Sport Bay of Plenty
more people, more active, more often

Bay of Plenty

Voice of Coach Report 2023

Contents

Executive summary 1
Key findings 1
Why do people coach? 2
Type of coach 3
Coaching experience 4
Codes 5
Different forms of coach development undertaken 6
Female coaches 7
Inclusivity 8
Māori and Impairments 9
Challenges and solutions ... 10
How to support specific coaches 12

Executive summary

The aim of the 2022 Voice of Coach survey was to discover insights into the current state of the coaching and sport development system in the Bay of Plenty.

Improving the experiences of coaches, athletes and participants by developing the best possible coaching system for the region is a key objective for Sport Bay of Plenty.

The information gathered from the VoC survey will help guide Sport BOP toward informed decisions for their coaching support to provide the best experience possible for coaches and help strengthen the system in our region. The survey also provides information about the demographics of our coaching workforce.

The Voice of Coach report highlights:

- What type of coaches we have in the BOP
- What codes they operate within
- The experience coaches have had
- How to develop our coaches
- Why people get into coaching and their motivations
- Challenges faced and potential solutions
- How inclusive coaching is in the BOP

The report details results found from surveying 294 coaches across the Bay of Plenty region. Over half (59%) of the coaches surveyed were from the Western Bay of Plenty with the rest in Central Bay (29%) and Eastern Bay of Plenty (12%).

A relatively even split of male (52%) and female coaches (45%) made up the pool with those identifying as gender diverse (3%) making up the difference.

Most of the sample set were NZ European (73.8%) with Māori (29%) and Pacific peoples (3.7%) also represented.

Thank you to all the coaches who took part in the survey and have therefore helped shape future directions for the BOP coaching system.

Key findings

Coaches in the BOP do not identify as simply being one type of coach

Most coaches in the region are comfortable coaching Māori participants

An above average amount of respondents coach people with impairments

Most would recommend coaching to friends/colleagues

Coaches in the Bay of Plenty region are well-practiced with 42% having over 10 years of experience.

Most coaches (83%) agree that the coaching environment in the BOP is inclusive irrespective of gender, ethnicity, age, or level of experience as a coach.

Why do people coach?

