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1. INTRODUCTION

At the Batemans Bay Seahawks Australian Football Club we strive to provide a professional standard of coaching focused on maximising enjoyment, development and retention of players.

Consisting of 2 Auskick programs, Six Junior Teams in the Sapphire AFL Competition and Five Teams in the AFL Canberra Competition each coach's biggest focus is on ensuring all players have an enjoyable experience with the game and come back the following season.

Through our club we endeavour to teach and support all of our players not only on the football field but also in their daily lives. To do this we need to be committed to modelling the types of behaviour and qualities we adopt.

As a coach you will have a vital role in positive contributions to the Football Club and we look forward to working with you and assisting you in your role.

1.1 Club Charter

We are an inclusive club, ensuring that we are welcoming and providing opportunities to all players regardless of ability, gender, nationality, age, religion or background.

Player retention through safe, enjoyable learning environments is extremely important as we take great pride in developing and retaining young players to progress into our senior program.

As coaches we understand the significant positive impact we can make on game day environments and club culture. It is important in ensuring all coaches lead by example and act respectfully to all people both inside and outside our club.

All coaching decisions and actions at our football club should always reflect this charter.

1.2 Coaching Trademark (Philosophy)

Our Coaching trademark or philosophy is what we stand for as a group of football coaches at the Batemans Bay Seahawks. Our trademark is the overriding prescription on how we act, behave and go about our coaching business as a club.

The key values of the Batemans Bay Seahawks coaching trademark are characterised by the following behaviours :

- 1. FUN**
- 2. PROFESSIONAL**
- 3. RESPECTFUL**

To assist in understanding appropriate behaviour patterns that meet our trademark the following is a guide:

WHAT DO THESE BEHAVIOURS MEAN?

1. Fun:

- All players participate for fun and enjoyment
- Maximise enjoyment rather than focus on win/lose outcomes
- Facilitation of high spirit, good team morale and enjoyment
- Social events for club, teams, age groups and parent groups

2. Professional:

- Disciplined and committed approach
- Communication
- Strong knowledge of Auskick, Junior and Senior Programs
- Developmental and fostering approach

3. Respectful:

- Player sportsmanship for opposition
- Respect from parents, players and officials towards opposition parents, players and officials and umpires

WHAT DO THESE BEHAVIOURS LOOK LIKE?

1. Fun:

- Promoting fun by grouping children with their friends and having good relationships with players.
- Ensuring all players are learning new skills and are exciting but structured activities and always trying new drills.
- Engaging players, parents, volunteers to be willing (not pressured) participants involved with training, match days and social events.

2. Professional:

- Coaches and players are suitably attired and look the part (All coaches must be neat and tidy with Club Polo Shirt at all games for Junior Coaches and Polo Shirt plus Shorts or Pants for Senior Coaches)
- Providing a safe and friendly environment.
- Coaches and players are at training and match day on time.
- Parents and players are informed pro-actively about any important dates or changes in Auskick, Junior and Senior Programs.
- Executing skill development programs as directed by the Coaching Coordinator/Football Operations Manager
- Ensure adequate planning for each training session and match day.

3. Respectful:

- Coaches, players positively engage the opposition and officials before and after the game.
- Untoward behaviour from players and/or their parents to be controlled where required

AS A COACH, HOW DO I KNOW IF I AM BEHAVING ACCORDING TO OUR TRADEMARK?

1. Fun:

- Know your players name and their close friends; get to know their likes and dislikes. Are they aggressive/passive/lazy/shy/confident etc.
- Challenge players with new skills and contests. Bored players will be distracted and not interested.
- Involve parents at every opportunity. If it is a fun environment, parents will gravitate to get involved with their children.

2. Professional:

- Always wear club attire.
- Providing a safe and friendly environment.
- Be punctual - always arrive 15 mins early to training and match day commitments.
- Communication - inform players/parents of the following key themes: Club coaching philosophy, Coaching role and season goals, codes of behaviour and parent roles and responsibilities.
- Executing skill and development programs - adhere to club training policies/programs.
- Training/Match Planning

3. Respectful:

- Coaches and players acknowledge and offer best wishes to opposition and officials before the game.
- On completion of the game coaches and players shake hands and thank opposition and officials.

