



Coaching Policy

Relevant Legislation	Work Health and Safety Act 2012 Registration to Work with Vulnerable People Act 2013
Commencement Date	30 August 2017
Review Date	1 September 2020

1. Purpose

The purpose of this coaching policy is to assist in the provision of quality sport experiences for young people. It will encourage the provision of safe, enjoyable and accountable environments for everyone involved in sport at The Hutchins School.

Coaches play a vital role in not only developing athletes through sport but also developing the individual as a person. They play a vital role in providing students with the skills and knowledge needed to develop, improve and succeed in their sport as well as providing them with core values that are held in high regard by The Hutchins School and our society. Coaches also have a major influence over participants' enjoyment of sport.

2. Scope

This policy applies to all volunteer sport coaches involved in the K-12 sport and co-curricular program.

3. Objectives

It is essential that coaches provide people of all ages the best possible sporting experience, which will ensure their continued participation, enjoyment and development in sport. Therefore, the objectives of sport at The Hutchins School are:

- positive fun experiences
- safe and supportive environments
- skill development, challenge and the joy of achieving
- access for all to participate
- a clear pathway for improvement in fitness, skills, and the ethos of sportsmanship
- equal opportunities for all young people to access sports

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4. Definitions

<i>Bullying</i>	Bullying is repeated, unreasonable behaviour directed towards a person or group of people. It creates a risk to personal and team health and safety. ¹
<i>Coach</i>	A method of directing, instructing and training a person or group of people, with the aim to achieve some goal or develop specific skills
<i>Discrimination</i>	It is discrimination when a person is treated less favourably (worse) than other people because they have a particular characteristic, such as their age, race, sex or disability. It is also discrimination when a person is disadvantaged compared to other people because they have a particular characteristic. ²
<i>Abuse</i>	A systematic pattern of behaviours in a relationship that are used to gain and/or maintain power and control over another; Physically, Emotionally, Psychologically, Sexually.
<i>Harassment</i>	Engaging in a course of belittling, threatening, offensive or vexatious comment or conduct towards another person that is known, or ought reasonably be known, to be unwelcome.

5. Policy Information

Hutchins Coaches have the right to:

- A safe environment free from discrimination, harassment, bullying and abuse
- Be treated fairly and with respect and dignity by players and participants (including teachers, parents, managers, officials, supporters) in carrying out the duties required of a coach
- Guidance and support from staff of The Hutchins School
- Encouragement and courtesy from the sporting community and affiliating sporting bodies
- A fair process and the principles of natural justice being consistently applied, should the coach become the subject of or involved in a complaint, allegation or investigation within the sport
- Access and induction to clear outlined legal and moral standards and requirements through codes, policies, rules, regulations, guidelines and procedure manuals as defined by The Hutchins School and relative sporting organisations. This will include the School's Code of Conduct, Guiding Statements, and Grievance Policy
- Support regarding the discipline and behavior of players in teams, representing The Hutchins School
- Approved training, development and educational opportunities, to ensure the coach's techniques, methods and skills remain current and effective, including coaching courses provided by the Australian Sports Commission.

¹ Based on WorkSafe Tasmania, 2012, *Bullying – A guide for employers and workers*.

² What is discrimination? 2014, *Discrimination*, Office of the Anti-Discrimination Commissioner, viewed 17 November 2014, <http://www.antidiscrimination.tas.gov.au/discrimination>

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Hutchins Coaches will be responsible for:

- Ensuring they hold and maintain an up to date Working with Vulnerable People Registration
- Completion of the online Safeguarding Children Program Training (as required) provided by The Hutchins School
- Providing a safe environment for players and participants (including officials, parents, team and club members and opponents) that is free from discrimination, harassment, bullying and abuse
- Maintain an awareness of the individual medical needs of participants in their care, via information provided by The Hutchins School
- Treating all players and participants fairly, with respect and dignity regardless of gender, race, and place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions
- Ensuring any physical contact with players is appropriate to the situation and necessary for the player's skill development
- Being acutely aware of the power they have as a coach over players and the trust the players put in them. Avoiding any situation with a player(s) that could be considered as compromising, and/or inappropriate
- Developing the sporting skills, knowledge and experiences of players and participants
- Ensuring they provide all athletes equal time, attention and sporting opportunities-as far as reasonably possible
- Maintaining an uncompromising adherence to their sport's standards, rules, regulations, codes and policies and encouraging players to do likewise. Coaches must accept both the letter and spirit of the rules
- Adhering to the rules, regulations, and ethics of the Sports Association of Tasmanian Independent School (SATIS), and The Hutchins School Sport and Co-Curricular Policy
- Understanding and complying with Tasmanian child protection requirements.
- Refraining from any behaviour that may bring The Hutchins School, or sport into disrepute
- Providing feedback to players and other participants in a manner sensitive to their needs and avoiding overly negative feedback. Encouragement rather than criticism
- Accepting and respecting the role of officials and encouraging players to do likewise
- Obtaining, maintaining and improving coaching skills and qualifications through development, training and education opportunities
- Perform other relevant tasks requested by The Hutchins School Director of Sport
- Reporting any issues to The Hutchins School Director of Sport.

6. Supporting Procedures/Guidelines

Sport & Co-curricular Policy

Work Health & Safety

Grievance Policy

Guiding Statements

Code of Behaviour

Kindness Policy

7. Related Documents/Systems

Play By The Rules – Making sport inclusive, safe and fair

8. Record Keeping

This procedure is to be kept for three (3) years until review unless there is a significant legislative or organisational change requiring earlier review.

The master copy is kept on SharePoint and is read-only in PDF form. All printed copies are uncontrolled.

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9. Policy Owner

Headmaster

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9 Jan 2017

30 August 2017

Policy reviewed and placed into new Policy Template

Minor review and submission for approval

Policy reviewed to include Working with Vulnerable People
Registration and Safeguarding Children training

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