



Victoria University Netball Club Coaches Policy

The Victoria University Netball Club Coaches Policy provides a framework to ensure that coaches can deliver a safe and rewarding experience for players, consistent with the objectives of the Victoria University Netball Club (Team Vic). These objectives are set out in the *Victoria University Netball Club Incorporated Constitution*.

Related Policies and Documents

- *Code of Conduct* (for players, coaches and committee)
- *Conflicts and complaints procedure*.

Appointment of Coaches

1. Team Vic will recruit coaches by advertising (internally and externally), personal contact or by identifying people who are currently coaching or interested in a coaching career.
2. Appointment of coaches for Premier Grade teams (teams 1-4) will be made by the Coaching lead, in consultation with the President and Team Vic Committee. The Team Vic Committee must be satisfied that Premier coaches have an appropriate level of qualification (Community Coaching Award (CCA) or higher) and/ or relevant experience.
3. Appointment of all other coaches will be made by the Coaching Lead, in consultation with the Team Vic Committee. The Coaching Lead must be satisfied that the coaches have an appropriate level of qualification and experience for the level at which they will be coaching.

Code of Conduct

4. Coaches will at all times adhere to the Victoria University Netball Club Code of Conduct (the "Code of Conduct"), which sets out the behaviours expected of players, coaches and committee members.
5. Coaches will manage their players in a manner that is consistent with the Code of Conduct.
6. Breaches of the Code of Conduct should be notified in writing to teamvicnetball@gmail.com. Refer to the Victoria University Netball Club Conflicts and Complaints Procedure for information on the breaches policy. Failure to adhere to the remedial action or serious breaches of the Code of Conduct may result in dismissal of the coach. At all times the confidentiality of the complainant must be maintained.
7. Coaches will at all times adhere to the regulations and requirements of the Netball Wellington Centre.

Communication

8. Coaches will be provided with information and communications from the Team Vic Committee and Coaching Lead by the following methods:
 - i. Facebook Group;
 - ii. Email;
 - iii. Text message;
 - iv. Newsletter; and
 - v. Direct contact.
9. When coaches' meetings are scheduled it is expected that coaches will take all reasonable steps to attend these meetings.
10. It is expected that any communications or requests for information from the Team Vic Committee or Coaching Lead are reviewed in a timely fashion and that responses are provided in line with requests made.
11. It is expected that coaches will notify the Coaching Lead of any coaching related issues or problems as they arise.

Resources and Development

12. Team Vic undertakes to provide all resources reasonably required to carry out the coaching role, this includes (but not limited to):
 - i. Equipment;
 - ii. Coach manuals;
 - iii. Coach updates;
 - iv. Coach Development information; and
 - v. Mentoring.
13. Team Vic will take all reasonable steps to ensure that safe training facilities and equipment are made available for coaches.
14. The Coaching Lead and the Gear and Facilities Officer will negotiate training times with each coach at the beginning of the season to ensure the fair allocation of training space to all teams. Coaches will adhere to the training time allocated to them throughout the season. Temporary changes to the training time can be made with the permission of any affected coaches. Permanent changes to the training time must be negotiated with the Coaching Lead and the Gear and Facilities Officer.
15. Team Vic will advise coaches of courses and other opportunities for coach development and will pay for coaches to attend coach development courses.
16. It is expected that all coaches who do not hold a coaching qualification of CCA level or higher will participate in at least one coach development opportunity or course during the year¹, unless there are circumstances that prevent them from doing so and with the agreement of the Coaching Lead.

¹ A requirement of receiving the 2021 Coaches Fee Subsidy is to attend the CCA Level 1 course on Player Centred Coaching, if possible.

Review

17. This policy will be reviewed on an annual basis and published on the Team Vic website and on the Coaches Facebook Group following ratification by the Team Vic Committee.