



# THE LYSTERFIELD WOLVES

## JUNIOR FOOTBALL CLUB

### COACHING POLICY

The purpose of this document is to formalise the fundamental policy of the Lysterfield Junior Football Club (LJFC) in regards to potential or appointed coaches and assistant coaches. The understanding and acceptance of this coaching policy will form part selection of all coaching staff. This policy is designed to outline the expectations the club has of the coach and how the coach executes his role/duties; this includes management of the players within the team.

#### **Coaching Appointments**

At the end of each season each coaching position for every team is declared vacant and expressions of interest to coach specific teams are called for. Existing coaches are encouraged to re-apply for teams they have coached previously. A coach may only coach three (3) consecutive years unless the club decides the coach is the most appropriate person for the role.

The Club will actively seek nominations for coaching positions toward the end of each season through advertising both internally and where appropriate via external mediums. Expressions of interest are to be submitted to the Football Manager. Coaching appointments will be made by the Football Manager in consultation with the selection panel of committee members.

The Club supports the concept of a Junior Coach and Assistant Coach or Assistant Coaches. If there is more than one application for Junior Coach the selection panel will select the Junior Coach based on their Qualifications, experience and an interview process.

The Committee reserves the right to terminate the coach or any staff under the control of the coach without notice if there is a fundamental breach of any Club Polices or behaviour that is demonstrated outside of the Club Values.

#### **Qualifications**

It is a requirement that all coaches achieve or have enrolled to complete the required Level 1 AFL Coaching Qualification for that age group prior to Round 1. The LJFC will reimburse the cost incurred for/by coaches gaining the Level I coaching accreditations.

#### **Security Clearances**

It is also a requirement that all coaches hold a valid Working with Children Check. This is a requirement of the Eastern Football League. The LJFC will reimburse the cost incurred for/by coaches in obtaining the WWCC accreditation.

#### **Injury Prevention**

A basic knowledge of first aid is considered desirable. A Coach should be able to identify an injury and direct treatment to a suitably qualified person. Training techniques including warm up should be based around injury minimisation. Also checking the field for possible hazards prior to training or playing is imperative and the responsibility of the coach. The Coach also needs to fully respect and accept the recommended rehabilitation process as determined by a qualified health professional.

V4: April 2015

[www.lysterfieldjfc.org.au](http://www.lysterfieldjfc.org.au)

Lysterfield Junior Football Club, PO Box 2640, Rowville LPO, Victoria 3178

ABN: 54 642 501 372



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### Coaching Expectations

#### Junior Coach

##### **Objective**

- To provide the highest standard of coaching and skill development to the players of the appointed age group

##### **Responsibilities**

- Abide by and understand the terms and conditions of all Club Policies especially the Coaching Policy, Team and Selection Policy and Club Code of Conduct.
- Coaching of any team MUST be in line with the clubs core values. Skill development of **every** child on the list is the primary objective of all coaches. At time this will require one-on-one training with the less skillful players to improve their skill so they can contribute to the team during the game.
- The desire to win should never override the priority of skill development and fair play. Participation should be emphasised.
- Winning should be the result of good coaching, not the main purpose of playing.
- Apply the Code of Conduct for coaching staff and players that supports the objectives of the Club on and off the field.
- Develop and establish an appropriate preseason training program.
- Where practicable run all training session for the appointed age group together.
- Provide recommendations of names to the Football Manager on the recruitment of appropriate football support staff, to be approved by the committee.
- Ensure that all players are receiving selection and game time in line with the Team and Selection Policy and Coaching Policy.
- Instruct the players placed under their care generally and to see that all players carry out sufficient training.
- Liaise with other junior grade coaches to establish a consistent coaching policy throughout the Club.
- Assist with junior development outside the Club where possible or appropriate.
- Provide game day coaching expertise.
- Attend Club functions as agreed to.
- Provide weekly reports on the team performance throughout the season.

##### **Relationships**

- Reports to the Football Manager

##### **Accountability**

- Accountable to the Club President and Committee



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### Assistant Junior Coach

#### **Objective**

- To assist with the highest standard of coaching and development to the players of the appointed age group. Availability should be at least 70% of the sessions.

#### **Responsibilities**

- Abide by and understand the terms and conditions of all Club Policies especially the Coaching Policy, Team and Selection Policy and Club Code of Conduct.
- Apply the Code of Conduct for coaching staff and players that supports the objectives of the Club on and off the field.
- Be available to assist the Coach in developing and establishing an appropriate preseason training program.
- Being available for, assisting with and occasionally leading training throughout the preseason and season.
- Assist the Coach with game day coaching expertise.
- Liaise with and or assist the Coach to ensure that all players are receiving selection and game time in line with the Team Selection Policy and Coaching Policy.
- Occasionally assist with weekly reports on the team performance as directed by the Coach when necessary.
- Ensure that all players are receiving selection and game time in line with the Team and Selection Policy and Coaching Policy.

#### **Relationships**

- Reports to the Coach

### Coaching Philosophy

#### **General Guidelines**

The following skills and attributes are deemed to be preferable and will be considered in the selection of coaches:

1. The Coach should ideally be a skilled communicator, with the ability to relate to children, parents, opponents and officials.
2. The Coach as a representative of the LJFC should always display a positive image and behaviour deemed appropriate for a junior sporting club.
3. The Coach should always:
  - Instill the highest desirable ideals and character traits into their players. A high level of sportsmanship and pride in representing the LJFC should be a goal of all coaches and their support staff.
  - Be confident, assertive, consistent, friendly, fair and competent.
  - Be able to justify if necessary why things are being done in a certain manner.
  - Seek assistance and advice when not sure of the Club policy.