2. CODE OF CONDUCT

It is the policy of the Batemans Bay Seahawks Australian Football Club that all Club officials, team coaches, team managers, parents and players adhere to the Club's code of conduct.

2.1 Expectations of Coaching Staff

As a coach at the Batemans Bay Seahawks you agree to abide by the Clubs Charter as directed by the Coaching Coordinator/Football Operations Manager and Executive Committee. In particular, Coaches are expected at a minimum to:

- Be fully aware of our charter, policies and procedures and to follow these procedures and policies.
- To attend Club Coaching Meetings and Coaching Workshops.
- To complete a minimum Level 1 Coaching accreditation/Bronze Level.

2.1.1 The Role of the Coach as a Teacher

- The development of all players skills, knowledge and attitudes.
- Acknowledgement that all players are unique and have their particular strengths and weaknesses, which need to be addressed.
- Positively support and encourage players for their efforts helping to build self esteem.

2.1.2 Equity of Opportunity

The spirit of equity is that all players have the same opportunity to develop and enjoy their football. We acknowledge that as our players move through the age groups the implementation of equity may vary.

The following points will apply for all junior grades and will also apply to our Womens, Women's & Men's Rising Stars and Reserve Grade Mens to a degree due to still developing players and skill sets.

Every effort should be made to ensure that all players have the opportunity to play as much football as possible in relation to:

- The number of games played in a season.
- The on field playing time each week.
- Opportunity to be involved in the game while on the field.
- Players should be rotated through differing positions to expand their knowledge of the game and positional play.
- All players must be on the field prior to quarter time.

2.1.3 Professional Conduct

- Players must always be addressed in a controlled and positive manner at all times.
- No offensive language or cultural, sexist or racist references will be tolerated.
- Coaches are not to involve themselves in negative dialogue with opposition coaches, umpires, officials, players or spectators.
- Coaches and team managers are responsible for the conduct of their officials and players.
- Coaches are required to report in writing to the appropriate age group coordinator any official or spectator who they believe are behaving in a manner which may reflect badly on the Batemans Bay Seahawks Football Club as soon as possible.

2.2 Coaches Code of Conduct

The Coaches Code of Conduct must be signed and returned to the Clubs Coaching Coordinator/Football Manager along with Batemans Bay Seahawks Football Club Contract or Junior Agreement. Please make sure you carefully read the agreement and abide by the code of conduct at all times.

2.3 Officials Code of Conduct

By volunteering as an official of the Batemans Bay Seahawks Football Club you agree to abide by the following principles:

- Ensure that opportunities for participation in sports are made available to all players regardless of ability, size, gender, age, disability or ethnic origin.
- Ensure that rules, equipment, length of games and training schedules take into consideration the age, ability and maturity level of the participants.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skill technique.
- Remember that children participate for enjoyment and play down the importance of rewards.
- Provide clinics aimed at improving the standards of coaching and officiating with an emphasis on appropriate behaviour and skill techniques.
- Ensure that parents, coaches, sponsors, trainers and participants understand their responsibilities regarding fair play.
- Modify rules and regulations to match the skill level of the players and their needs.
- Condemn unsporting behaviour and promote respect for all opponents.
- Publicly encourage rule changes which will reinforce the principles of participation for fun and enjoyment.
- Ensure that your behaviour is consistent with the principles of good sporting behaviour.
- Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development.
- Ensure promotion, well being and safety of umpires and encourage good sportsmanship before, during and after matches.
- Ensure positive player/umpire/relationships are continually developed.

2.4 Child Protection Policy

To whom does this policy apply?

This policy covers all children, parents, coaching, management and team support staff of the Batemans Bay Seahawks Football Club.

Preamble

All sporting organisations have a responsibility to provide safe environments for children and young people, ensuring they are safe and protected from people unsuitable to work with children.

This document sets out the process involved for parents registering their children with the Batemans Bay Seahawks Football Club to ensure the elimination of potential harm to children and create a positive and safe culture for all people, but children in particular.

