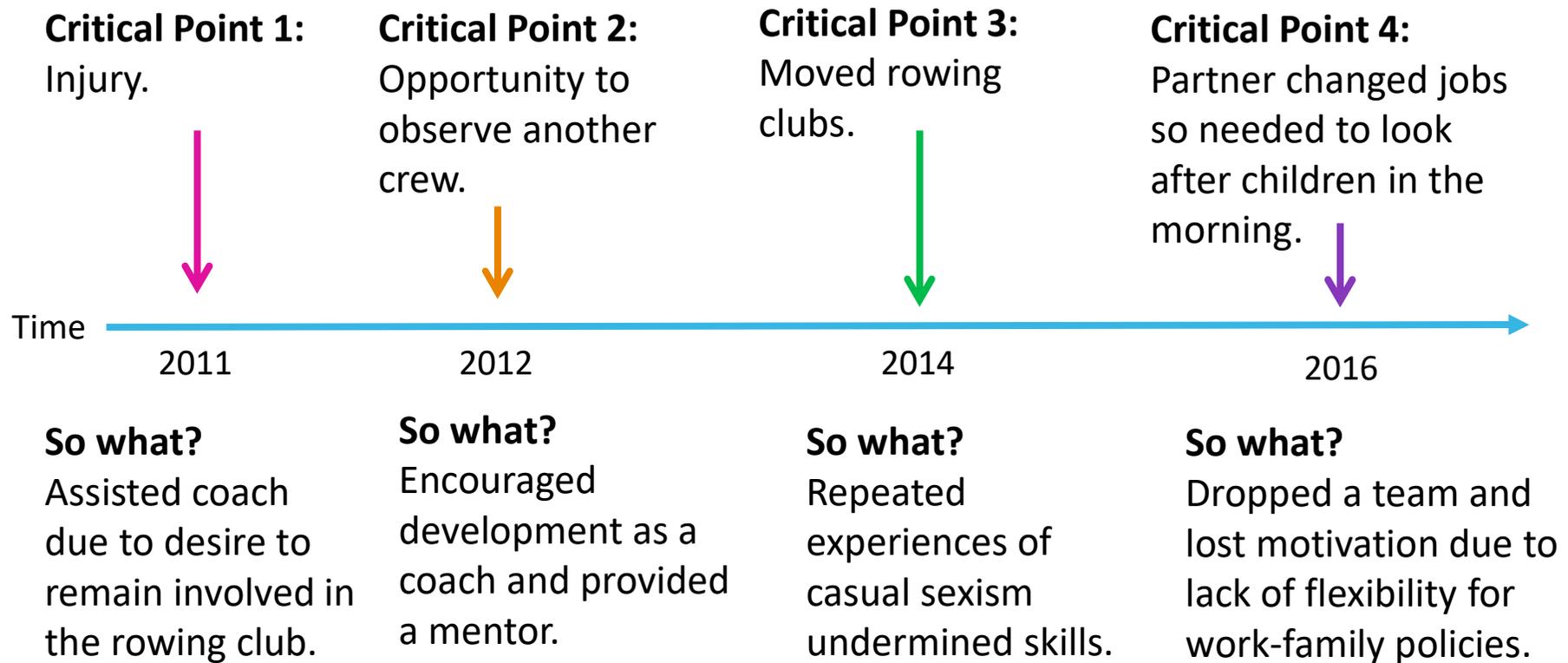


The Research Study

The Barriers and Supports for
Women in Rowing Coaching



What did we do?

