

## COACHING POLICY

### PURPOSE

Carnegie Netball Club values their Coaches and wants to provide a supportive, rewarding, fair and progressive environment. CNC accommodates 3 types of coaches:

1. **Junior Coach** – a past or present Carnegie player still at secondary school who coaches a young team.
2. **Senior Coach** – an adult who coaches a team that does not include their own child/dependent.
3. **Parent Coach** – a parent who coaches their child's/dependant's team.

It is the club's aim to develop all coaches. By encouraging our older junior players to become a Junior Coach we can help facilitate knowledgeable, experienced and passionate Coaches who stay with Carnegie Netball Club through their coaching journey.

### POLICY

Carnegie Netball Club recognises that to support all coaches and the teams they coach, a coaching framework needs to exist.

This policy sets out that framework and includes: the classification of coaches, the application and appointment process, the Club's requirements and expectations of coaches, what the club will provide and the coaching payment structure.

### CLASSIFICATION OF COACH

A **Junior Coach** is a player (at secondary school when year begins) who is the primary person in charge of coaching a team.

- Any 13+ year old preferably past or present player of the Club can apply to be a Junior Coach
- One or two Junior Coaches may be appointed to coach the one team
- A Junior Coach is provided with a Coaching mentor to support and nurture them until the age of 16 or longer if required
- After a Junior Coach completes their secondary schooling, they move into the Senior Coach classification.

A **Senior Coach** is an adult who is the primary person in charge of coaching a team in which they have no child or dependant.

- Any 17+ year old player finished their secondary schooling can apply to be Senior Coach
- The prospective coach may or may not be a current member of the Carnegie Netball Club
- One Senior Coach will be appointed to coach a team

A **Parent Coach** is a parent who is the primary person in charge of coaching their child's/dependant's team.

- Any parent of a player can apply to be the Parent Coach
- Usually one Parent Coach is appointed to coach the one team, but the role may be shared if needed

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## ATTRIBUTES OF A COACH

All Coaches should exhibit the following attributes:

- Have a strong netball knowledge
- Have experience playing netball or coaching another team sport
- Have an appropriate manner when communicating with players and display a level of confidence and consideration when addressing children and young people
- Understand the importance of encouraging, involving and treating all players in the team equally
- Understand the importance of the team having fun and social interaction as part of netball

## APPLICATION AND APPOINTMENT PROCESS

All persons who are interested in coaching and meet the criteria, can apply for a coaching role where a team has a coaching vacancy. The process is as follows:

1. Applications should be sent via email to [carnegienetballclub@gmail.com](mailto:carnegienetballclub@gmail.com)
2. Applications will be considered and handled by the Club's Coaching representative and/or committee.
3. Appointment of the coach will be made in a timely manner.
4. Notification to the successful/unsuccessful coaching applicant will be made via email and or phone call.

Should the Club receive more interest than coaching vacancies, Coaches will be required to go through a more detailed selection process. This will be managed by the Club's Coaching representative or committee.

After undertaking the role, Coaches will be reselected each season or year based on their interest, availability, effort given to the role, quality of and suitability to coaching, any relevant feedback received and in consideration of any other interested person/s who may have applied for the role.

## REQUIREMENTS OF THE COACH

Coaches must meet these requirements as part of their Coaching role and commitment.

- Must be available to attend the majority of team trainings and games each season.
- Make every effort to attend any Club organised meeting or coaching skills sessions
- Junior Coaches must work with the Coaching Mentor (someone aged 18 or over ) or CNC equivalent and who is approved by the Club.