Duty of care

Batemans Bay Seahawks members and personnel have a moral and legal duty of care to support and protect children and young people with whom they are professionally involved or are in contact.

If a member or worker believes that a child has been harmed or is at risk of harm, that person is morally bound and generally has a legal duty to take action to protect the safety and wellbeing of that child.

Duty of care is breached if a member:

- Fails to do something that a reasonable person in their position would do in the circumstances; or
- Acts or fails to act in a way that causes harm to someone to whom the person owes a duty of care.

Working with Children Requirements

All coaches, team managers and support staff must have the appropriate Working with Children Check prior to the start of the season. The Junior Coordinator and Football Operations Manager will ensure all support staff have the prerequisite check completed through an online application, verification by Service NSW and approved Working with Children Check Number allocation.

Protocol

Acting in the best interests of a child

Acting in the best interests of children requires all members and personnel to act to protect them from harm, protect their rights and promote their development in ways appropriate to their gender, age and culture. For purpose of this policy, acting in the best interest of the child includes:

- Reporting all allegations or disclosures of sexual, physical and emotional abuse and neglect.
- Reporting to the appropriate authority when a belief is formed that a child has been harmed or is at risk of being harmed.
- Making the child's ongoing safety and wellbeing the primary focus of decision making.
- Sharing appropriate information, expertise and resources with other service providers supporting the child.
- Protecting and promoting the cultural and spiritual identity of a child and maintaining their connection to their family or community of origin.
- Enabling the child and the child's family to access appropriate services in order to reduce the long term effects of abuse or neglect.

Appropriate Boundaries

This list offers examples of the sorts of behaviour that are considered inappropriate in relating to children. It is not intended to be comprehensive as no such listing ever can be. Moreover, for some of these points at least, one could imagine exceptional or emergency situations where these usual boundaries would need to be crossed for the good of the child. Eg a serious medical emergency where the only option is to drive the child unaccompanied to the hospital.

Boundaries around Communication

- Obscene language, gestures of a sexual nature, suggestive remarks or actions.
- Jokes or innuendo of a sexual nature.

- Vilification or humiliation.
- Inappropriate comments about a child's appearance, either derogatory or overly flattering.
- Inappropriate conversation or enquiries of a sexual nature.
- Discussing personal details of one's own lifestyle or that of others.
- Sharing personal information about other staff or children.
- Failing to stop sexual harassment between children.

Boundaries around targeting particular children

- Tutoring children without the knowledge of the parent/s.
- Personal gifts and special favours.
- Adopting a welfare role that is not one's responsibility without the knowledge of the parent/s.
- Use of inappropriate pet names.
- Spoken, written or electronic communications of a personal nature (not football based).

Boundaries around physical contact

- Unwarranted, unwanted and/or inappropriate touching of a child, including doing so with objects.
- Initiating or permitting inappropriate physical contact by a child, eg massage, tickling games.

Boundaries around exposure

- Facilitating access to pornographic overtly sexual material.
- Undressing in front of children.

Boundaries around places

- Inviting or allowing or encouraging children to come to one's home when it is possible one might be alone with the child there.
- Attending children's homes or social gatherings when it is possible there will not be another adult present.
- Being alone with a child when this is outside one's responsibilities.
- Watching children in a changeroom when not needing to do so in a supervisory role.
- Driving a child unaccompanied.

Government Authorities and Agencies

If you are concerned that a child is being abused you can speak anonymously with the NSW government authorities using the phone numbers below.

NSW Child Protection Helpline - 13 21 11

Websites

National 1800Respect Counselling and Support Site
New South Wales: Family and Community Services
Keep Them Safe
Advocate for Children and Young People

Support Organisations

Kids Helpline 1800 55 1800
Lifeline 13 11 14
Headspace 1800 650 890

3. PLAYER MANAGEMENT

At the very core of our club is the maintenance of equity of opportunities to play football. This has a profound impact on the self-esteem of the player, the development of their skills, fitness and understanding of the game. To this end, four significant policies have been developed and implemented that have become mandatory.

