

---

## **EAGLES JUNIOR REPRESENTATIVE COACH CODE OF CONDUCT POLICY**

---

### **Diamond Valley Basketball Association's Statement of Commitment to Child Safety**

*The Diamond Valley Basketball Association (DVBA) is committed to child safety.*

*We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.*

*We are committed to the safety, participation and empowerment of all children.*

*We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.*

*We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.*

*The DVBA is committed to preventing child abuse and identifying risks early and removing and reducing these risks.*

*The DVBA has robust human resources and recruitment practices for all staff and volunteers.*

*The DVBA is committed to regularly training and educating our staff and volunteers on child abuse risks.*

*We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.*

*We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.*

### **CHILD SAFE STANDARDS**

All Victorian organisations that provide services or facilities to children are required by law to comply with the following Child Safe Standards:

- 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued*
- 2 – Child safety and wellbeing is embedded in organisational leadership, governance and culture*
- 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously*
- 4 – Families and communities are informed, and involved in promoting child safety and wellbeing*
- 5 – Equity is upheld and diverse needs respected in policy and practice*
- 6 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice*
- 7 – Processes for complaints and concerns are child focused*
- 8- Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training*
- 9– Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed*
- 10– Implementation of the Child Safe Standards is regularly reviewed and improved*
- 11- Policies and procedures document how the organisation is safe for children and young people*

### **1. PURPOSE**

This policy will outline DVBA's expectations of all Eagles Junior Representative Head Coaches and Assistant Coaches.

### **2. POLICY STATEMENT**

#### **VALUES**

The DVBA is committed to:

- ensuring that Eagles Junior Representative Head Coaches and Assistant Coaches are supported in relation to any

necessary intervention/mediation between themselves and parents/guardian and/or players;

- ensuring that Eagles Junior Representative Head Coaches and Assistant Coaches abide by the *Codes of Behaviour*, as outlined in this policy;
- ensuring that Eagles Junior Representative Coaches and Assistant Coaches train and coach players in a fair and equitable manner;
- ensuring that all Eagles Junior Representative Head Coaches and Assistant Coaches are provided with this policy and acknowledge having read and understood it;
- ensuring that all Eagles Junior Representative Head Coaches and Assistant Coaches understand the DVBA's broader values, as outlined in the *DVBA Strategic Plan*.

## SCOPE

This policy applies to the Eagles Junior Representative Head Coaches and Assistant Coaches.

## OBJECTIVE

- To provide a safe environment for all participants.
- To ensure that all Eagles Junior Representative Head Coaches and Assistant Coaches are aware of the expectations and their obligations in their coaching roles.

## DEFINITIONS

The terms defined in this section relate to this policy.

**VJBL:** Victorian Junior Basketball League

**Eagles Junior Representative Head Coach/Assistant Coach:** is a person appointed and remunerated for providing their time and skill in the service of coaching Eagles Junior Representative players to participate in the VJBL.

**Eagles Junior Representative Coach Compliance Requirements:** is a document that includes information about all of the DVBA's compliance requirements for an Eagles Junior Representative Head Coach or Assistant Coach and the forms required to be completed and kept on record.

## RELATED POLICIES

### Related policies and By-laws

- *DVBA Child Safe Environment Policy*
- *DVBA Eagles Junior Representative Coach Recruitment and Retention Policy*
- *DVBA Eagles Junior Representative Player and Team Selection Policy and Procedures*
- *DVBA Complaints and Grievances Policy*
- *Basketball Victoria Member Protection By-laws*
- *Basketball Victoria Codes of Conduct*
- *Basketball Victoria Clearance By-laws*
- *Basketball Victoria Drugs in Basketball By-laws*

## PROCEDURES

**The DVBA Staff will ensure that:**

- All Eagles Junior Representative Head Coaches and Assistant Coaches receive and complete all required sections of the *VJBL Coach Compliance Requirements* document ahead of the season commencing.

## 3. THE EAGLES JUNIOR REPRESENTATIVE COACH CODES OF CONDUCT

**EAGLES JUNIOR REPRESENTATIVE COACH CODES OF CONDUCT ARE TO BE FOLLOWED IN ORDER TO PROTECT THE HEALTH, SAFETY AND WELL-BEING OF:**

- all participating in the DVBA's Eagles Junior Representative Program;

- all opposition players in the VJBL;
- Referees;
- spectators; and
- anyone else associated with basketball activities in the DVBA's Eagles Junior Representative Program or the VJBL.

**The DVBA expects all Eagles Junior Representative Head Coaches and Assistant Coaches to adhere to *Basketball Victoria's Coaches' Code of Conduct*. In addition, the DVBA also requires all Coaches to:**

- Always place the safety and welfare of children above other considerations.
- Always hold a valid Working with Children Check (or equivalent) and provide evidence of this to the Operations Manager.
- Complete required online *Child Protection Training* and provide evidence of this to the Operations Manager.
- Encourage players to participate for their own enjoyment.
- Encourage players to always play by the rules.
- Teach players that effort and team play are as important as a victory.
- Focus on developing skills and playing the game. Reduce the emphasis on winning.
- Treat all players in a fair and equitable manner.
- Show good sportsmanship. Never denigrate the opposition.
- Always accept Referees' decisions:
  - DVBA will not condone or support any inappropriate or negative behaviour displayed by an Eagles Junior Representative Head Coach or Assistant Coach towards a Referee or Referee Supervisor. Any reports received from Referees regarding poor Coach behaviour will be taken very seriously by the Association and Basketball Victoria.
  - Eagles Junior Representative Head Coaches and Assistant Coaches must set the example for all players in relation to how Referees should be treated. Many Referees are children. Regardless of the age, sex or decisions made by the Referee, they must be treated with respect at all times.
- Be a positive role model for the players.
- At the appropriate time, call out the poor behaviour of others, witnessed by the players, and explain why it was wrong.
- Ensure that players and parents/guardians abide by the *Basketball Victoria Codes of Conduct* and liaise with Junior Representative Program staff when issues arise or support is required.
- Ensure that the privacy of the players and their families is respected at all times.
- Respect the rights, dignity and worth of every person.
- Show appreciation and respect for fellow Junior Representative Coaches and all staff and volunteers.
- Expect the respect and cooperation of the players.
- Respect all training and match venues at all times.
- Be ethical, fair and honest in all dealings with other people.
- Comply with all relevant Australian laws (Federal and State), particularly antidiscrimination and child protection laws.
- Read and understand all relevant policies and by-laws.
- Read and understand all of the DVBA's policies.
- Follow the advice of a physician when determining when an injured player is ready to resume training or competition.

Eagles Junior Representative Head Coaches and Assistant Coaches must always place the safety and welfare of children above all other considerations. DVBA provides a Child Safe Environment. Head Coaches must ensure adequate supervision of players at all training sessions.

If an Eagles Junior Representative Head Coach or Assistant Coach reasonably suspects that a child is being abused, they should consult the *DVBA Child Safe Environment Policy* or contact the DVBA's Child Safety Officer.

#### **4. EVALUATION**

In order to assess whether the values and purposes of the policy have been achieved, the Board and Staff of the DVBA will:

- Aim to seek feedback from everyone affected by the policy regarding its effectiveness.
- Monitor the implementation, compliance, complaints and incidents in relation to this policy.
- Revise the policy and procedures as part of the Association's policy review cycle, or as required.
- Notify Eagles Junior Representative Head Coaches and Assistant Coaches at least 14 days before making any changes to this policy or its procedures.

#### **AUTHORISATION**

This policy was adopted by the Board of the DVBA on 16 August 2022

#### **REVIEW DATE**

This policy will be reviewed in June 2023