



VERMONT VULTURES BASKETBALL CLUB – COACHING POLICY

Vermont Vultures Basketball Club takes a leading role in the community with regards to child safety and their personal and basketball growth and development. As such, we have four requirements that all coaches must adhere to, and two additional recommendations for all coaches of a Vermont Vultures M.E.B.A. or G.E.B.C. junior basketball team to consider.

THE 4 VERMONT VULTURES COACHING REQUIREMENTS

1. Working with Children Check – Requirement

As of January 1, 2017, new Victorian Child Safety standards have been brought in for organisations who operate and provide sporting services to children within Victoria (Victorian Government Legislation).

As a part of this legislation, all members of an association, whether a coach, team manager or administrator, must have a valid Working with Children Check. This can be applied for at no cost for volunteers and lasts for 5 years. Please see the links below for more information.

“Remember: Child safety is not an add-on or one-off exercise. It is a legal requirement that your organisation will need to be compliant with as of 1 January 2017. Having policies and procedures in place is not enough. It’s about creating a culture and environment within sport that is supportive and protective of children.” – [Basketball Victoria](#)

[Basketball Victoria WWCC Guidelines](#)

[Vicsport WWCC Guidelines](#)

[Vic Government WWCC Guidelines](#)

2. Junior Coach, Coaching Assistants and Junior Coaching Payments - Requirement

Definitions:

- Junior Coach – A current or ex-Vermont Vultures Player in the U14 to U18 age group, and who are coaching a Vermont Vultures basketball team
- Junior Assistant Coach – A current Vermont Vultures player in the U14 to U18 age group and has taken up an approved Assistant Coaching position s working with on e of our senior coaches.

Vermont Vultures Assistant Coach Program

This program is available to current Vermont Vultures players who want to learn about coaching basketball and may want to coach their own team in the next 2 seasons. Our program sets you up as an assistant to a senior coach for 2 seasons where you will have ongoing responsibilities such as training plans, game plans and player management. **During this time, you will be required to complete a Community Level Coaching course** and then at the end of the 2 seasons will be ready to apply to coach your own team.



Junior Coaching payment

All Coaches between the U14 and U18 years old that have served as an assistant for 2 seasons (or have equivalent knowledge) and have completed the Community Level Coaching Course are eligible for payment for their coaching effort. This is set at \$200 payable at the end of the season.

Requirements for junior coaches

- All junior coaches must be supervised by an Adult over 18. This could be the team manager, or their parent/guardian, and they must be ready to help the junior coach with game day and training support. This could include any conflict or assistance with behavioural responsibilities that the coach may be presented with. Any adult fulfilling the supervision role needs to have a current Working with Children check.
- Junior coaches must have an age gap between them and the team they are coaching. For example, a coach in under 16's cannot coach an under 14's team, however they can coach and under 12's team.
- Junior coaches should sign up to the Vermont Vultures Coaches Facebook Page and make use of the Vultures Coaches Corner Website - <https://vermontvultures.org.au/coachs-corner/>
- Junior coaches have access to their own coach's kit. This contains a bag, ball, pump, coaching board, training cones, medical kit and whistle, free of charge. It is their responsibility to ensure the kit remains in good condition and is returned to the coaching coordinator at the end of their coaching stint. Failure to do so may result in withholding part, or all, of their junior coaching payment.
- Junior coaches receive a free club Coaches Polo
- Junior coaches will have access to a mentor once they move from being an assistant to a coach. This mentor may go to 4-6 training sessions and games, as well as be available via phone and email for guidance.

Junior Coach Mentors

All Vermont Vultures Junior coaches will be assigned a mentor once they take over and start coaching their own team. This mentor can be utilised in a way that suits the coach and the team. The mentor is not a full-time position, instead it will be one of our senior coaches who can be contact via phone or email and will make themselves available for 4-6 training sessions and games each season. This is to ensure all Junior coaches have open communication with a senior coach who can assist with more than just general coaching information – instead it will be specific based on the team you and coaching and your coaching style.

To apply for a Junior Assistant Coaching position, please complete the form at the end of this policy and send to coachingcoordinator@vermontvultures.org.au

For any further information on any of the points provided above, please contact the Vermont Vultures Coaching Coordinator at coachingcoordinator@vermontvultures.org.au

3. Coaching Philosophy - Requirement

At Vermont Vultures, we see ourselves as a grass-roots level Domestic Basketball Club that is available to all members of our community. We have many teams across different age groups with varying skill levels available for kids to join, where fun and enjoyment is the highest priority. Building a coaching program that is well balanced between skill development, personal development and enjoyment is a challenge for all our coaches. The resources mentioned in this document are to help facilitate this.



Diversity, inclusion and equal participation must be a focus for all coaches and members of the Vermont Vultures Basketball Club. All teams, players, and coaches come with their own personalities. The key is to understand we are all working together to achieve the same outcomes. Our philosophy is not solely based around winning every game of basketball. A long term and patient view based around enjoyment and development is essential.

