

WILLETTON JUNIOR FOOTBALL CLUB

COACHING POLICY



Forward

The purpose of this document is to formalise the fundamental policy of the Willetton Junior Football Club (WJFC) in regards to potential or appointed coaches.

The policy is designed to give each coach an understanding of the treatment each player should expect while with the Club and for the expectations the Club has for each coach.

Coaching Appointments

Coaching appointments will be made by the WJFC Committee.

The coaching positions for nominated teams are to be declared vacant prior to the start of the season.

The Club actively seeks nominations for coaching positions through advertising, registration forms and publication of this policy.

The Club supports the concept of Senior Coach and Assistant Coach or Assistant Coaches.

If there is more than one application for Senior Coach the Committee will select the Senior Coach based on their Qualifications, experience and an interview process.

Qualifications

The WJFC Coaching Policy has a general requirement that all coaches have achieved and currently hold at least a Level I AFL Coaching Certificate

The WJFC will carry the cost of or reimburse all expenses incurred for/by coaches gaining the Level 1, Level 2 or Level 3 coaching accreditations.

Security Clearances

The applicants for coaching positions must have a current acceptable security clearance or be prepared to submit to or obtain any relevant clearances as determined by the WJFC or as required by State or Commonwealth authorities, AFL or other relevant football bodies as deemed appropriate. This may include documentation such as a National Police Clearance, WA Police Clearance, Prohibited Persons Declaration, Working With Children Check, etc.

The WJFC will carry or reimburse all expenses incurred for/by coaches gaining the necessary security clearances etc. as determined as being appropriate by the Club.

Code of Conduct and Ethics

The Willetton Junior Football Club endorses "The AFL Coaches Code of Conduct" appended at Attachment A.

Acceptance of this Code of Conduct together with the Willetton Junior Football Club Coaching Philosophy, as detailed at Attachment B, is the minimum requirement for all appointed Coaches of the Willetton Junior Football Club.

Other

A basic knowledge of first aid is considered desirable. As a minimum the Coach should be able to deal with initial treatment of minor injuries and to recognise and understand the significance of injury sickness. The Coach also needs to fully respect and accept the recommended rehabilitation process as determined by a qualified health professional.

Last Updated: 3rd February 2010



COACHES CODE OF CONDUCT

I, _____, hereby commit, to the best of my ability, to uphold the AFL Coaches Code of Conduct.

I understand that as an integral component of my accreditation, I must maintain a standard of behaviour and conduct in the best interests of the game and the players/ staff in my care.

In representing myself in an honest manner and without bringing the coaching profession or the Game into disrepute, I will endeavour to uphold the following to the best of my ability:

1. *I will respect the rights, dignity and worth of all individuals within the context of my involvement in Australian Football, including refraining from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability.*
2. *I will abide by and teach the AFL Laws of the Game and the Rules of my Club and League/Association.*
3. *I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and well-being.*
4. *I will refrain from any form of personal abuse or unnecessary physical contact with the players in my care.*
5. *I will have due consideration for varying maturity and ability levels of my players when designing practice schedules, practice activities and involvement in competition.*
6. *I will avoid overplaying the talented players aiming to maximise participation and enjoyment for all players regardless of ability. Where I am responsible for players in the 5-12 year old age group, I will ensure that all players gain equal playing time.*
7. *I will stress and monitor safety always*
8. *In recognising the significance of injury and sickness, I will seek and follow the physician's advice concerning the return of injured or ill players to training*
9. *I will endeavour to keep informed regarding sound principles of coaching and skill development, and of factors relating to the welfare of my players*
10. *I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practise fair play.*
11. *I will display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators.*
12. *I will ensure that players are involved in a positive environment where skill learning and development are priorities are not overshadowed by a desire to win.*
13. *I reject the use of performance enhancing substances in sport and will abide by the guidelines set forth in the AFL DRUG POLICY.*

Note: *This "Coaches Code of Conduct" is to be signed and conformed to as part of the accreditation requirements of the AFL. Coaches should be aware that, in addition to this Code, they may be obliged to sign a further Code of Conduct/Ethics with their Club and/or League.*

SIGNATURE OF COACH: _____ **DATE:** _____
SIGNATURE OF CLUB PRESIDENT: _____ **Print Name** _____ **Date** _____

WILLETTON JUNIOR FOOTBALL CLUB

COACHING PHILOSOPHY

General Guidelines

The following skills and attributes are deemed to be preferable and may be considered in the selection of coaches:

The Coach should ideally be a skilled communicator, with the ability to relate to children, parents, opponents and officials.

The Coach as a representative of the WJFC should always display a positive image and behaviour deemed appropriate for a junior sporting club.

The Coach should always:

- Instil the highest desirable ideals and character traits into their players. A high level of sportsmanship and pride in representing the WJFC should be a goal of all coaches and their assistants.
- Be confident, assertive, consistent, friendly, fair and competent.
- Be able to justify if necessary why things are being done in a certain manner.
- Seek assistance and advice when not sure of the Club policy.
- Be prepared and committed to self improvement through performance appraisal and ongoing education.