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- Be prepared and committed to self improvement through performance appraisal and ongoing education.

Coaches should continually strive to improve, maintain and achieve sound relationships with those with whom they must work. This includes:-

- Players.
- Administrators / officials.
- Umpires.
- Opponents and opposition coaches.
- Parents.
- Other coaches within the Association.

The Coach is responsible for the behaviour of team representatives such as team managers, runners, assistant coaches, medical person etc. Poor sportsmanship, foul language and inappropriate behaviour will not be tolerated, on or off the field by coaches, support staff, players or club officials.

### Players

In dealing with team members the Coach should at all times consider the following points:

1. The Team and Selection Policy must be followed at all times
2. Criticism should be constructive, not destructive, and players should never be humiliated or ridiculed.
3. Participation should be emphasised. Winning should be the result of good coaching, not the main purpose of playing.
4. Players should never be blamed for losing. Coaches may analyse individual weaknesses in a player's game and point these out in a constructive manner.
5. Specific player weaknesses should never be used as an excuse for losing. The coach should redesign his / her training program to strengthen these areas.
6. All players should be taught and treated as equals. Some players develop quicker than others and this should be addressed at training. The over use of "star" or talented players at the expense of "weaker" team players is likely to result in the failure to fully develop the skills of other team members.
7. The player should be dealt with as a person and not just a player. Coaches should understand the physiology and psychology of growing young players.

In relation to discipline the coach should endeavour to:

1. Establish a code of behaviour for the players at the first training session.
2. Explanation of the reasons for each rule and the penalties for breaching them should be emphasised to all team members.
3. Develop clear expectations regarding the following:
  - Attendance, punctuality, behaviour, sportsmanship and training standards



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- Inform parents and administration of codes of behaviour and disciplinary measures that will be used. These should be appropriate to the age group being coached
- Take a firm, fair and consistent approach to discipline
- In dealing with unsatisfactory behaviour the focus should be on the breach of the rule and not the individual. Do not publicly insult, humiliate or embarrass the player personally. Discipline the individual for their poor behaviour, not the whole group. Do not over-use physical punishments, such as running laps, push-ups, etc.

### Training

The Coach should consider the following points in relation to training of players:

1. Training times and the number of training sessions should be consistent with the ages of the players and in line with association norms.
2. Training sessions should only be conducted at authorised locations, unless otherwise directed or applied for and approved by the LJFC.
3. Coaches should lead by example by teaching and practising, co-operation, good sportsmanship, self discipline, respect for officials and opponents, and proper attitudes in language, dress and deportment.
4. The Coach should endeavour to be organised, not only for each session, but for the week, the month and the season.
5. Emphasis should be kept on development of the player, both in terms of skill and character. Skills training should be kept at a level consistent with the player's age and development. Players should never be expected to perform skills at a greater level than their physical or mental maturity.
6. Training should be based on 'How' and 'Why'. Coaches should explain why something is done in a certain way, and then demonstrate the correct way to do it.
7. The Coach should accept the responsibility of maintaining discipline throughout the training session.
8. Injuries should be treated promptly and to the best of their knowledge and ability.
9. It is expected that the Coach will endeavour to develop through training sessions the following qualities in the players:
  - *Self discipline*
  - *A desire to achieve goals*
  - *Dedication*
  - *Emotional control*
  - *Comradeship and teamwork*
  - *Self confidence*
  - *Self esteem*
  - *Self initiative*
  - *Perseverance*



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### Matches

The Coach should consider the following points in relation to matches involving the team:

1. The Coach should ensure that all matches are played in the spirit of the game.
2. The desire to win should never override the priority of skill development and fair play.
3. The goal of each Coach should be to maximise participation and ensure equal playing time per game for all players regardless of ability. Game time must be reportable either on paper or an app so that the Football Manager can address any concerns.
4. Respect for opposition players, umpires and team officials should be emphasised at **all** times. Players not displaying these characteristics during a game should be dealt with promptly, so as to avoid further incidents occurring which may ultimately be detrimental to the player, the team or the Club.
5. Players that are "yellow" or "red" carded by umpires during a game should be counselled immediately by the Coach as to why their behaviour is deemed unacceptable. Acceptance of any penalty should be encouraged by all Coaching staff as being appropriate for the particular offence. Further dispute with umpires or officials by either players or coaches will not be tolerated in any circumstances. (suspension for 1 game is a minimum for the club)

### Complaints and Disciplinary Procedures

It is expected that the Coach should be prepared to interact with parents and officials. However, there may be occasions when players, parents or officials may consider there is a legitimate cause for complaint against a coach or a member of the coaching staff.

Internal complaints should be addressed first to the Football Manager of the Lysterfield Junior Football Club. In relation to complaints of a minor nature the Football Manager should then investigate and take the necessary steps deemed appropriate to achieve a satisfactory resolution for all parties. Matters of a more serious nature should be directed to the Lysterfield Junior Football Club Committee for consideration and action as deemed appropriate.

Complaints from external organisations, opposing clubs or others should be directed to the President or Grievance Officer for their consideration and action.

POSITION HELD: \_\_\_\_\_

NAME: \_\_\_\_\_ DATE: \_\_\_ / \_\_\_ / 20 \_\_\_

*(print name)*

*(signature)*