3.1 Match Day Rotation Policy

This policy is to ensure all players feel an essential part of the team regardless of their age, size, sex, ability or the competition they are playing in, it is critical they have an equal amount of time on the field during the season. This will keep players in the game and reduce the likelihood of them leaving to pursue other sports. It is recommended that all coaches and/or team managers keep records of weekly game time of each player to ensure each has had equal time.

Rotation for Under 9's, 11's and 13's

The rotation of all players through a variety of positions in a game and season is designed to allow players to experience the skills and roles required in different positions to ensure all players are provided with equal opportunity. Every player in the team should play at least 3 quarters of each game with no player spending more than a half in any one position. Further every player should experience playing on each of the five lines of field position over a three match period.

Rotation for Under 15's Boys, 16's Girls, 17's Boys, Womens, Rising Stars and Reserves

Once players reach these age groups the emphasis shifts from players rotating through all positions on the ground every game to players gaining a level of competency in different positions. Players are allowed to remain in one position on the field to allow them to acquire that position's basic strategies and skills. However players should still get an opportunity to play in all three zones throughout the season.

3.2 Equal Game and Playing Policy

The Batemans Bay Seahawks Football Club has a strict policy of 'Equal Game Time' for all registered players throughout all our teams.

All selected players will be given equal game time each week. This means that coaches must provide a minimum of 3 quarters per game for all players, the exceptions to the rule include:

- Occasions where a player from another team or age level within your club is filling in to assist with team numbers and they have already or will play another game during the day. Preferential playing time should be given to the registered players of the specific team.
- Where it has been requested by a parent/guardian that the player play less time.
- Where a player is injured during the game.
- Where a player arrives to the game late or must depart early.

3.3 Player Selection Policy

If team lists extend beyond the number of players required to play, players will be required to be rostered off each week during the season. If possible coaches and team managers should give parents and players the opportunity to advise in advance any times of unavailability to ensure these games missed are counted as games rostered off.

It is expected that all players will be rotated equitably. The coach and/or team manager is required to maintain an accurate record of player selection and dates when players were rostered off.

3.4 Finals Selection Policy

It is generally recognised that finals football is different from the home and away season. This policy will be based on the following principles:

- An opportunity for as many players as possible to experience finals football.

- An understanding that player selection and playing time for individual players gives the team the best possible opportunity to win.
- Developing the largest pool of available, qualified players for finals needs to be managed throughout the year. Coaches awareness of qualified players needs to be assisted by the team manager, Junior Coordinator and Football Operations Manager.

The main points of the policy are:

1. All players that are eligible for finals will be considered to be chosen for the team based on training attendance, teamwork and cohesion, team balance and the players form.
2. The coach of that team will consider all of the above and they will have the final say on whether a player is chosen for finals or not.

4. MANAGEMENT

4.1 Club Functions

The club will arrange functions where the whole club, Senior Program and Junior Program will get together. These functions may be more social than football orientated, attendance and participation will be encouraged for all players and coaches must be in attendance.

All coaches in the Senior program are responsible for players being in attendance when awards are given after home games. These will be at the Steampacket Hotel. Coaches must be in attendance for these functions. It's also encouraged that players are in attendance for awards after Canberra matches at The Dickson Taphouse or The Old Canberra Inn.

4.2 Team Functions

Individual teams can organise their own 'Team Nights' according to the coaches plan. There are many options for these nights ranging from 'pie nights' at the clubrooms to attending training at different venues such as the pool, gym or beach. These will need to be approved by the Junior Coordinator and/or Football Operations Manager.

4.3 Awards and Voting Procedures

All coaches will receive awards and vote cards for all games in the home and away season by the Junior Coordinator and/or Football Operations Manager, these will be the responsibility of the team manager.

The amount of awards and vote cards handed out may vary between programs but it is essential that awards are given to different players each week and effort is rewarded.

It is the responsibility of the team manager and/or coaches that the correct amount of awards are handed out and the votes are entered into Playhq at the end of each game along with the best players and goal kickers.