Coaches should continually strive to improve, maintain and achieve sound relationships with those with whom they must work. This includes:-

- Players:
- Administrators / officials.
- Umpires.
- Opponents and opposition coaches.
- Parents.
- Other coaches within the Association.

The Coach is responsible for the behaviour of team representatives such as runners, assistant coaches, medical person etc. Poor sportsmanship, foul language and inappropriate behaviour will not be tolerated, on or off the field by coaches. (or players or club officials)

Players

In dealing with team members the Coach should at all times consider the following points:

1. Criticism should be constructive, not destructive, and players should never be humiliated or ridiculed. .
2. Participation should be emphasised. Winning should be the result of good coaching, not the main purpose of playing.
3. Players should never be blamed for losing. Coaches may analyse individual weaknesses in a player's game and point these out in a constructive manner.
4. Specific player weaknesses should never be used as an excuse for losing. The coach should redesign his / her training program to strengthen these areas.
5. All players should be taught and treated as equals. Some players develop quicker than others and this should be addressed at training. The over use of "star" or talented players at the expense of "weaker" team players is likely to result in the failure to fully develop the skills of other team members.
6. The player should be dealt with as a person and not just a player. Coaches should understand the physiology and psychology of growing young players.

In relation to discipline the coach should endeavour to:

1. Establish a code of behaviour for the players at the first training session.
2. Explanation of the reasons for each rule and the penalties for breaching them should be emphasised to all team members.
3. Develop clear expectations regarding the following:
 - Attendance, punctuality, behaviour, sportsmanship and training standards
 - Inform parents and administration of codes of behaviour and disciplinary measures that will be used. These should be appropriate to the age group being coached
 - Take a firm, fair and consistent approach to discipline
 - In dealing with unsatisfactory behaviour the focus should be on the breach of the rule and not the individual. Do not publicly insult, humiliate or embarrass the athlete personally. Discipline the individual for their poor behaviour, not the whole group. Do not over-use physical punishments, such as running laps, push-ups, etc.

Training

The Coach should consider the following points in relation to training of players:

1. Training times and the number of training sessions should be consistent with the ages of the players and in line with association norms.
2. Training sessions should only be conducted at authorised locations, unless otherwise directed or applied for and approved by the WJFC.

3. Coaches should lead by example by teaching and practising, co-operation, good sportsmanship, self discipline, respect for officials and opponents, and proper attitudes in language, dress and deportment.
4. The Coach should endeavour to be organized, not only for each session, but for the week, the month, the season.
5. Emphasis should be kept on development of the player, both in terms of skill and character. Skills training should be kept at a level consistent with the player's age and development. Players should never be expected to perform skills at a greater level than their physical or mental maturity.
6. Training should be based on 'How' and 'Why'. Coaches should explain why something is done in a certain way, and then demonstrate the correct way to do it.
7. The Coach should accept the responsibility of maintaining discipline throughout the training session.
8. Injuries should be treated promptly and to the best of their knowledge and ability.
9. It is expected that the Coach will endeavour to develop through training sessions the following qualities in the players:
 - Self discipline
 - A desire to achieve goals
 - Dedication
 - Emotional control
 - Comradeship and teamwork
 - Self confidence
 - Self esteem
 - Self initiative
 - Perseverance

Matches

The Coach should consider the following points in relation to matches involving the team:

1. The Coach should ensure that all matches are played in the spirit of the game.
2. The desire to win should never override the priority of skill development and fair play.
3. The goal of each Coach should be to maximise participation and ensure equal playing time for all players regardless of ability.
4. Respect for opposition- players, umpires and team officials should be emphasised at all times. Players not displaying these characteristics during a game should be dealt with promptly, so as to avoid further incidents occurring which may ultimately be detrimental to the player, the team or the Club.
5. Players that are "yellow" or "red" carded by umpires during a game should be counselled immediately by the Coach as to why their behaviour is deemed unacceptable. Acceptance of any penalty should be encouraged by all Coaching

staff as being appropriate for the particular offence. Further dispute with umpires or officials by either players or coaches will not be tolerated in any circumstances.

Code of Conduct and Ethics

The Willetton Junior Football Club endorses "The AFL Coaches Code of Conduct" appended at Attachment A.

Acceptance of this Code of Conduct together with the Willetton Junior Football Club Coaching Philosophy as detailed above is the minimum requirement for all appointed Coaches of the Willetton Junior Football Club.

Complaints and Disciplinary Procedures

It is expected that the Coach should be prepared to interact with parents and officials.

However, there may be occasions when players, parents or officials may consider there is a legitimate cause for complaint against a coach or a member of the coaching staff.

Internal complaints should be addressed first to the President of the Willetton Junior Football Club. In relation to complaints of a minor nature the Club President should then investigate and take the necessary steps deemed appropriate to achieve a satisfactory resolution for all parties. Matters of a more serious nature should be directed to the Willetton Junior Football Club Committee for consideration and action as deemed appropriate.

Complaints from external organisations, opposing clubs or others should be directed to the President and Willetton Junior Football Club Committee for their consideration and action.