- Junior Coaches must continue to be mentored until the age of 16, and after this time they are required to be in regular contact with the Club's Coaching representative.
- All paid coaches will keep a portfolio of practice sessions, activities and drills which must be updated regularly.
- All Coaches must complete the 'Foundation Coaching Course' online. The Club will reimburse the Coach for completing this course.
- All Coaches must complete/read the required "Play by the Rules" online modules/resources set out by the Committee to ensure our Coaches understand the importance of fair play and child safety in junior sport.
- Any Coach who is 18 years or older will need to apply for a WWCC in accordance with the Victorian *Working with Children Act 2005* amendments that came into effect on 1 Aug 2017 and as required by the *Netball Australia Member Protection Policy 2017*.
- All Coaches provide players with fair and equal court time during the rounds of the season, and allocate court positions appropriate to the players' age group.
- Coaches are asked to provide 2 weeks notice to the Club if they need to step down from the Coaching role.

A Coach can be dismissed of their coaching role by the Club if they have shown that they cannot meet the coaching requirements or they have been part of a proven Complaint handling resolution.

## WHAT THE CLUB WILL PROVIDE

The Carnegie Netball Club will provide the following:

- Coaching mentor for Junior Coaches
- Coaching resources and training drill resources
- Organised coaching skills sessions
- Support and advice as required
- Equipment for training and games
- Reimbursement after completing their 'Foundation Coaching Course' online
- Netball Victoria (NV) yearly registration fee
- Coaches Payment - paid at end of school term and end of season

Carnegie will encourage it's junior players to take on a Junior Coaching role

## PAYMENT STRUCTURE

**Parent Coaches** will not receive any payment but as a token of appreciation will receive their child's second season of the year (Spring season) club fees free of charge, for a maximum of 2 children.

**Junior Coaches** and **Senior Coaches** will receive payment to coach a team as per below:

- Coaching payments are calculated weekly based on their age, their classification and the number of years they have been coaching.
- Payment is based on :
  - 2 hours per week (to cover 1 hr training and 1 hr game day)

- Number of rounds included in the official length of the season (Autumn is usually 12 rounds, Spring is 14 rounds)
- An extra 4 hours (2 hrs per week x 2 weeks) prior to the first season of the year.
- Plus if the team makes finals, those weeks will be added to the payment.
- **Junior Coaches** who share the role will each receive 75% of the total payment.
- **Junior Coaches** who perform the role individually will receive 100% of total payment.
- **Senior Coaches'** payment will be shared by the parents and the Club. The parents will pay a capped maximum of \$270 per season (approx. \$30 per player), with the remainder subsidised by the Club.
  - For example, a Senior Coach in their 4<sup>th</sup> year of coaching is paid: (12 rounds x \$23.50 p/hr x 2 hrs/p/wk) + (\$23.50 p/hr x 4hrs) = \$658, of which Parents will pay \$270 and the Club pay \$388. If the team makes finals, the Club will pay those extra weeks.
- After a Junior Coach completes their secondary schooling and the current season concludes, Junior coaches are then considered Senior coaches
- CNC will pay **Junior** and **Senior Coaches** directly into their nominated bank account

## PAYMENT RATES

Coaching payments rates paid by the Club are set out in the table below.

- A gift payment may also be received from the team, although this is not expected for Senior Coaches whose team already contribute to their payment.
- Rates will be reviewed by CNC Committee every year.

2022/2023 Hourly Rates	Age – Junior Coach at Secondary School					Senior Coach
	14	15	16	17	18	17+
first season	\$ 6.00	\$ 6.50	\$ 6.50	\$ 8.50	\$ 9.50	\$ 13.50
second season	\$ 6.00	\$ 6.50	\$ 7.50	\$ 9.50	\$ 10.50	\$ 17.50
2 <sup>nd</sup> year	\$ 6.50	\$ 7.50	\$ 8.50	\$ 10.50	\$ 11.50	\$ 19.50
3 <sup>rd</sup> year	\$ -	\$ 8.50	\$ 9.50	\$ 11.50	\$ 12.50	\$ 21.50
4 <sup>th</sup> year plus	\$ -	\$ -	\$ 10.50	\$ 12.50	\$ 13.50	\$ 23.50

- Rates last updated June 2022 by an increase of \$1.00 per hour as agreed by CNC Committee 21/06/2022.