5. RESOURCES

5.1 Coach Accreditation

In line with the AFL requirements, it is mandatory that all coaches at the Batemans Bay Seahawks Football Club have a minimum Level 1/Foundation AFL Coaching Accreditation. All coaches must be annual members of CoachAFL each year which aligns to coach accreditation and coaching resources. It is a requirement that all coaches are Bronze Level however all coaches are encouraged to put in the effort to become Gold Level. Assistant Coaches are required to obtain the same level of accreditation.

Our club will reimburse any cost associated with any coach wanting to pursue further training within reason.

5.2 Professional Development

All coaches are strongly encouraged to pursue continued coaching professional development. To explore what coaching professional development opportunities exist this year please speak to our club's Football Operations Manager.

The Batemans Bay Seahawks Football Club will hold a Coaching Workshop at the beginning of each year which will be run by a member of the AFL, this will be funded by the football club and will be compulsory for all coaches to attend.

5.3 Training Plans

A number of age specific training plans can be found within the Resource Library at AFL LMS. These training plans allow for coaches to use already constructed lessons or develop their individual training plans using the templates provided.

5.4 Coach Meetings

Our club will conduct coaches meetings throughout the year for all coaches to attend. The purpose of these meetings are to address issues relevant to coaching at the football club, learn from each other, share resources amongst the other coaches and maintain a level of consistency amongst the coaches. The Coach Meetings will be held at the Football Operations Manager's discretion with adequate notice.

5.5 Equipment

The club aims to provide coaches with the necessary equipment to execute our objectives as directed by the Football Operations Manager. Equipment such as footballs, bibs, bags etc will be provided at the beginning of the year by the Junior Coordinator and/or Football Operations Manager.

It is the coaches responsibility to ensure that this equipment is maintained in good working order and appropriately accounted for.

Additional resources that may be required during the year should be directed to the Football Operations Manager/Junior Coordinator who will issue the equipment. Special requests that require a significant outlay will be directed to the executive committee for approval.

5.6 Resource Library

The Coach membership at AFL LMS provides all coaches with a huge resource library that provides coaches with access to various resources such as, training activities, skill guides, the Junior Coaching Curriculum, videos and insight from AFL coaches as well as workshops, webinars and online modules. Access can be found at <https://afl.androgogic.com.au/>.

The club Coaching Coordinator is available to assist any coach in any grade with training, game day, match plan, skill development and any other area. Please make contact with them to seek assistance.

6. CONTACTS

6.1 Football Operations Contacts

Football Operations Manager - Michael Kenny - M: 0437588903 Email: manager@batemansbayseahawks.com.au

Junior Coordinators -

Anthony Freyer - M: 0438260215 Email: juniors@batemansbayseahawks.com.au

Jamie Kemp - M: 0408812007 Email: juniors@batemansbayseahawks.com.au

6.2 Coaching Contacts

Age Group	Coach	Email	Phone
Auskick	Michael Kenny	manager@batemansbayseahawks.com.au	0437588903
Under 9's Mixed	Taeg Rosevear	tlrbuilding@gmail.com	0416372158
Under 11's Mixed	Mitch Burgess	mitcheburgess@outlook.com.au	0435353761
Under 13's Mixed	Jamie Kemp	jamie@scwf.com.au	0408812007
Under 15's Boys	Michael Redley	michaelredz@gmail.com	0413640975
Under 16's Girls	Lina Freyer	linafreyer15@gmail.com	0438260215
Under 17's Boys	Dwayne Gentner	dwayne@dollarcurtains.com.au	0410465238
Women's Rising Stars	Damon Connick	damon.connick@mmem.com.au	0418 125 336
Men's Rising Stars	Anthony Freyer	anthony.freyer@mmem.com.au	0438260215
Div 1 Womens	Kim Reid	preymantas@hotmail.com	0411081740
Div 2 Mens	Cam Carr	camcarr@live.com	0403559821
Div 1 Mens	Nathan Blackburn Michael Kenny	nathanHblackburn@outlook.com manager@batemansbayseahawks.com.au	0414887847 0437588903