

EAGLES JUNIOR REPRESENTATIVE COACH RECRUITMENT AND RETENTION POLICY

1. PURPOSE

This policy will outline DVBA's commitment to recruiting and retaining quality Head Coaches and Assistant Coaches for the Diamond Valley Eagles Junior Representative Program.

2. POLICY STATEMENT

VALUES

The DVBA is committed to:

- Ensuring that Eagles Junior Representative Head Coaches and Assistant Coaches are recruited in a fair and equitable manner each season;
- Ensuring that Eagles Junior Representative Head Coaches and Assistant Coaches are supported by the Board and Staff via mentoring and development opportunities;
- Ensuring that skilled and highly competent Eagles Junior Representative Head Coaches and Assistant Coaches are recruited and retained.

SCOPE

This policy applies to the Eagles Junior Representative Head Coaches, Assistant Coaches, the Board and Staff of the DVBA.

OBJECTIVE

The DVBA is committed to applying a rigorous process to the selection of all Coaching personnel. The DVBA is also committed to the ongoing support, training and development of its Coaches across all aspects of the coaching role.

DEFINITIONS

The terms defined in this section relate to this policy.

Junior Representative Coordinator: a dedicated Coordinator that may be appointed to all lead all programs, or the just the boys' or just the girls' programs. Responsible for leading the representative program as well as mentoring and developing the skills of our Junior Representative Coaches.

Junior Representative Director of Coaching - a dedicated Coordinator appointed to all lead all junior representative programs. Also responsible for leading mentoring and developing the skills of our Junior Representative Coaches.

Operations Manager: the staff member dedicated to the administration and support of the Junior Representative Programs.

DVBA: Diamond Valley Basketball Association

VJBL: Victorian Junior Basketball League

Head Coach/Assistant Coach: is a person appointed for providing their time and skill in the service of coaching junior championship players to participate in the VJBL.

SOURCES AND RELATED POLICIES

Related policies and By-laws

- *DVBA Child Safe Environment Policy*
- *DVBA Eagles Junior Representative Player and Team Selection Policy*
- *DVBA Eagles Junior Representative Coach Code of Conduct Policy*
- *DVBA Grievance Policy*
- *Junior Representative Director of Coaching Position Description*
- *Basketball Victoria Member Protection By-laws*
- *Basketball Victoria Codes of Conduct*
- *Basketball Victoria Clearance By-laws*
- *Basketball Victoria Drugs in Basketball By-laws*

APPENDIX 1: DVBA Statement of Commitment to Child Safety and Child Safe Standards

3. COACH SELECTION PROCEDURE

Ahead of each VJBL Season, Coaching positions will be advertised via a range of media, with expressions of interest called for.

The Operations Manager and Junior Representative Director of Coaching will also actively seek to recruit and retain current Coaches by encouraging the completion the expression of interest.

PROCESS MANAGER

The responsibility for ensuring this process is followed will belong to the Junior Representative Director of Coaching (JRDC)

SELECTION PANEL

The JRDC will form a panel of peers to assist in the selection of Eagles Representative Head and Assistant Coaches. The panel will consist of a minimum of three people and a maximum of five people including:

- The Basketball consultant (If applicable)
- General Manager

Panelists will be selected on the basis of having all the following qualities:

- A good knowledge of basketball.
- Basketball coaching experience.
- Ability to be objective and unbiased in their evaluation of Head Coach and Assistant Coach candidates.

SELECTION PROCESS TIMELINE

Ahead of each VJBL Season, the process owner will ensure that the following selection process is followed:

- DVBA VJBL Head Coach and Assistant Coach Expressions of Interest called for.
 - Advertised via a range of social media and direct contact. Proforma to be completed.
- Expressions of Interest acknowledged by the JRDC.
- DVBA VJBL Head Coach and Assistant Coach Applications called for from submitted Expressions of Interest.
 - Application requirements specified.
- Applications assessed by the Eagles Junior Representative Coach Selection Panel.
 - Selection Panel to consist of at least three and no more than five members.
- Interviews scheduled for potential Eagles Junior Representative First Team Head Coaches
- Interviews held.

- Coach Selection Panel decisions made.
- Unsuccessful applicants notified.
- Successful applicants offered Eagles Junior Representative Head Coach and Assistant Coach positions and asked to confirm acceptance.
- Applications for all other teams assessed by the Eagles Junior Representative Coach Selection Panel. JRDC to contact and appoint coaches as decided.
- Operations Manager to liaise with new Eagles Junior Representative Head Coaches and Assistant Coaches and provide them with required documentation.
- Eagles Junior Representative Head Coaches and Assistant Coaches announced to Eagles Junior Representative players/families and the community.

4. COACH SELECTION CRITERIA

Selection Criteria that Coaches will be evaluated against

Essential – Must meet

- Be Basketball Australia Club Accredited
- Hold a valid WWC
- Have completed, or be willing to complete, Play by the Rules – Child Protection and Harassment & Discrimination Training
- Understand and adhere to the *DVBA VJBL Team Selection Policy*
- Must be able to commit to coaching at matches and training sessions for the full VJBL season

Desirable – Beneficial to meet

- Be Basketball Australia Association Accredited
- Be a Head Coach in the NJBL
- Have coached or assistant coached in the VJBL
- Show history of coaching and desire to learn and improve as a Coach
- Have coaching experience in the Age Group being applied for

In addition to the Essential and Desirable Criteria, the selection panel will take into account feedback including, but not limited to:

- References supplied
- Previous players
- Peers

5. COACH RETENTION

In order to retain Coaches and provide athletes with the possible development and consistency, the DVBA will aim to provide DVBA VJBL Head Coaches and Assistant Coaches with:

- mentoring support;
- development opportunities;
- educational opportunities;
- guidance through Basketball Australia coaching pathways.

6. EVALUATION

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

1. Aim to seek feedback from everyone affected by the policy regarding its effectiveness.
2. Monitor the implementation, compliance, complaints and incidents in relation to this policy.

3. Revise the policy and procedures as part of the Association's policy review cycle, or as required.
4. 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 in 2021

REVIEW DATE

This policy will be reviewed in June 2023.

APPENDIX 1

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. *Strategies to embed a culture of child safety through effective leadership arrangements.*
2. *A child safe policy or statement of commitment to child safety.*
3. *A code of conduct that establishes clear expectations for appropriate behaviour with children.*
4. *Screening, supervision, training, and other human resources practices that reduce the risk of child abuse by new and existing staff.*
5. *Processes for responding to and reporting suspected child abuse.*
6. *Strategies to identify and reduce or remove risks of child abuse.*
7. *Strategies to promote the participation and empowerment of children.*