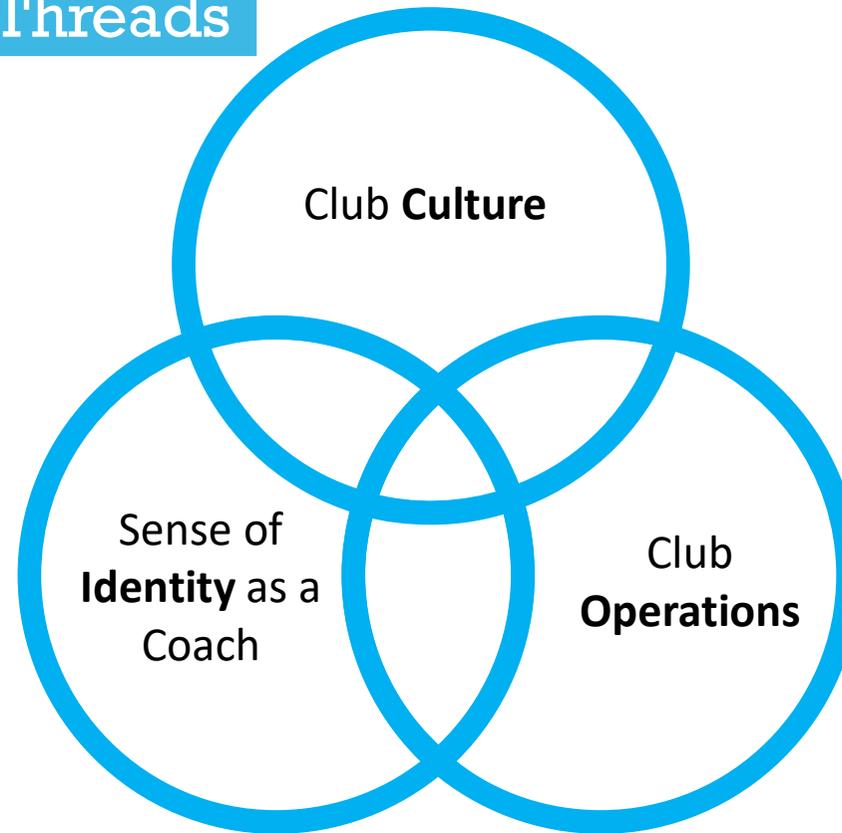


How would your timeline look?
Identify your 3 critical moments.

The Findings



Three Golden Threads



Golden Thread 1: Club Culture

Stereotypical Behaviour

- **Expectations:** how you should behave as a female, what you are capable of and who you can coach. e.g. only coaching juniors.
- **Side-lining:** exclusion from certain roles because of being female. e.g. not coaching male crews.

Power

- **Male dominance:** exertion of authority over females.
- **Sexism:** unintentional or intentional sexism over traditional female stereotypes.
- **Humour:** open or secret jokes about female stereotypes.
- **Micro-politics:** unwritten rules. e.g. workplace hierarchies.

Golden Thread 1: Club Culture Extract

“I’ve only **ever** been given **female crews** to coach. I’ve asked, “Would I ever be given a boys’ group?” and generally the response is, “**No, because you’re female**”. It just shows, most women are accepting that’s their position...it’s almost like there are **certain roles** that women are **shoehorned** into.”

Golden Thread 1: Club Culture Extract

“At the meetings I asked why the women would never say anything, they’d say, “Because we’d **just get belittled** and it isn’t **worth it.**” Whenever they say anything the guys take **the mick out** of them, so they **never say anything.**”

What Can You Do?

- Have you made assumptions about what a coach can or cannot do?
- Are there opportunities for coaches to coach across ages, abilities and genders?
- How does your club view how female coaches behave and coach?



Golden Thread 2: Club Operations

Job Characteristics

- **Flexibility:** working hours and role security.
- **Job physicality's:** physical aspects of coaching. e.g. driving the trailers.
- **Recruitment:** biases in recruiting coaches based on similarity.
- **Money:** the need to have other income sources.

Role Clarity

- **Progression and development:** continual professional development of a coach. e.g. provision of coaching courses.
- **Opportunities:** opportunities provided to help coaches. e.g. observation of others.
- **Observation of other sports:** learning off others.
- **Support:** formal support from club or Rowing Federation and social support from family and friends.

