



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

"ATHLETE CENTRED"

Put the needs and development of your athletes at the centre of your focus

Adapt your coaching to suit the athlete

Always consider your athlete's physical and emotional safety

Contents

Coaches Responsibilities	2
Coaching Benefits	4
Coaches Mentoring Program	4
Coaches Registration	6
Coach Selection.....	9
Coaches Code of Ethics	10



Club Coaching Policies

Coaches play an important role in supporting and enhancing the participation experience as well as developing players to progress along the athlete pathway. Garville is responsible for selecting and developing those coaches that are appointed to coach our Garville athletes.

This Coaching Policy and associated resources have been developed to support netball participation at all levels, ensuring that the coaching community is empowered and well supported and therefore provide our playing members with their absolute best coaching skills..

Coaches Responsibilities

1. The Coach is to nominate the Captain and Vice-Captain of the team and notify the Management Committee for ratification of these appointments, not later than one week prior to the commencement of the competitive season.
2. The Coach shall nominate a Team Manager who shall attend to the needs of the team as required, and advise such nomination to the Management Committee for ratification.
3. It is essential, and a requirement of Premier League, that all Coaches attain a minimum of Australian Coaching Intermediate level qualification.
4. The Coach shall keep apprised of any new rules, techniques, drills, training equipment and opportunities for the development of the players in their charge.
5. The Coach shall plan a training program for the team that is appropriate to the grade and capabilities of the team.
6. Coaches must understand the role of the Club Head Coach, Coaching Development Officer, their Mentor and avail themselves of their respective expertise to further their coaching skills
7. The Coach has access to the Coaching Development Officer regarding problems or concerns they may have with players, parents or Team Managers.
8. If a Coach is unable to attend a match they must inform either their Mentor or the Coaching Development Officer & work in conjunction to arrange a suitable replacement, should an Assistant Coach not be appointed. In the case of an Assistant Coach being appointed to a team then the Assistant Coach takes on coaching duties in the absence of the appointed coach.
9. Except for Premier League, Premier League Reserves, AMND, A1, Inter 1 and Junior 1 teams, Club policy requires that all players are to have approximately equal court time during the course of the season (minor rounds only). In observing this policy, the Club and its Coaches also have the responsibility to develop a winning attitude/mentality. On occasions it may be necessary for the Coach to adjust predetermined court time to meet this Club objective. At Sub-Primary and Primary levels the necessity for shared court time takes precedence over winning as these young players need to learn various court skills.
10. Club policy requires that player vacancies be filled from within the Club wherever possible. Where a permanent vacancy cannot be filled from within, then a player will be recruited to strengthen the squad. See replacement player policy.



Club Coaching Policies

11. In major round matches the Coach will use their discretion in selecting the team that is best suited for the match.
12. Any visiting teams training against the Club should have prior permission from the Management Committee. Each team is required to supply one umpire for such trainings.
13. No trainings are to be cancelled without prior permission from the AMND Officer (including school holidays).
14. Training is not to be cancelled by any Coach due to inclement weather. All teams must attend at the training venue where training activity will be assessed.
15. Garville Netball Club believes skills are the most vital and important part of the game and therefore should be the priority of the Coach.
16. All Coaches are expected to learn and understand all of the skills appropriate to the Grade in which they are coaching, as per Coaches Handbook
17. Selection of teams for competitive matches shall be the sole responsibility of the Coach who may seek advice from qualified personnel, if required.
18. Interchange of players between grades during the competitive season shall be achieved by communication and cooperation between the Coaches and the Coaches Development Officer and mentor, this can occur at any stage of the season.
19. Interchange of players shall conform to the Rules of Adelaide Metropolitan Division for that competitive season.
20. Interchanged players who are required to play in a lower grade must start the game, and then play at the discretion of the Coach with a minimum of 2 quarters of the game.
21. Interchange of players will occur with the cooperation of the Coaches concerned and shall take into account the requirements of the higher graded team who shall choose which player they need to take. The Mentor and/or the AMND Officer are to be involved in this process.
22. Players are expected to attend ALL training sessions, the Coach MUST be notified PRIOR to training if the player cannot attend. Injured players should still attend training. A player who has failed to notify the Coach with an explanation, may not be selected in the starting team line up.
23. The Coach shall at all times represent the Club in a dignified and sportsmanlike manner.
24. The Coach shall accord respect to the players in their charge at all times.
25. Coaches are encouraged, where possible, to attire themselves in the official clothing of the Club and the Club's sponsors.
26. If there are 2 Garville teams in the same grade, when a player is required to fill in, they will be taken from the grade below as per AMND rules.
27. All coaches must be prepared to attend all of the Club coaching development programs
 - Induction Course
 - 3 Compulsory Coaching Workshops



