

DEVELOPMENT TEAM COACH POLICY

1. PURPOSE

The aim of this Policy is to outline the pre-requisites and ongoing requirements for Coaches, Assistant Coaches, Apprentice Coaches, and those in any other appointed coaching role who are participating in an Association Development Competition Program.

2. APPLICABILITY

- a. This Policy applies to all Coaches, Assistant Coaches, and Apprentice Coaches who will be representing the Association.
- b. This Policy applies at all times during their appointment to the role, and throughout the duration of the Program in which they are participating.

3. DEFINITIONS

In this Policy, unless otherwise stated:

ADO means the Association Development Officer, as appointed by the Association.

Apprentice Coach means the person who is learning how to undertake coaching responsibilities at the Association level under the guidance of the Coach and/or Assistant Coach;

Assistant Coach means the person who assists the Coach with their role in a coaching capacity, typically while also learning how to undertake the role of Coach;

Association means Mandurah Netball Association;

Athlete means any player, including Training Partners, who is, or will be, participating in a Development Team Program;

Club means any netball club or Entity Team affiliated and financial with the Association, and as otherwise defined in **Rule 11(8)(a)** of the Constitution;

Committee means the management Committee of the Association as determined by the Constitution;

Constitution means the constitution of Mandurah Netball Association Inc;

Entity Team means a single team entering the competition at the Association that is not affiliated with a Club;

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Head Coach means the person who oversees the coaching of the Athletes in a Development Team participating in a Development Program for the Association, in alignment with the Program supplied by the ADO or Association;

Member means any affiliated members of the Association, including players, coaching and umpiring officials, volunteers, Clubs and Club members;

Peel Lightning Netball, or Lightning means the netball club, and its relevant participants, entering teams into the WA Netball League, competing under the club name Peel Lightning Netball name;

Policy means this Policy;

Program means any pre-competition training, clinics, workshops, or other scheduled activities leading up to a Representative Competition, and the Development Competition itself, including any short or long program competition.

Development Competition means a competition where the Association enters one or more teams to represent them, including, but not limited to, Netball WA's Association Championships and South West & Peel Regional Championships;

Development Team means a team of Athletes selected to participate in the Development Competition;

Winter Competition means the winter competition run by Mandurah Netball Association.

4. THE POLICY

- a. The ADO will appoint Coaches to all Development Teams, unless otherwise determined by the Association.
 - i. A Head Coach is required for all Development Teams.
 - ii. The ADO may appoint an Assistant Coach or Apprentice Coach to any Development Team, however, is not required to do so unless the relevant Development Competition requires it.
 - iii. Appointments are at the discretion of the ADO, unless otherwise determined by the Association.
 - iv. The ADO is not required to provide reasons for their decision to appoint, or not appoint, an applicant to a Coaching role.
- b. Applicants for the role of Head Coach with a Development Team must have the following pre-requisites:
 - i. Must be aged 18 years or older;
 - ii. Must have a minimum coaching accreditation of Development;

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- iii. Is, or will be, coaching a team with a Club in the Winter Competition for the year of the Program;
- iv. Is affiliated with the Association through their Club or PlayHQ.
- c. Applicants for the role of Assistant Coach with a Development Team must have the following pre-requisites:
 - i. Must be aged 18 years or older;
 - ii. Must have a minimum coaching accreditation of Foundation;
 - iii. Is working towards obtaining Development Coach Accreditation;
 - iv. Is, or will be, coaching or assistant coaching a team with a Club in the Winter Competition for the year of the Program;
 - v. Is affiliated with the Association through their Club via PlayHQ.
- d. Applicants for the role of Apprentice Coach with a Representative Team;
 - i. May be aged younger than 18 years;
 - ii. Are not required to have an accreditation, but is encouraged to obtain a coaching accreditation of Foundation;
 - iii. Is, or will be, coaching or assistant coaching a team with a Club in the Winter Competition for the year of the Program.
- e. All coaches:
 - i. Are not allowed to coach their own child, family members, or the age group in which their children or family members are currently representing the Association.
 - ii. Are required to wear the Association uniform, as directed at the beginning of the Program, to all training sessions, carnivals, or as directed by the ADO or Association.
 - iii. Must attend a minimum of 80% of training sessions.
 - iv. Must attend pre- and post-training session meetings as requested by the ADO.
 - v. Must complete all paperwork relating to carnivals, court time, etc., as requested by the ADO.
 - vi. Must complete feedback within two weeks of the Development Competition, such as the Association Championships weekend, as requested by the ADO.
- f. Where a Coach is a current coach, athlete or other affiliated participant of Peel Lightning Netball, and is not currently affiliated with any other WA Netball League club, they are exempt from the rules in **clause 4(b)(iii), 4(c)(iv), or 4(d)(iii)**.
- g. Applicants who are currently coaching with a WA Netball League club that is not Lightning will not be eligible to be a Coach of a Representative Team with the Association.
- h. Coaches may be required by the Association to supply, or obtain, a Working with Children check.

5. PRECEDURES

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- a. It is expected that Coaches, where possible, will attend the ongoing educational and upskilling opportunities provided by the Association.
- b. The Association will reimburse the course fees for the Foundation, Development, and Intermediate Coach Accreditations for Representative Team Coaches (TO BE APPROVED BY THE BOARD)
 - i. The Coach must commit to coaching Representative Teams with the Association for a minimum of two years to be eligible for reimbursement, otherwise the reimbursement will need to be repaid to the Association.
 - ii. A copy of the Accreditation certificate must be emailed to the ADO for approval before reimbursement can be processed.
 - iii. Coaches are not permitted to receive a reimbursement from the Association if they are also receiving a reimbursement for the same fees from their Club.
- c. All Expressions of Interest from Coaching positions will be assessed by the ADO.
- d. Where possible, the ADO will attempt to meet all applicant request for coaching a specific age group or teams.

6. MANAGING BREACHES OF THE POLICY

- a. Where a breach has occurred:
 - i. If the breach is considered minor, a written notice may be issued to the individual who is in breach.
 - ii. If the breach is considered serious, a performance plan may be required of the individual who is in breach, and they may be excluded from the Program in which they are participating, either temporarily or for the remainder of the Program.

7. RESPONSIBILITIES

- a. The ADO is responsible for all Coaching appointments unless otherwise determined by the Association.
- b. The ADO is responsible for communicating the Policy as necessary to Coaches and applicants to these roles.
- c. Coaches are responsible for abiding by the requirements of the roles that they are undertaking.
- d. The ADO is responsible for managing breaches of this Policy.

8. CHANGES TO THE POLICY

This Policy may be cancelled, amended, or supplemented by the Association as and when it sees fit. Any variations will be given to Members in writing by the Association.

The Association will review this Policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Association, and to ensure ongoing best practice governance.

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