



WESTS BASKETBALL CLUB



West's Basketball Club Junior Coaching Policy

** An Incorporated organisation * Major Club within Basketball ACT **

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1. Introduction

1.1 - History

West's Basketball Club is one of the longest serving basketball clubs in the ACT. Established in 1962, the Club currently fields over 25 teams in both male and female, junior and senior competitions. The Club has a long history of success in both mens and womens premier league and is also consistently one of the most successful junior clubs participating in Basketball ACT competitions.

1.2 - Purpose

The primary purpose of this policy is to ensure required standards are met in the recruitment, appointment and management of coaches for our junior teams, right from U8s, through to U19s. The policy can also be used as a reference guide in understanding coaching related decisions, expectations and behaviours within our club.

2. Expectations of coaching staff

All team coaches are volunteers appointed by the club. The focus for coaches is on developing players both as individuals and as a team. Winning is not the goal, winning is the product of good development. West's is all about developing every player, regardless of ability, to improve, to have fun and gain a greater passion for the game

2.1 - Role of the Coach

- Provide an environment that fosters a love of basketball and team sport
- Develop all players' skills, knowledge and attitudes.
- Positively support and encourage players to help them improve and build self confidence

2.2 - Coach Selection Criteria

- Ability to meet the requirements of the role (ie. attend all trainings and games)
- Recent experience coaching junior basketball teams
- Contemporary knowledge of the game, skill acquisition and other relevant disciplines
- Ability to work appropriately with athlete age/gender group
- Appropriate behavioural standards
- WWVP Registration
- Current FIBA/Australian Coach Accreditation (or willingness to complete accreditation)

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3. Coaching Code of Conduct

3.1 - Professional Conduct

- Coaches should speak to players in a positive, encouraging and controlled manner.
- Offensive language is unacceptable.
- Cultural, sexist and racist references are unacceptable and should be reported to the relevant Wests committee member.
- Coaches must treat all officials, opposition coaches, players and spectators respectfully.
- Coaches should only speak to officials to ask a question and they must accept the answer, not debate it. If further clarification is needed, this should be taken up at another time through the appropriate channels.
- Coaches are not to involve themselves in negative dialogue with opposition, coaches, officials, players, spectators or umpires.
- Coaches should encourage players, parents and supporters to behave in a responsible manner, accepting the decisions of umpires and officials and treating all players on both teams with respect.
- Coaches are required to report any member of the Wests Basketball Club who they believe is behaving in a manner that reflects poorly on the Club as soon as possible.

3.2 - Coaches Code of Conduct

Coaches have a responsibility for supporting, encouraging, training and directing the players within the spirit of the game. The coach should set the standard for acceptable behaviour for both the players and the spectators. A coach's positive attitude and behaviour towards their team, the opposing team and the umpire creates a sportsmanlike environment under which the game can be played and enjoyed.

Coaches are required to meet the following requirements with regard to their conduct:

- Conduct themselves in a dignified manner relating to emotions, language, attitude, actions and punctuality at all times so as not to damage the reputation of Wests Basketball Club
- Develop team respect for the ability of opponents as well as for the judgement of referees, officials and opposing coaches
- Display control and professionalism and respect the rights, dignity and worth of every person you have contact with during the implementation of the program including; opponents, other coaches, officials, administrators, parents, athletes, and spectators
- Refrain from physical contact with athletes except where necessary for the development of the athletes' skill/s or athletic ability

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- Be aware and understand the role / influence of the coach as an educator. Therefore impart knowledge in promoting skill, desirable personal, educational and social behaviour
- Never ridicule children for making mistakes or losing a game.
- Be reasonable in your demands on players' time, energy and enthusiasm. Take into account their other commitments, including school, work and other teams. The Club acknowledges that school is more important than Club basketball, so players or their parents may discuss missing specific training sessions when school or study commitments need to take precedence. Players in ACT representative teams are allowed to miss Club training in peak preparation time for national championships. A player will be expected to miss training if sick. The Club has no expectation for sick children to be sitting on the sideline and interacting with the team. An injured player will attend training at the parent's and coach's discretion
- Remember that children play for fun and enjoyment and that winning is a small part of their motivation. Keep winning in perspective.
- Teach your players that the rules of the game are mutual agreements which no one should evade or break.
- Avoid over-playing the talented players. The "just-average" players need, and deserve time.
- The scheduling and length of practice times and competition should take into consideration the maturity level of players.
- Follow the advice of a physician / physiotherapist when determining whether a sick / injured player is ready to recommence training or competition
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players
- Seek to keep abreast of the latest coaching practices and principles, ensure that the information used is up to date and appropriate to the needs of the athletes while taking into account the principles of growth, strength, and development of children

3.3 - Breach of Wests Code of Conduct

Behaviours considered breaches of this Code of Conduct include but are not limited to the following:

- Bullying, intimidating or ridiculing behaviour towards another person
- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other personal characteristic.