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

Coaching Benefits

- Stadium Pass for Winter Season
- Free registration to the Netball SA Coaches & Umpires Association which in turn provides Professional Indemnity Insurance and other benefits
- Loan of Equipment required for the season
- Reimbursement of Accreditation Coaching Course fees, upon successful completion
- Provision of a Garville Coaching Coat, suitably embroidered with Accreditation, upon successful completion of an accreditation course.
- A Mentor for individual professional development
- Club Coaching Induction and workshops for professional development

Coaches Mentoring Program

Aim of Mentoring

The mentoring program is designed to provide all Garville coaches with ongoing support and development from more experienced and qualified coaches plus providing opportunities to discuss problems and coaching issues that they may be confronted with.

The Club Head Coach/ Premier League Coach will head up the mentoring program and will mentor all of our coaches who are responsible for our pathway teams (teams 1&2 of each grade) and the AMND Mentor who is responsible for the development teams (teams in other grades)

The Head Coach will also mentor the Club Coach Development Coordinator who in turn coordinates the 'Blue Flyer' Coach Program.

Mentoring is a mutually beneficial relationship which involves an experienced coach helping a lesser experienced coach to achieve their goals. All coaches will be advised of their Mentor coach and mentors will be given their contact details.

Effective mentoring

- Is a relationship that focuses on the needs of the mentee
- Regular, consistent contact between mentor and mentee
- Fosters caring and supportive relationships
- Encourages all mentees to develop to their fullest potential
- Benchmark principles of good practice
- Develop strategic alliances
- Establishes a clearing house for training resources
- Promote advocacy and leadership
- Program evaluation and ongoing assessment
- Promote active participation by members

Date Reviewed – February 2016

Next Review Date – December 2017



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

Mentoring Pathway Team Coaches

To provide ongoing support and development for the club coaches who have been identified as part of Garville's Coaching Pathways Development Program.

The coaches/teams that fall into this category are:

- Premier League Assistant Coaches
- Reserves Head Coach
- Reserves Assistant Coaches
- A.M.N.D. Coach
- Inter 1 & 2 Coach
- Junior 1 & 2 Coach
- Sub Junior 1 & 2 Coach
- Primary 1 Coach.

And all coaches who have achieved the accreditation of Intermediate or above, regardless of the grade they are coaching

Mentoring Development Team Coaches

The Garville AMND Mentor will mentor the remainder of club coaches.

The Garville Mentors will:

- Provide 3 Coach Workshops throughout the Winter Season (Pre-season, mid-season & pre finals)-dates to be provided at Coaches Induction.
- Meet with the mentee's minimum of 3 times per season (usually at a training session or match)
- Help to build confidence through activities that move coaches out of their comfort zone
- Share experiences, ideas and knowledge in an open and non-critical way
- Be a resource, provide information and give direction to where help can be found
- Provide constructive feedback
- Help each coach to establish clear goals – meeting challenges
- Challenge and question
- Encourage coaches to develop their own philosophies, skills and knowledge
- Using video analysis for personal evaluation
- If required, give advice and assistance with regrading of players.

Benefits of a Mentoring Program:

- Reinforces culture change & club philosophies
- Supports retention of existing coaches
- Releases potential of coaches
- Allows communication across Garville Club & netball, eroding the "silo" effect.
- Improves performances

Date Reviewed – February 2016

Next Review Date – December 2017



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

Coaches Registration

1. Introduction

Garville Netball Club is committed to the health, safety and well-being of all its members and participants and is dedicated to providing a safe environment for participation in the sport of netball throughout South Australia.

The South Australian Child Protection Act aims to ensure that people working (in a voluntary or paid basis) with children do not pose a risk to children.

Increasingly, this legislation requires “screening” to be undertaken in defined circumstances relating to junior sport and the Garville Netball Club Member Protection Policy generally requires screening in the same situations.

Harassment in sport has become an issue that many sports have unfortunately had to face. As a result, Garville Netball Club has acknowledged that a proactive and preventative approach needs to be taken in dealing with the issue.

“Member Protection” is a term that is now widely used in the sports industry. Member protection is all about practices and procedures that protect a sports organisation’s members - including players/participants, administrators, coaches and officials. It involves: • protecting members from harassment and inappropriate behaviour; • adopting appropriate measures to ensure the right people are involved in an organisation; and • providing education

The successful implementation and enforcement of this Member Protection policy requires the cooperation and commitment of Garville Netball Club members and participants at all levels.

