

Document name: top tips for  
developing your ARC practice –  
before, during and after a session  
Document date:

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OpenLearn course: Anti-racist  
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*top tips for developing your ARC practice –before, during and after a session*

Jim Lusted and Daniel Kilvington.

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	Before (prepping a session or pre-season)	During (at a session, across the season)	After (reviewing a session, past-season)
<b>Be culturally self-aware and self-reflective</b>	<p>Consider how 'new' players and families may perceive you as a coach and check any initial biases you may have about them</p> <p>Place ARC as a priority for your planning of season/session goals and not a 'nice-to-have'</p>	<p>Reflect on the stereotypes and biases you are drawing when evaluating players (e.g. traits, playing positions)</p> <p>What might you be assuming/missing by stereotyping?</p>	<p>Seek feedback from your players about their experiences of you and your practice and how to enhance your support</p> <p>Be an ARC influencer and share your practice with others, offer to support fellow coaches</p>
<b>Build culturally aware relationships</b>	<p>Build early trust, confidence, openness with players and families – show you want to learn about them</p>	<p>Carve out time to develop relationships and show your interest in players and families.</p> <p>Run activities that help players get to know each other's cultural practices and backgrounds</p>	<p>Consider 'hand-over' meetings with players and families and new coaches – share your learning of them and encourage relationships to continue with new coach</p>
<b>Build culturally aware relationships</b>	<p>Preview the season to pre-empt needs and agree adaptations in advance</p> <p>Discuss openly your expectations and whatever there could be difficulties in meeting those</p>	<p>Consider how you greet every player – can you adapt to meet their preferences (rather than yours?)</p> <p>Adapt your 'rules' and expectations to ensure no players find it harder to conform to them than others</p>	<p>Review the adaptations you have made across</p> <p>Consider whether they are likely to be shared/required by other players in the future and factor these in for future practice/planning</p>