Due to the level of authority coaches have over developing children, they inevitably become mentors. They start with ideals of teaching kids basketball skills but end up teaching them skills for life. Many of the kids you coach will progress through the years together, some from U8 to U18, and form long lasting friendship bonds. We as a club want to encourage this, and a coach can go a long way to ensuring a healthy and respectful relationship between players.

4. Coaching Behaviour - Requirement

The M.E.B.A and G.E.B.C have quite comprehensive information about coaching behaviour and behaviour in general when working with children, who we must remember, are very impressionable. As a coach, you will regularly find yourself in a competitive environment, and must never lose sight of the fact that you are surrounded by young children and families, along with referees and officials who are sometimes a lot younger than yourself. It is therefore expected that you are always on your best behaviour and setting a good example with your actions, proudly representing the Vermont Vultures Basketball Club. Remember, we are all human, we all make mistakes and collectively we are all trying to do our best so that the kids can have fun in a competitive environment. Always be respectful of everyone involved in the game and those spectating too. As a mentor, you should lead by example, as ultimately, your actions will reflect your teams' attitude and influence how individual players learn and respond to future similar situations. You should be constantly looking for teaching opportunities to help guide the development of the next generation.

An excerpt that relates directly to coaches from the ["Nunawading Basketball - Respect our Games guide"](#) consists of the following:

Coaches and/or team representatives (for junior coaches) are to be responsible for the behaviour of players and spectators. From time to time whilst refereeing games of basketball, referees will become aware of certain spectators behaving in a manner outside the Spectators Code of Conduct and this Respect Our Game Policy. Coaches, team representatives, referees and supervisors are expected to work together to provide a safe and supportive environment for all participants. Whilst the coach is ultimately responsible, the team manager may assist the coach in helping deal with any poor behaviour.

Some basic tips for coaches are:

- *The coach or assistant coach may stand during the game, but not both at the same time*
- *The team bench is for players, coaches and assistant coaches. Do not allow parents or spectators to sit on your team bench.*
- *Timeouts must occur at the team bench as per FIBA rules.*
- *Players must be seated on the bench; they can stand up and cheer for the team but must then sit back down.*
- *Meet the referees before the game and shake their hands after the game*



Other Courses - Recommended

In addition to Community Level coaching courses, the Vermont Vultures Basketball Club will also put on Club Level (formerly Level 1) coaching courses for all coaches who have completed the Community Level course and would like to further increase their basketball knowledge and qualifications. Again, this will be fully funded by the Vermont Vultures Basketball Club (usually \$150 per participant).

This course is recommended for coaches that have more than 12 months experience in coaching and are looking for further information on developing a season plan and skill development guidelines.

The course consists of a 6-hour practical session and a 1-hour online session, where manuals and resources to assist with coaching will be available.

Social Network – Recommended

Vermont Vultures have a Facebook Group which is only available to access by current coaches of the Vermont Vultures Basketball Club. Search for this group on Facebook and apply for access so that we can approve you and you can then connect with other Vermont Vultures coaches online.

This group is a social group that can be used for any coaching related questions. This could be to find top up players for your team, to ask for advice on skill training or game situations, or to find a fill in coach if you can't make a game during the season. Really, any question or idea can be put on this forum and is accessed by coaches and club administrators only.

Other Resources available from Vermont Vultures

In addition to the coaching courses, online content and social networks mentioned above, the Vermont Vultures Basketball Club has a position on the committee called Coaching Coordinator. The Coaching Coordinator is responsible for coach's training and communications, relevant policies and the junior coach's program. If you have any coaching specific queries or requirements, please send them via email to: coachingcoordinator@vermontvultures.org.au.

Key Links:

Coaches Facebook Page	Vermont Vultures Website
Coaches Code of Conduct	Coach Training Material
Nunawading Basketball Respect our Game Guide	

Club Polo Top

All coaches of a Vermont Vultures Basketball Club team are entitled to a free, club branded polo top. It is an expectation that you wear this polo top during all games you coach. Your affiliation with the club will therefore be immediately identifiable, so you are expected to act in a manner befitting a representative of the club at all times.



Vermont Vultures Basketball Club

Junior Assistant Coach Approval Form



Please complete this form if you are a current Vermont Vultures player in U14-U18 age groups and would like to apply for an assistant coaching position.

Once accepted you will be placed with a senior coach who you will learn off for 2 seasons. After this you can then apply to coach your own team and you will be eligible for the Vermont Vultures Junior Coaching payment.

Name of Junior Coach

Current Age Group Playing

Junior Coach Contact Information

Name of Parent

Emergency Contact Information

i.e. Address, Phone, Email etc.

Signed/Dated by Assistant Coach

Signed/Dated by Coach

Approved by Vultures Committee

Team Allocated

Coaching Course Completion Date

For any further information on any of the points provided above, please contact the Vermont Vultures Coaching Coordinator at coachingcoordinator@vermontvultures.org.au