

2018 Coaches Code of Conduct



Runaway Bay Netball Club Coaching Philosophy

The International Federation of Netball Associations (IFNA) – Lead, Nurture, Achieve promotes; “it is the mastery of the basics which is the cornerstone of all achievements. So take the time to consider – “Why is it that some players can do it well whilst others cannot?” Those who achieve do so because they are prepared to put in the time and commitment to being the very best they can be. It also takes good coaching. This is where the coach can make a difference. Coaches have a responsibility to the players to have a very good understanding of the basic skills of netball. They must be able to teach then develop these basic skills in every player in a fun and enjoyable manner.”

Runaway Bay Netball Club aims to support all of our players to develop into resilient, confident, competent players who learn the lifelong skills of; self-belief, self-awareness, responsibility, teamwork, cooperation, goal setting, innovation, creative multitasking, patience and empathy for all.

Runaway Bay Netball Club Coaches are expected to develop into player centred coaches, who actively participate in developing their skills by participating in coaching development programs provided by the clubs Coaching Convenor. In a player-centred coaching approach the coach facilitates or guides the learning however the responsibility for learning shifts towards the player who has an increased input into the decision-making in the planning, execution and evaluation of the learning process. Player Centred Coaching affords all players the opportunity to develop their skills.

Runaway Bay Netball Club Coaches Code of Conduct and Behaviour

Aside from upholding the Queensland Government Code of Conduct for Public Servants which applies to all volunteers within our state, you must meet the following requirements in regard to your conduct during any activity held by Runaway Bay Netball Club or affiliated with our club or governing associations.

Coach Name	Team	
Requirements	Description	Coach Initials
Treat all players with respect at all times.	Be honest and consistent with all players. Avoid disparaging or sarcastic comments and inappropriate language at all times. Honour all promises and commitments both verbal and written.	
Promote a climate of mutual support among your players.	Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.	
Encourage and facilitate players' independence and responsibility for;	<ul style="list-style-type: none"> • Behaviour • Performance • Decisions • Actions 	
Involve players in decisions that affect them.	Player based coaching model & G.R.O.W Model (see attached)	
Determine in consultation with players, what information is confidential and respect that confidentiality.	<ul style="list-style-type: none"> • Medical • Social • Emotional 	
Provide feedback to players in a caring sensitive manner to their needs.	Avoid overly negative feedback. Know your players and do not implement one type of feedback to all players, cater to the needs of your players.	

Requirements	Description	Coach Initials
Refrain from any personal abuse towards players or their parents/guardians.	This includes; <ul style="list-style-type: none"> • Verbal, physical and emotional abuse. • Be alert to any forms of abuse directed toward your players from other sources while they are in your care and report immediately to the RBNC Coaching Convenor. • Abide by Netball Qld and Netball Australia Member Protection Regulation. 	
Refrain from any form of harassment towards your players.	Treat all players fairly within the context of their sporting activities, regardless of gender, race, and place of origin, athletic potential, sexual orientation, religion, political beliefs, socio-economic status, or other condition.	
Be acutely aware of the power that you as a coach develop with your players in the coaching relationship.	Avoid any and all circumstance that can lead to inappropriate relationships forming with players. This includes avoiding all situations with your players that could be construed as compromising.	
At all times use appropriate training methods, which will benefit the players and avoid those which could be harmful.	Ensure that the tasks, trainings, equipment and facilities are safe and suitable for age, experience, ability and physical and psychological conditions of the players. Ensure that you abide by instructions regarding required skills, drills and other strategies requested by the Runaway Bay Coaching Convenor.	
Ensure that the players time spent with you is a positive experience.	Remember- all players are deserving of equal attention and opportunities. Provide training and game opportunities that ensure that everyone on the team has a reasonable chance to succeed and to improve and/or acquire skills and develop confidence.	
Respect Individual Player-Coach Goals	Respect that your goal as a coach for a player may not always be the same as that of a player. Aim for excellence based upon realistic goals and due consideration for the players individual growth and development.	
Avoid perceptions.	First Impressions, either favourable or unfavourable, often bias for or against the player and may influence later judgements, especially if negative points are observed first. Acknowledge how perceptions may skew how you view players and actively put measures in place to avoid this from impacting players.	
Acknowledge and praise effort.	All players will be at different levels of development and ability. Remember that “natural” ability will plateau if effort and commitment to practice is not implemented. As other players develop muscle memory and neurological pathways through regular practice and determination they will gain greater skills and ability. You must truly believe that all players can improve. Always praise your player’s effort in training and in a game not the outcome or score.	
Be a role model	At all times behave as a role model for players, promoting the positive aspects of sport, in particular netball by maintaining the highest standards of personal conduct and coaching at all times.	

I _____ have read and agree to uphold the Runaway Bay Netball Club Coaches Code of Conduct and Behaviour. I acknowledge that in initialling each requirement of the Runaway Bay Netball Club Coaches Code of Conduct and Behaviour that I will uphold these requirements to the best of my abilities.

Signature: _____

Date: _____



Runaway Bay Netball Club Player Centred Coaching Model

In a player-centred coaching approach the coach facilitates or guides the learning however the responsibility for learning shifts towards the player who has an increased input into the decision-making in the planning, execution and evaluation of the learning process. A player-centred approach is encouraged because:

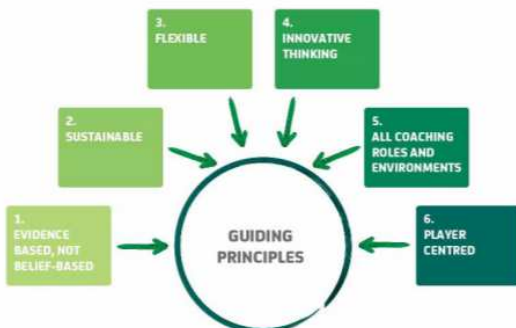
- Different groups of players and different individuals have different needs
- Simply telling is not effective. Research shows that player enjoyment, development and performances increase when coaches tell less and ask more
- Players learn best when they have input into what they do in practice/ training and during competition; and therefore have ownership of the learning process
- A player-centred approach develops players' awareness, ownership and self-belief.

When coaches detect a technical or tactical fault that a player needs to address, they must ensure there is acknowledgment of the issue and a willingness to make a change.

CHANGING PLAYER BEHAVIOURS (AWARENESS + INTENT = CHANGE)



PLAYER-CENTRED COACHING – GUIDING PRINCIPLES



THE G.R.O.W MODEL

The Coach Approach aims to create resilient and competent players who motivated to enjoy their participation in our sport.

The GROW approach can be used by anyone wishing to change their performance in any aspect of their life, but is particularly effective for coaches and players to use when driving their own improvement. The model is designed to be applied within the context of raising a person's awareness, so they may assume responsibility for their own learning and performance.

This approach involves:

- **G – Goal Setting**
Setting goals that lead toward ideal long term solutions.
- **R – Reality Checking**
Ensuring perceptions of present levels of performance are accurate.
- **O – Options**
Checking alternative courses of action to achieve the goal.
- **W – Way Forward**
Deciding what will be done, who it will be done and by whom.