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- Sexual harassment or intimidation of another person.
- Victimization of another person for exercising their rights through the code.
- Use of inappropriate, offensive or derogatory language based on gender, race or impairment.

If a breach of this Code of Conduct is reported or found to have taken place, the Club Committee has the authority to impose penalties, sanctions or disciplinary action as determined by the Club Committee.

Penalties that may be imposed by the Committee under this policy include but are not limited to the following:

- **Gross breach of this Policy**
 - Maximum penalty: 6 weeks suspension
- **Conduct which brings the Wests Basketball Club into disrepute**
 - Maximum penalty: 26 weeks suspension
- **Offensive language (which may include abusive, obscene, discriminatory, or insulting language)**
 - Maximum penalty: 10 weeks suspension
- **Violent or abusive behaviour towards another person**
 - Maximum penalty: 10 weeks suspension
- **Striking another person**
 - Maximum penalty: 52 weeks suspension
- **Putting a person in fear of impending violence**
 - Maximum penalty: life-time suspension
- **Deliberately endangering the safety and/or health of other club participants**
 - Maximum penalty: life-time suspension
- **Failure to cooperate in or hindering an investigation or hearing under this policy.**
 - Maximum penalty: 20 weeks suspension

3.4 - Breach of Basketball ACT rules and procedures

If any person involved with the Wests Basketball Club is suspended by Basketball ACT from participating in Basketball ACT activities, the person will also be suspended from participating in Wests activities for the equivalent time of suspension imposed by Basketball ACT.

In addition, the Wests Club Committee will have the authority to impose additional penalties, issued on a scale of increasing severity as per the following framework (per season):

- At the point of time a person receives a third notice of suspension from Basketball ACT activities in the same season, Wests may also apply an additional suspension to that person from Wests activities. The period of additional suspension will be at the discretion of the Wests Club Committee.

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- At the point of time a person receives a fourth notice of suspension from Basketball ACT activities in the same season, the person will be suspended from West's activities for the remainder of the season.

Breaches will accumulate across junior and senior competitions and will also include representative matches. For example, a player, coach or team manager who incurs two breaches in juniors, one breach in seniors and one in an ACT representative match will be suspended for the remainder of the season as this will constitute four breaches in total.

4. Expectations of Coaching Staff

4.1 - Training Requirements

Training is an important part of developing players' skills, developing team chemistry and developing your own coaching. As such, it should be taken seriously to respect the players time, effort and playing costs.

- Ensure you are prepared and on time with the appropriate planning and equipment
- Be engaged and active throughout the training - monitoring players, giving feedback and managing drills effectively.
- Ensure trainings are providing an environment that fosters a love of basketball and team sport
- Ensure trainings are developing all players' skills, knowledge and attitudes.
- Ensure the court and surrounding change rooms are left clean and tidy.

4.2 - Equal Opportunity - Playing Time

The Club provides an equal opportunity for all boys and girls to participate in basketball. As such, it is important that all stakeholders understand what is expected of players, coaches and the club in regards to playing time. Many factors need to be considered when determining how much time a particular player spends on the court in each quarter. Factors to be considered include:

- Player commitment and effort during training and games
- Skills balance of the team
- Strength and tactics of the opposition, plus the significance of the game
- Team numbers, injury and absenteeism
- Disciplinary action
- Attendance at training.



Every effort should be made to ensure that all players have the opportunity to play as much basketball as possible. That means, subject to injury or illness:

- Every player should play in every quarter of every game.
- The coach should make every effort to regularly rotate the bench.
- Playing time should be roughly equal for all players across a season.
- Players should have the opportunity to learn the skills to play all positions on the court.
- Endeavour to give players the tools that they will require to advance to become good sports people.
- No player is to be excluded from a game at the coach's discretion
- If a coach would like to exclude a player from an entire game, they need to seek approval from the relevant committee member.
- If BACT advises that a player should be excluded from a game, the coach can follow that direction, without first seeking approval from the relevant committee member.

4.3 - End of Season Responsibilities

- The club will have a presentation day at the conclusion of the season/year. It is an expectation that coaches attend this presentation and acknowledge the efforts of all players throughout the season.
 - Coaches will also need to select two players for awards of their choosing - for eg. most improved, coaches award or most valuable player.
- It is also important coaches/managers collect all playing singlets at the conclusion of the season and return these to the Wests uniform coordinator.