Top three reasons why people coach

To see people develop

To give back to the sport

To give people a good experience

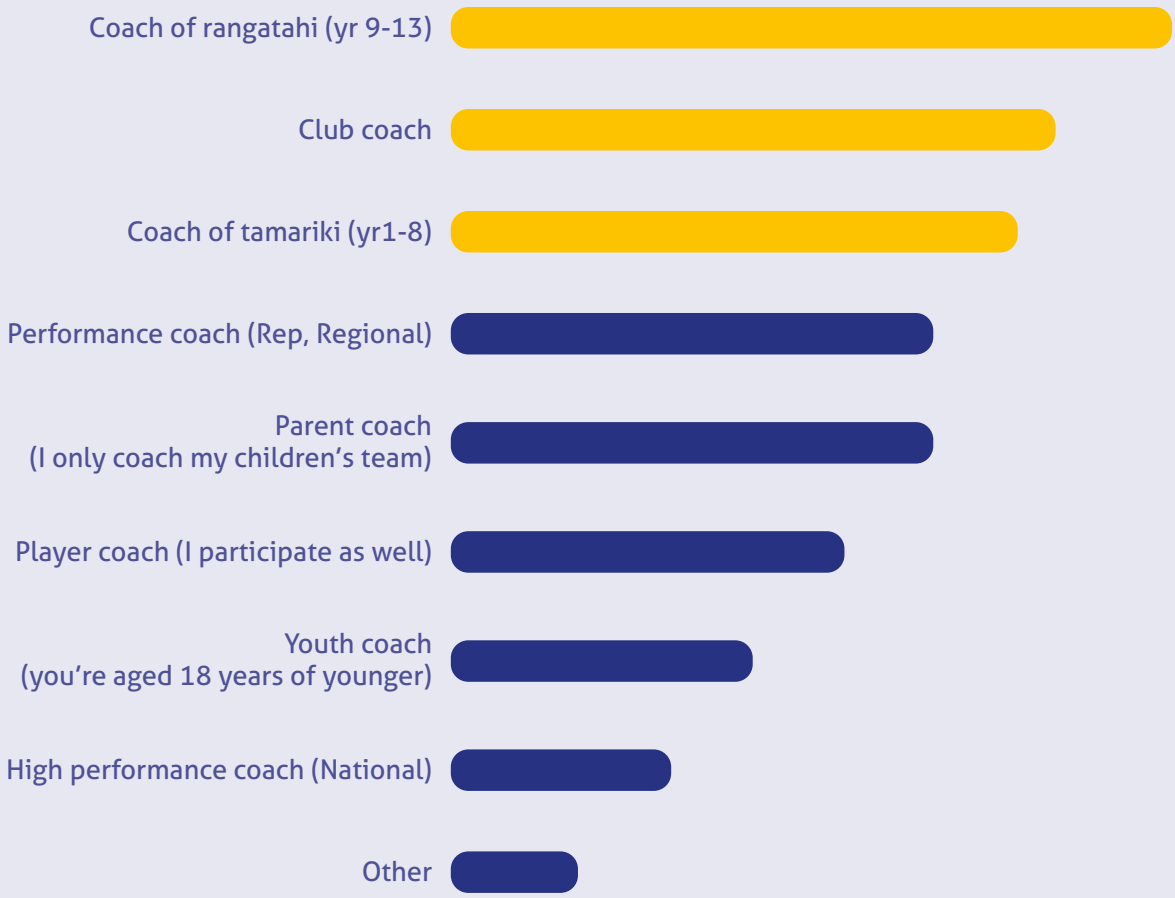
28% 28% coach because no one else would

27% 27% coach because they were there with their kids

Type of coach

Coaches across our rohe do not identify with one simple 'coaching type' with many feeling they cross several sub-types. Coaches were asked to self-define what type of coach they are, and the 585 total responses highlights the breadth of coaching the total 294 respondents engage in. Unsurprisingly, the vast majority consider themselves as coaches of Rangatahi (year 9-13), considering the current sport system strength in this area.

Types of Coach



Age groups most coaches interract with

149
Primary School aged participants

198
Seondary School aged participants

94
18+ aged participants

21
Other

Coaching experience

Participants in the Bay of Plenty benefit from having coaches at their disposal with a wealth of in-practice knowledge, with 42% of respondents suggesting they have over a decade of experience.

This is a trend seen in largely the same numbers across each sub-region, as it is for most ranges of experience. However, there is a slight dip in new coaches, those with less than two years' experience, in the Central and Eastern Bay of Plenty regions.

Central BOP				
<1 year	1-2 years	2-5 years	5-10 years	10+ years
6%	8%	24%	19%	42%

Eastern BOP				
<1 year	1-2 years	2-5 years	5-10 years	10+ years
8%	3%	22%	22%	44%

Western BOP				
<1 year	1-2 years	2-5 years	5-10 years	10+ years
5%	11%	24%	18%	42%

Codes

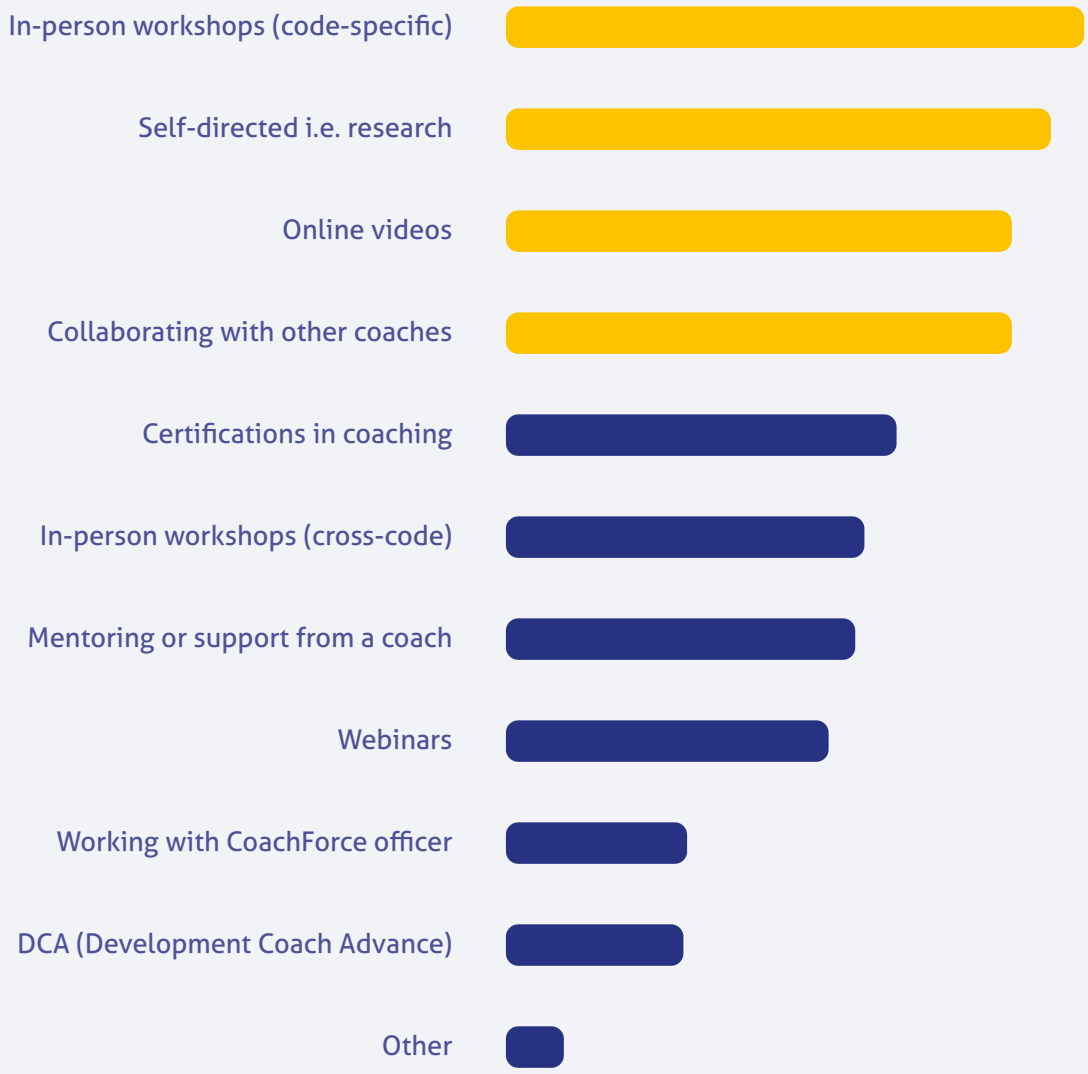
Many coaches across the region indicate that they coach across codes. Field sports are the most represented code, with just over half of all coaches suggesting they operate in this space. Indoor and court/turf are also well represented.

