



THE HUTCHINS SCHOOL

Coaching Policy

Relevant legislation	Work Health and Safety Act 2012 (TAs) Registration to Work with Vulnerable People Act 2013 (Tas)
Commencement date	30 August 2017
Last review date	01 March 2021

1. Purpose

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

2. Scope

This policy applies to all sport coaches, whether employed or volunteering, in the K-12 sport and co-curricular programs of the School.

3. Objectives

The objective of this policy is to support the provision of quality sporting experiences that allow for the continued safety, participation, enjoyment and development of children and young people at the School. We seek to provide:

- positive, fun experiences;
- safe and supportive environments;
- skill acquisition and development;
- joy in competing and achieving;
- fair, equitable and enjoyable access to sport for all who participate; and
- a clear pathway for improvement in fitness, skills, and the ethos of sportsmanship.

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4. Definitions

Bullying	<p>The inappropriate use of power by one or more persons over another less powerful person or group and is generally an act that is repeated over time. Bullying has been described by researchers as taking many forms which are often interrelated and include:</p> <ul style="list-style-type: none">• <i>Verbal</i> (name calling, put downs, threats);• <i>Physical</i> (hitting, punching, kicking, scratching, tripping, spitting);• <i>Social</i> (ignoring, excluding, ostracising, alienating); and/or• <i>Psychological</i> (spreading rumours, stalking, dirty looks, hiding or damaging possessions).
Coaching	<p>A method of directing, instructing and training a person or group of people, with the aim of achieving a goal, or developing specific skills.</p>
Discrimination	<p>Treating one person less favourably than another because of a specific characteristic (e.g. age, race, sex or disability). It is also considered discrimination when one person is disadvantaged compared to another because of a particular characteristic.¹</p>
Abuse	<p>A systematic pattern of behaviours in a relationship that are used to gain and/or maintain power and control over another, physically, emotionally, psychologically or sexually.</p>
Harassment	<p>Engaging in a course of belittling, threatening, offensive or vexatious comment or conduct toward another person that is known, or ought reasonably to be known, to be unwelcome.</p>

5. Policy statement

Coaches play a vital role in not only developing the skills and abilities of those who engage in sport, but also work to develop the individual as a person. They are instrumental 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 School. Coaches also have a major influence over participants' enjoyment of sport.

Coaches' rights

Coaches engaged with the School have the right to:

- be appreciated, and to work in an environment free from discrimination, harassment, bullying and abuse;

¹ Definition adopted from 'What is discrimination?'. Equal Opportunity Tasmania, Accessed 01 March 2021.
<https://equalopportunity.tas.gov.au/discrimination>

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- be treated fairly and with respect and dignity by players and participants (including teachers, parents/carers, managers, officials, and supporters) in carrying out their duties;
- receive guidance and support from staff of the School;
- receive encouragement and respect from the sporting community and affiliating sporting bodies;
- expect a fair process and principles of natural justice being consistently applied should the coach become the subject of or involved in a complaint, allegation or investigation;
- access and induction into clear legal and moral standards and requirements through codes, policies, rules, regulations, guidelines and procedures provided by the School and relative sporting organisations. This includes the School's Code of Conduct, Safeguarding Children policies and procedures, Guiding Statements, and Complaints and Grievance Policy;
- receive support regarding the behaviour guidance of players that are representing the School; and
- access to 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.

Coaches' responsibilities

It is the expectation of the School that coaches will uphold and model the behaviours and standards outlined in our [Code of Conduct](#), [Practice and Behaviour Standards](#) and [Commitment to Kindness](#). Coaches engaged with the School are required to register as a volunteer (through an online induction process), and to hold and maintain an up to date Registration to Work with Vulnerable People.

It is also expected that coaches will commit to:

- the completion of the School's volunteer registration process;
- the completion of online Safeguarding Children training (if and where required) provided by the School;
- providing a safe environment for players and participants (including officials, parents/carers, team and club members and opponents) that is free from discrimination, harassment, bullying and abuse;
- maintaining an awareness of the individual medical needs of participants in their care, via information provided by the School;
- treating all players and participants fairly, with respect and dignity regardless of:
 - age
 - gender;
 - race;
 - country or place of origin;
 - athletic potential;
 - sexual orientation;
 - religion;
 - political beliefs;
 - socio-economic status; and/or
 - any other conditions.

- ensuring that 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 that the players put in them;
- avoiding any situation with a player that could be considered as compromising or inappropriate;
- developing the sporting skills, knowledge and experiences of players and participants;
- ensuring they provide all athletes with equal time, attention and sporting opportunities as far as reasonably possible;
- maintaining an uncompromising adhesion to their sport's standards, rules, regulations, codes and policies and encouraging players to do likewise, accepting both the letter and spirit of the rules;
- adhering to the rules, regulations, and ethics of the Sports Association of Tasmanian Independent School (SATIS);
- understanding and complying with Tasmanian child protection requirements;
- refraining from any behaviour that may bring the School, or the sport into disrepute;
- providing feedback to players and other participants in a manner sensitive to their needs and avoiding overly negative feedback. Provide encouragement rather than criticism;
- accepting and respecting the role of officials and encouraging players to do likewise;
- obtaining, maintaining and improving their coaching skills and qualifications through development, training and education opportunities;
- participating in performance appraisals or reviews as requested by the School;
- performing other relevant tasks requested by the School's Director of Sport; and
- reporting any issues to the School's Director of Sport.

Coaches are not permitted to engage or communicate with students of the School via any form of social media, except where an official forum for that communication is provided by the School. For further information, please refer to the [Social Media Policy](#). Coaches are also encouraged to familiarise themselves with the School's [Concussion Policy](#), [Concussion Action Plan](#), and the [First Aid Procedure](#).

6. Supporting/related documents

[Code of Conduct](#)

[Commitment to Kindness](#)

[Complaints and Grievances Policy](#)

[Concussion Action Plan](#)

[Concussion Policy](#)

[First Aid Procedure](#)

[Guiding Statements](#)

7. Record keeping

This policy 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 in SharePoint Online in read-only in PDF form. All printed copies are uncontrolled.

8. Policy owner

Headmaster

9. Version Control

Version Number	Author	Purpose/Change	Date
1.0	Manager People, Culture & Safety	Initial release	12/11/2014
1.1	Manager People, Culture & Safety	Minor review	9/1/2017
1.2	Manager People, Culture & Safety	Addition of detail regarding Working with Vulnerable People and Safeguarding Children	30/8/2017
2.0	Policy & Compliance Manager	Full textual review and cleanup. New template. Added information about the Social Media Policy, Concussion Policy and First Aid Procedure.	22/2/2021