

# ST KILDA CITY Junior Football Club

Peanut Farm Reserve, Blessington St, St Kilda  
Elwood Park, Ormond Esplanade, Elwood  
PO Box 1489, St Kilda South, VIC 3182

## ST KILDA CITY JUNIOR FOOTBALL CLUB COACHING APPOINTMENTS POLICY

### *2018 policy*

#### **1. INTRODUCTION**

The purpose of this policy is to ensure consistency in the appointment of coaches to the teams of St Kilda City Junior Football Club Inc ("the Club").

This policy has been prepared and adopted by the Executive Committee and is subject to review as deemed necessary by the Executive Committee.

A copy of the current Coaching Appointments Policy is to be placed on the Club's website.

#### **2. COACHING APPOINTMENTS**

(a) The Club encourages where possible the rotation of coaches through a two or three year cycle, as:

- Players benefit from a number of coaches, getting a diversity of learning experiences and multiple mentors;
- It taps into more of the parental resources within the club, making more positions available and participation more accessible; and
- It develops a pool of expertise.

The Committee also recognises that there may be occasions where a coach continues beyond that time. Such occasions would include where no other suitable person wishes to coach, or where in all the circumstances the Committee considers that the team involved would benefit more from the retention of the previous coach than it would from a change to another person. Ultimately, the Committee must decide which nominated person is the best choice as coach in all the circumstances.

(b) All teams are encouraged to have an assistant coach as well as other parental involvement at training.

(c) Coaching appointments shall generally follow the following process:

Prior to each season, and ideally at the end of the previous season, the Club will call for expressions of interest for all coaching and assistant coaching positions.

- Where one person nominates:
  - The Committee shall review the application and either appoint or not appoint the applicant as it deems appropriate.
  - Where the Committee does not make an appointment, the Committee shall either seek

its own appointment or make a further call for expressions of interest.

- Where more than one person nominates for a role (in particular that of "coach"):
  - A Selection Panel will be formed, generally comprising the President/Vice President, Coaching Director and one other.
  - The Selection Panel will discuss alternatives with all applicants.
  - The Committee is entitled to have regard to a prospective coach's football knowledge and experience and ability to impart that knowledge to the players, and to give weight where appropriate to those matters in appointing a coach. Such matters would ordinarily be of less significance for younger teams where the level of play is less sophisticated, and be of increasing significance as the teams become older and start to play at higher levels.
  - Preference will be given to a second year coach, if he/she is considered to have performed satisfactorily in the previous season, to build on their expertise and reward their effort.
  - No particular preference will be given to a third or subsequent year coach. If appointed, the expectation is that they will identify and groom a successor for the following year.
  - Other matters being equal, there will be a bias to a new coach should a fourth year coach apply.
  - The Selection Panel shall recommend an appointment to the Committee.
  - Should the Committee not make an appointment, the Committee shall either seek its own appointment or make a further call for expressions of interest.
- (d) Aspiring and retiring coaches are encouraged to take on support roles, which could include a person who has previously acted as coach acting instead as assistant coach.
- (e) Nothing in this Policy prevents a coach from coaching the same team after one or more year's break.

### **3. REQUIREMENTS OF COACHES**

Commencing from the start of Season 2013, the Club requires all coaches each year to:

- (a) Be available for the majority of training sessions and matches;
- (b) Obtain (or maintain whilst coaching) Level 1 accreditation with AFL Victoria;
- (c) Have a current Working With Children Check;
- (d) Sign the League Coaches Code of Conduct (or equivalent);
- (e) Be supportive of all players and provide them with the opportunity to develop their football and personal skills;
- (f) Participate in training provided by the Club (normally through the Coaching Director);
- (g) Abide by any directive of the Committee (including as it applies to the wearing of clash strips);
- (h) Abide by all Club policies; and
- (i) Abide by all League policies, By-Laws and directives.

### **4. REQUIREMENTS OF ASSISTANT COACHES**

Commencing from the start of Season 2013, the Club requires all assistant coaches each year to:

- (a) Be available for the majority of matches and, preferably, training sessions;
- (b) Preferably obtain (or maintain whilst coaching) Level 1 accreditation with AFL Victoria;
- (c) Have a current Working With Children Check;
- (d) Sign the League Coaches Code of Conduct (or equivalent);
- (e) Be supportive of all players and provide them with the opportunity to develop their football and

personal skills;

- (f) Preferably participate in training provided by the Club (normally through the Coaching Director);
- (g) Abide by any directive of the Committee;
- (h) Abide by all Club policies; and
- (i) Abide by all League policies, By-Laws and directives.

## **5. TERMINATION OF APPOINTMENT**

The Executive Committee reserves the right to terminate a coach's or assistant coach's appointment at any time if it is of the view that it is in the interests of the Club to do so.

The process to be followed will generally be as follows:

- The Executive Committee formally forms the view of its intention to terminate the coach's or assistant coach's appointment;
- The coach or assistant coach is formally advised of the Executive Committee's intention to terminate their appointment and the reasons for so doing;
- The coach or assistant coach is provided with the opportunity to respond to the Executive Committee, either in writing or in person;
- The Executive Committee considers the coach's or assistant coach's response and makes its final decision; and
- Where that decision is to terminate the coach's or assistant coach's appointment, the Executive Committee will formally advise the coach or assistant coach and their team members of the decision.

The Executive Committee will adopt as expeditious a timeline as possible when dealing with such matters.

## **6. MONITORING AND REVIEW OF POLICY**

This Policy will be monitored and reviewed on an ongoing basis by the Executive Committee.

## **7. POLICY COMMENCEMENT**

This Policy was adopted by Executive Committee on.