The following Coach Registration Policy conveys a strong message to all netball members and participants, and prospective members and participants, that as a sport, we are committed to ensuring the safety of our most valuable asset well into the future.

This document describes the policy for the registration of coaches involved in the Garville Netball Club. The purpose of this policy is to:

- Minimize and guard against potential risks to children involved in netball
- Establish the suitability of people volunteering to coach netball teams
- Assist with adherence to legislation regarding the screening of volunteers involved in sport

This policy describes the Garville Netball Clubs requirements of coaches in the registration process, and measures taken by Garville Netball Club to ensure compliance.

Date Reviewed – February 2016

Next Review Date – December 2017



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

2. Requirements

2.1 Coach Appointment Requirements

When Garville Netball Club appoints a coach, prior to the coach coaching their first game, the coach must:

1. Register on the online database for the current season, including entering the following details:
 - First Name
 - Surname
 - Gender
 - Date of Birth
 - Address
 - Suburb
 - Home phone number
 - Mobile phone number
 - Email address
 - Details of Coaching accreditation

In general, this happens at the following times:

- Prior to the first game of each season, when the majority of coaching appointments are made
- Whenever a new coaching appointment is made mid-season

This may be done by the club if the information is obtained prior to the season starting.

2.2 Coach Registration Requirements

All people actively coaching a team in the Garville Netball Club, must provide the Club with copies of

- Police Clearance
- Play by the Rules Certificate
- Most up to date Coaching Accreditation Certificate

In addition to acknowledging your willingness to abide by the

- Garville Netball Club Coaching Policy
- Code of Conduct
- Code of Ethics and Anti-Harrassment,
- Bullying and Grievance Policy

And complete the online registration process. Within the online Registration Form you as a coach must indicate that you have read and agreed to the terms and conditions.

Garville Netball Club must sight a copy of a National Police Check at which time a record will be kept of the following information name, address, date obtained and expiry date. This can be achieved by mailing a copy of the Certificate to Garville Netball Club, PO Box 283, WOODVILLE SA 5011. Please

Date Reviewed – February 2016

Next Review Date – December 2017



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011
E admin@garville.com.au
W www.garville.com.au
Garville AV Jennings Netball Club



Club Coaching Policies

note that documents from other employers that are not a national police certificate are not acceptable. Please note Garville Netball Club will not hold copies of Certificates and all copies provided will be destroyed once the information required is obtained.

An updated national police certificate must be provided to Garville Netball Club every three years.

If the Club appoints a coach who has not met the coach registration requirements, Garville Netball Club will request that registration requirements be completed within 6 weeks or the appointment will not be agreed to

3. Special Coaching Appointments

3.1 Temporary Coaches

Garville Netball Club appreciates that at times, temporary coaches may be assigned to teams. This might occur in cases where it has not been possible to find a permanent coach, or when a permanent coach is unavailable for a particular game.

For the purpose of the coach registration policy, Garville Netball Club makes a distinction between temporary and permanent coaches but only if a person has been assigned the role of coaching a team for only a single game.

If this person coaches a game more than 2 weeks, then this person must satisfy the requirements of the coach registration policy.

4. Coaching Resources

Garville Netball Club will provide each appointed Coach with an Induction Package & Coaches Handbook at the yearly Coaches Induction session before the winter session commences.

In addition coaching resources and coach education information is available from the following websites:

- Australian Sports Commission www.ausport.gov.au/site_tools/site_search
- Australian Institute of Sport www.ausport.gov.au/ais
- Play by the Rules www.playbytherules.net.au
- Netball Australia www.netball.au - See Netball Australia Coach Education Framework
- Netball SA www.netballsa.asn.au

5. Accreditation

Garville Netball Club coaches are all expected to be accredited. The 'Foundation' Level Accreditation Course, is now available online & must therefore be completed by any Garville coach who has no accreditation, on appointment. A copy of the Certificate must be forwarded to the club. All other levels of Accreditation course dates are listed on the Netball SA website and Garville Coaches will be notified.



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

Coach Selection

Premier League Head Coach and Reserve Coach

The Club will appoint an interview panel consisting of the Club President, a recognised experienced Coach who has coached at this level, or higher, plus one other suitable person.

The selected applicant will be ratified by the Garville Management Committee and suitably announced.

Premier League Assistant Coaches

The Head Coach, Reserve Coach and Club President will interview/select Assistant Coaches and these appointments will be ratified by the Garville Management Committee and suitably announced.