	Number of Responses	% sample*	
Field	151	51%	Baseball; Cricket; Football (Soccer); Golf; Rugby League; Rugby Union; Touch Rugby
Indoor	129	44%	Badminton; Basketball; Climbing; Futsal; Gymnastics; Martial Arts; Squash; Table Tennis; Volleyball
Court/turf	115	39%	Bowls; Hockey; Netball; Tennis
Aquatic	50	17%	Canoeing/Kayaking; Dragon Boating; Rowing; SLS, Swimming; Waka ama; Water polo; Yachting
Tri/Duathlon	9	3%	Triathlon/Duathlon/Multi-sport
Bike/Cycling	6	2%	Cycling

Common sports captured in the other section of the codes sample included Rippa Rugby, Archery, Para Sport, Equestrian and Ultimate Frisbee.

Different forms of coach development undertaken

Findings from the VoC survey highlight how important it is to have varied approaches to Coach Development. There is clearly no one-for-all approach that works best with coaches in the region.



Female coaches

Drivers of why female coaches coach

Largely, females follow the same trends as males when it comes to their drivers to get involved in coaching.

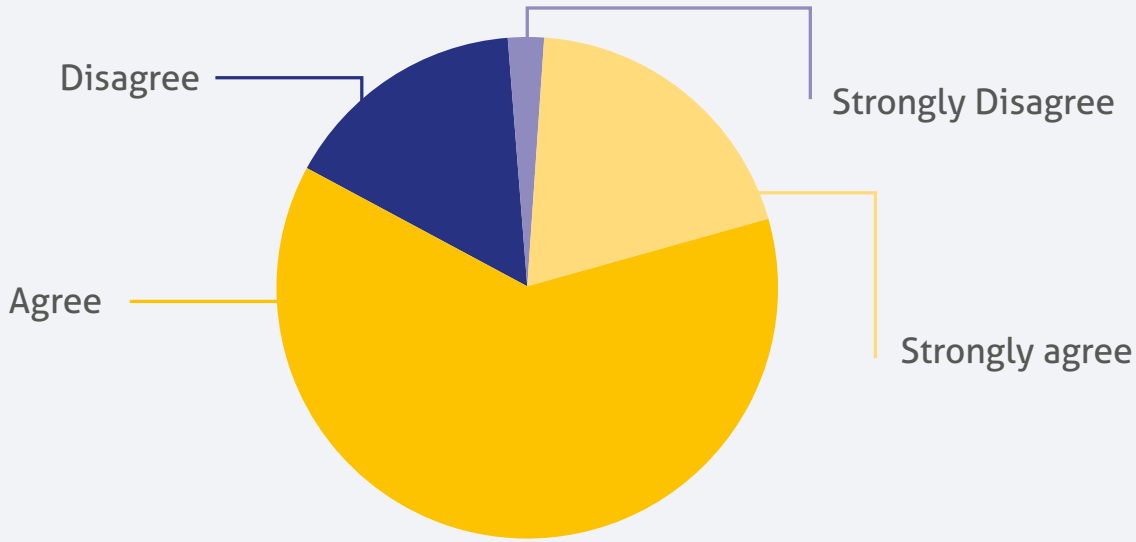
Female coaches - years coaching				
<1 year	1-2 years	2-5 years	5-10 years	10+ years
8%	12%	17%	27%	36%

