



Policy Name:	Coaches Appointment – Junior Championship Policy
Approved BY:	General Committee
Responsible:	Director of Coaching, Junior Championship Committee
Effective Date;	May 2021
Review Cycle:	1 Year

### 1. PURPOSE

To deliver a transparent, fair and consistent selection process that ensures standards are met for coach and assistant coach selections and appointments for all Eltham Wildcats Basketball Club (Club) junior representative teams. The policy will ensure the Club attracts and retains the best coaching talent available, and that all coaches are aligned to Club's purpose, vision, and values.

### 2. SCOPE

This policy and procedure will apply to all the Club's junior representative coach and assistant coach selections and appointments.

### 3. POLICY

The Club will seek the best and most talented coaches and assistant coaches available for each age group and position.

Coaching positions will be advertised via the Club's website, and through other websites and forms of media as deemed appropriate. All Coaching selections and appointments will be, as far as reasonably practicable, free of conflict of interest.

Fundamentally coaches and assistant coaches will be assessed and selected based on, but not limited to, the following demonstrated and verified attributes:

- Knowledge
- Experience
- Capability
- Leadership
- Background
- Performance
- Qualifications; and
- Alignment to the Club's purpose, vision and values.

All those seeking selection must apply by the date nominated, in a manner and format prescribed and requested. Failure to do so may void the application.

#### **4. Conflict of Interest (*or perceived Conflict of Interest*)**

The Club will make decisions that are in the best interest of the player/child, its coaches, the Club, its members and its programs. Conflicts of interest either real or perceived can cause significant issues if not dealt with effectively. It is important that this is understood.

Coaches and assistant coaches must declare any conflict of interest or perceived conflict of interest in their application, or at the earliest point in time when the conflict becomes apparent. Failure to do so can result in non-selection or removal from coaching positions.

A declared conflict of interest of itself may not preclude someone from being selected as a coach or assistant coach. Whilst some conflicts may be of a nature that preclude selection, for the most part it is how the conflict is handled and then managed that is important.

Where multiple applicants for a particular first team coaching position present with what are assessed as very similar attributes, a non-parent coach will be preferred over a potential parent coach.

**Guidance** - Conflicts of interest or perceived conflicts of interest might include, but are not limited to, coaching a player in a domestic or school team outside of the program; or, having had an issue with a player or family member in a previous season or outside of the program; or, being employed by, or holding a coaching position with another Basketball Association or club. A common-sense approach is recommended, if it is something that is or should have been reasonably known or apparent to the individual making the application then it should be declared by the applicant as a conflict of interest.

**Note** - The Club can stand-down a coach or assistant coach at any time for reasons that relate to a direct or perceived conflict of interest, or where there is mis-alignment of the coach or assistant coach to the Club's purpose, vision and values, a relevant code of conduct or where it is believed that a coach is not acting in the best interest of the players/child, the other coaches, the Club, its members or its programs due to a conflict of interest.

#### **5. PAYMENT/HONORARIUMS**

An honorarium is an ex-gratia payment. It is a common remuneration practice used by sports clubs to compensate volunteer coaches. An honorarium is offered to cover travel, preparation and coaching time.

The amount of the honorarium will be determined annually by the CEO and approved by the General Committee.

An honorarium does not make a Coach an employee or worker of the Club. Coaches are volunteers and will be managed accordingly. Coaches remain subject to all relevant codes of conduct, policies procedures, by-laws, regulations and the Club's Statement of Rules.

## **6. SELECTION PANEL**

A selection panel consisting of Director of Coaching, Age Group Lead Coach(es) and at least one Independent Selector who will review Expressions of Interest and formulate an initial list of recommendations to be finalised by the Director of Coaching, Age Group Lead Coach(es).

The role of the selection panel will be to set the selection criteria specifically as it relates to the capability of applicants to coach representative basketball with regard to, but limited to, those key attributes listed under section 3. of this policy.