Golden Thread 2: Club Operations Extract

“I think a lot of female coaches, once they get to a certain point or hit a **certain level give up** because they just get frustrated and feel like they’re hitting their head against a **brick wall** the whole time. They just feel like they **can’t go anywhere**. The structures and policies in place **don’t allow you** to be a coach and a **female**, to have **responsibilities** and other **commitments.**”

Golden Thread 2: Club Operations Extract

“If you’re going to start doing flexi-time for coaches or supporting their childcare, you have to **start thinking differently**. The trouble with this sport is, it’s very successful so does it need to think differently...people are so protective of what they have that **change always seems threatening**. It will never really change unless you get somebody in at the top who actually **gives female coaches a chance.**”

What Can You Do?

- Does the set up of the coaching role meet the needs of the club and the coach?
- Are there opportunities for coaches to learn and develop?
- Is the coaching equipment easy to access and use?



Golden Thread 3: Sense of Identity

Meaningful Work

- **Confidence:** building belief and inspiring coaches.
- **Recognition:** awareness of coach's achievements.
- **Challenge:** providing the right level of challenge to support a coach.

Connection with Coaching

- **Isolation:** feeling unable to talk to or confide in anyone.
- **Role models:** current or former coaches to inspire, motivate and act as a figure to look up to.

Golden Thread 3: Sense of Identity Extract

“It was really frustrating and annoying and I didn’t really feel like I was **listened** to... I didn’t feel like I was taken seriously, I wasn’t able to comment on the **direction** of my athletes or my own coaching, and above everything he **stripped away any confidence** leaving me feeling **vulnerable** as though I didn’t know what I was doing.”

Golden Thread 3: Sense of Identity Extract

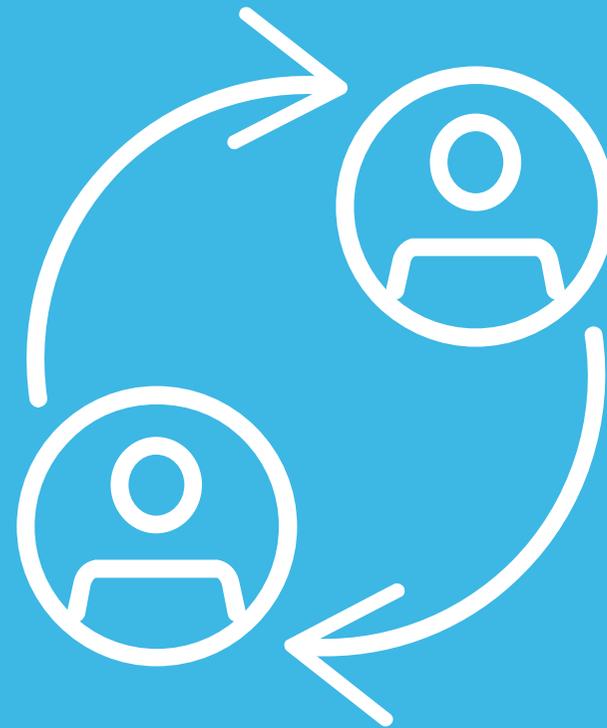
“I **never** felt that things I brought as a woman were **celebrated**...I was required to quash them and **behave more like a man in order to succeed**... Not only was that an underlying thing but people said that to me...Coaches that I worked with said, “**that’s how you have to behave**. If you want to get on you have to just behave like a man”.”

What Can You Do?

- Do those in charge of coaches inspire, build belief, recognise efforts and challenge coaches to improve?
- Does your club have a shared goal which encourages coaches to work as a team?
- Are there role models or mentors from other clubs or sports that coaches can look up to, confide in and learn from?