AMND and Pathway Teams

A designated manager/convenor should be appointed with responsibility for the administration of and the process for appointments.

Responsibilities of Convenor:

- Identify the coaching positions available
- In conjunction with the Club Head Coach prepare / collate documents – Job Descriptions, Competency Requirements, relevant Policies (Health & Safety, Smokefree, Selection Policy & Procedures, Support Personnel etc)
- Prepare timeline for process
- Establish if Interview & Review Process
- Ensure interview panel is appointed. Identify who will appoint the panel and what are their responsibilities i.e. will they make final appointment or make recommendation to Board?
- Ensure Appointment Panel have background information with regard to Regional/Centre philosophies, current state of player development and expectations of the position
- Advertise positions
- Recommendations for minimum coach development requirements for Representative Coaches
- Ensure notices calling for Coaches are advertised on the Club website and facebook
- Ensure emails and verbal discussions are held with existing coaches and coaches targeted by the Coaching Panel
- Coaches are requested to submit their interest with information on previous experience



Club Coaching Policies

All Garville coaches are expected to hold or be prepared to attain the following level of accreditation

- The following criteria is ideal for selecting Garville Coaches

GRADE	MINIMUM ACCREDITATION	PREFERRED ACCREDITATION
Premier League	Advanced	Elite/High Performance
Premier League Assistant	Intermediate	Advanced
Reserve League Coach	Intermediate	Advanced
Reserve League Assistant	Intermediate	Advanced
AMND Coach	Intermediate	Advanced
A Grade Coach	Development	Intermediate
Inter 1 Coach	Development	Intermediate
Inter 2	Development	Development
Junior 1	Development	Intermediate
Junior 2	Development	Development
Sub Junior 1	Development	Intermediate
Sub Junior 2	Foundation	Development
Primary 1	Foundation	Development
Primary 2	Foundation	Development

Coaches Code of Ethics

Respect the rights, dignity and worth of every human being	<ul style="list-style-type: none"> Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion
Ensure the athlete's time spent with you is a positive experience	<ul style="list-style-type: none"> All athletes are deserving of equal attention and opportunities
Treat each athlete as an individual	<ul style="list-style-type: none"> Respect the talent, developmental stage and goals of each athlete Help each athlete reach their full potential
Be fair, considerate and honest with athletes	<ul style="list-style-type: none"> Be professional and accept responsibility for your actions Display high standards in your language, manner, punctuality, preparation and presentation Display control, respect, dignity and professionalism to all involved with the sport - this includes opponents, coaches, officials, administrators, the media, parents and spectators Encourage your athletes to demonstrate the same qualities



Club Coaching Policies

<p>Make a commitment to providing a quality service to your athletes</p>	<ul style="list-style-type: none"> • Maintain or improve your current NCAS accreditation • Seek continual improvement through performance appraisal and ongoing coach education • Provide a training program which is planned and sequential • Maintain appropriate records
<p>Operate within the rules and spirit of your sport</p>	<ul style="list-style-type: none"> • The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies, eg anti-doping policy, selection procedures, etc • Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Drug Agency (ASDA)
<p>Any physical contact with athletes should be: appropriate to the situation necessary for the athlete's skill development*</p>	
<p>Refrain from any form of personal abuse towards your athletes*</p>	<ul style="list-style-type: none"> • This includes verbal, physical and emotional abuse • Be alert to any forms of abuse directed toward your athletes from other sources while they are in your care
<p>Refrain from any form of harassment towards your athletes*</p>	<ul style="list-style-type: none"> • This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability • You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal
<p>Provide a safe environment for training and competition</p>	<ul style="list-style-type: none"> • Ensure equipment and facilities meet safety standards • Ensure equipment, rules, training and the environment are appropriate for the age and ability of the athletes
<p>Show concern and caution toward sick and injured athletes</p>	<ul style="list-style-type: none"> • Provide a modified training program where appropriate • Allow further participation in training and competition only when appropriate • Encourage athletes to seek medical advice when required • Maintain the same interest and support toward sick and injured athletes
<p>Be a positive role model for your sport and athletes</p>	

Please refer to the Harassment-free Sport guidelines available from the Australian Sports Commission for more information on harassment issues



AVJennings®

Garville Netball Club
PO Box 283 Woodville SA 5011

E admin@garville.com.au

W www.garville.com.au

Garville AV Jennings Netball Club



Club Coaching Policies

Coaches should

- be treated with respect and openness
- have access to self-improvement opportunities
- be matched with a level of coaching appropriate to their level of competence