While not definitive there appears to be a risk to the female coaching system. Most female coaches have over 10 years' experience with the number of coaches dropping as that experience level shrinks.

The biggest decline is seen between 2-5 years to 5-10 years, marking this as the potential drop-off rate.

The small data size means this requires further analysis.

Inclusivity



While this figure is high there remains 17% of coaches who feel the BOP coaching environment is not very inclusive.

Key themes included female coaches being underrepresented, overlooked and alienated, impaired athletes and minority groups having fewer opportunities, lack of support networks, a lack of parent training and resources being overly targeted to the competitive end.

Māori and Impairments

Most coaches in the region currently coach and/or feel equipped to coach Māori participants with just 13% of participants indicating otherwise. This trend is more apparent in WBOP.

A significant number of coaches (36%) indicated they coach participants with impairments.

This is higher than expected considering the region's higher than national average disability rate (27%).

Of those who coach participants with impairments, 27% are either unsure or don't feel equipped to coach these athletes.

Challenges and solutions

What are coaches most confident with?

Top challenges faced as a coach

The word-cloud below visualises the response from coaches when asked to identify the two biggest challenges they faced across the whole Bay of Plenty.

Mitigating challenges

Ways in which those challenges could be mitigated varied. However, the most common themes included a network of coaches to learn from, proper mentoring and more training – indicating a desire for more wraparound support.

145
Having a network of coaches to learn from

124
Mentoring

108
More training

86
More supportive parents

84
Having an assistant coach

67
More alignment with the school

64
Having more/ better equipment

43
Not having to dedicate as much time

30
Other

27
To be paid more

13
Better relationships with participants

How to support specific coaches

Youth Coaches (<18 years):

- Having a senior coach/mentor alongside/ bounce ideas off (concept of being thrown in the deep end comes up a lot)
- Coach Development
- Pathway opportunities
- Having an established network of coaches
- Help with drills and game plans and the skills needed to do this
- School and club support to check-in with coaches, as there is a lot of admin involved
- Ability to share best practice ideas and methods

Parent Coach:

- A coaching guide/library of material to help with training (particularly code specific) and the skills to teach them
- Help with planning
- Better support from club and/or school
- Support from parents/whanau
- Having someone else to help out i.e. assistant/ manager
- More coach development opportunities
- Mentoring
- Paired with another team in grade to train with and share ideas

Coach of Tamariki & Rangatahi:

- Development opportunities to advance as a coach & mentoring (online options and before seasons start to help with basics)
- Network of other coaches to learn from and share
- Help with funding
- Better support from club/school
- A coaching guide/library of material to help with training (particularly code specific) and the skills to teach them
- Support with admin
- Have support from other parents to help out
- Help with not getting burnt out (high expectations from school and parents)
- Help with planning and goals
- Recognition
- Support with 'difficult' athletes

7.89/10

Rating for coaching in the BOP

Despite the identified challenges people are still willing to recommend coaching to friends and colleagues

Club Coach:

- Training toolkit to help with more ideas/resources (particularly code specific- not general)
- Mentor
- Clear understanding of club's strategy/goals
- National body support- coaching pathways
- Network of coaches to learn from, share ideas and frustrations
- Compensation
- Better support from club
- Alignment of club to schools
- Having an assistant/ team manager so they can focus on coaching
- Help with planning
- Coach development opportunities/ training
- Funding support
- Clubs enforcing bad sideline behaviour

Performance & High-Performance Coaches:

- Clearer goals from athletes
- Coach development opportunities to grow
- Young people who are keen to do team managing/assistant coaching
- Learning from other codes
- Opportunities to network
- Admin and financial support
- More open and honest conversations with NSO or regional body
- Recognition for my qualifications, more support from ESNZ
- More local opportunities for coach development i.e. Taupo (feel disconnected from RST and NSO's/RSO's)
- Network of coaches

Sport Bay of Plenty

more people, more active, more often

sportbop.co.nz