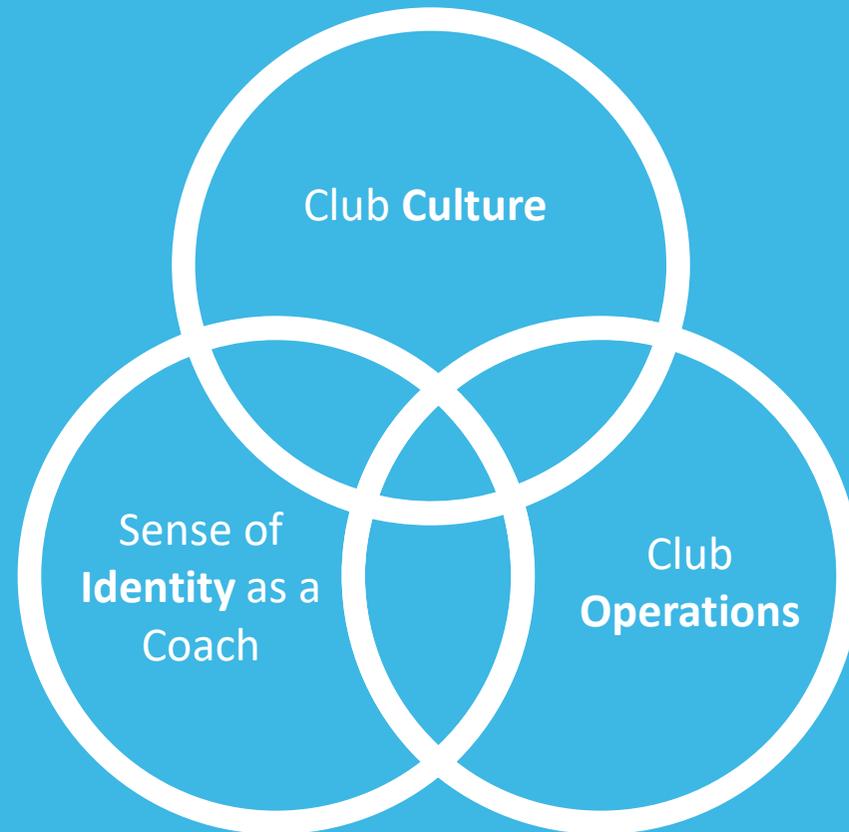


Let's connect on this



How have you challenged current practices and done this well?

What could you do in the future?

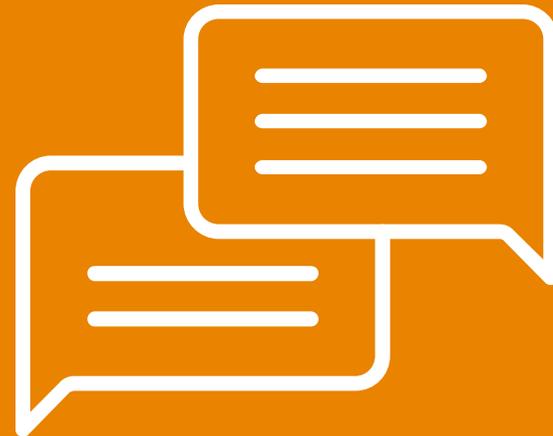


What did you come up with?



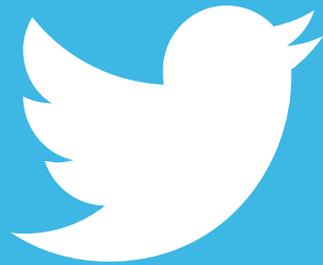
What is your 2018 goal?
In 2018 I commit to ...

What is the first step?
Today I will ...



Will it be the same in
December 2018?





Tweet about your
experience today
using @Lane4Group
and #L4today



Post about your
experience today
and tag Lane4 in
the post

Culture:

- What do you assume about what a female coach can or cannot do?
- What opportunities are there for coaches to coach across ages, abilities and gender?
- How can you unlock opportunities for female coaches?



Operations:

- How can you set up a coaching role to meet the needs of the club AND the coach?
- What opportunities do you give female coaches to help them learn and develop?
- How can you make coaching equipment easy to access and use?



Sense of Identity:

- ⦿ How do you inspire, build belief, recognise efforts and challenge female coaches to improve?
- ⦿ How do you encourage coaches to work as a team?
- ⦿ How do you role model or mentor female coaches?

