



NORTHERN STARS VOLLEYBALL CLUB INCORPORATED

Coaches Guide

1. PURPOSE

Northern Stars Volleyball Club (NSVC) Coaches Guide has been created to help our coaches thrive and prosper in their own personal development as well as enabling them to interact and coach players as per the wishes of NSVC. Our coaches are the eyes and ears of the club and as the people who are in contact with large amounts of members, their feedback to the committee is highly valued and respected.

2. COACHING DEVELOPMENT

NSVC sees its coaches as a highly valued part of the club and seeks to nurture current and future coaches. Where possible, Northern Stars will assist in notifying coaches of potential opportunities for coaching courses, coaching experience, information sessions etc. NSVC will endeavour to support coaches in achieving higher levels of accreditation and pursuing greater coaching goals. Financial support from the club for coaching development may be available on a case-by-case basis and must be approved by the committee.

In addition, Northern Stars also has two annual coaching awards which are presented at the end of year awards night. The Coach of the Year and Rookie Coach of the Year awards are two of the most internally respected awards at the club, and allow the club to show our appreciation of the hard work the coaches do throughout the year.

3. COACHING SUPPORT

NSVC is committed to providing the necessary support to each coach to be able to effectively manage their teams. The coaching coordinator is the first point of contact with regards to any issues which a coach or coaches may be having, be it player management, parents etc. Please see Section 5 relating to the dispute process. Through the use of "Team App" there will be a coaches group created. In this group drills and training ideas may be openly discussed between coaches or posted by the coach coordinator from time to time.

4. COACHING REQUIREMENTS

Coaches are required to hold the following accreditations

- VWA Coaching accreditation relevant to the division they are coaching
- Current and Valid Working With Children's Check Card

Coaches must also make themselves aware of the current Rules and Regulations of WAVL to ensure that do not breach any sections of the regulations at any point in time.

5. DISPUTES

If at any point a player or parent is questioning or disputing finances, player management or any other issue which you are not comfortable with discussing, the club requests that you follow this protocol:

- a. Defer from making any statements or promises which may be held against you
- b. Take the players/parents contact details and advise them that a member of the committee will be in touch for a formal meeting
- c. Advise the coach coordinator of what has happened and hand over the contact details
- d. The coach coordinator will then contact the relevant committee member who will contact the party to set up a meeting to work towards a resolution

Please note that NSVC does not wish for any coach to be in a position which they are not comfortable with and will take action to protect its coaches as long as they have acted within the guidelines of this coaches guide

6. JUNIOR MEMBERS

NSVC takes the management of all players very seriously. There is with all junior members, a greater duty of care and protocol which must be followed. To enable this greater level of care, Northern Stars has created the facility of the use of "Team App" for any teams with junior players. Refer to the Section 7 relating to communication.

The following are some basic guidelines to follow:

- First point of contact for junior members outside of training times should be the nominated parent/guardian unless advised otherwise
- Avoid social media contact even if initiated by the junior member
- Avoid 1 on 1 situations with junior members (preference for parents to be in attendance)
- Do not leave training until you are sure that all members have been picked up
- Ensure that you retain adequate duty of care during all trainings and during games

All matters involving junior members will, in the first instance, be forwarded to John Sewell, the Member Protection Information Officer MPIO and, if required, will be forwarded directly to Volleyball WA. This will then be dealt with as set out in the Volleyball WA/Volleyball Australia Member protection policy.

If coaches are unsure of where they stand with regards to junior members, they are requested to immediately contact the coaching coordinator

7. COMMUNICATION

Communication between players, parents and coaches is one of the key aspects of coaching. Northern Stars endorses the use of "Team App" as a safe, moderated channel. Please refer to the "Team App" guide for further details regarding the use of the software. All official communication should be made in an appropriate manner with explanations of decisions where required. During training and games, positive reinforcement and positive discussion on ways to improve with solutions to problems rather than simply identifying what is wrong is a preferred method of coaching.

Coaches are requested to follow the communication procedure so that in the event of a dispute the coach is protected as they have followed the NSVC policy. Any communication that is made outside of this policy eg. via Facebook, Snapchat etc. is at the coaches own discretion and is not an endorsed method of communication and as such will be liable for any complaints made in this manner without the support of NSVC.

8. ATHLETE MANAGEMENT EXPECTATIONS

Court time management is a key aspect of successful coaching. Northern Stars believes that as we progress from beginner teams through to elite teams, the management of court time vs playing to win should be dealt with as per the following guidelines;

Division	Athlete Management Expectation
Super League 1, 2 & 3	Teams selected to win. Players dropped/promoted based on performance to ensure that development and court time is balanced with results
Super League Reserve 1, 2 & 3	Balanced share court time with a focus on results during finals
PVL	Equal share court time
Junior League	Equal share court time

9. REMOVAL FROM COACHING

Any coach who:

- Breaches or fails to observe this Policy;
- Fails to fulfil their membership obligations including payment of fees
- Loses or damages NSVC property
- Breaches or fails to fulfil a requirement of the VWA Anti-Doping Policy; or
- Breaches or fails to observe the following relevant forms which they have signed
 - the VWA Code of Conduct

may, at the discretion of NSVC, be made ineligible for continued coaching of teams representing Northern Stars Volleyball Club.

10. Coach's Pack

Coaches will be provided with a coach's pack which will include equipment and tools designed to assist with coaching, as well as basic first aid supplies. It is a coach's duty to ensure at the end of the season that this is returned in good condition with no missing items. Coaches may be liable for the cost to replace missing items. The club will provide and pay for any consumables which are used e.g. First aid kit, ice packs etc.

Any questions or queries regarding the NSVC Coaches Guide can be submitted to

enquiries@northernstarsvolleyball.com