



COACHING PHILOSOPHY POLICY

1. INTRODUCTION

The Preston Bullants Junior Football Club (**PBJFC**) aims to provide an opportunity for young people to participate in Australian Rules Football (AFL) and provide them with the opportunity to develop AFL skills in a team environment, increase physical fitness, experience teamwork, as well as develop friendships, and a sense of fairness in a safe and caring environment that is inclusive of family and community.

2. PURPOSE

The purpose of the Coaching Philosophy Policy (**Policy**) is to set out expectations and responsibilities of all people who are involved in coaching or assistant coaching at PBJFC. This philosophy is to be used as a tool to guide coaches in their process of coaching.

3. SCOPE

This Policy applies to all PBJFC coaches and assistant coaches and is to be read in conjunction with **POLICY - Positive Playing Environment**.

4. COACHING PHILOSOPHY

The position of coach is the single most important position in junior football. Player participation and enjoyment is most directly impacted by the experience that they have with their coach/es.

Amongst the critically important facets of this role, the coach acts as the contact point between the club, the children, and their parent/guardians. It is vital that coaches establish early relationships with children and families that are open and transparent and characterised by strong engagement and regular communication. If parents know your approach and what to expect over the course of the season, they will invariably be supportive in a way that ensures a smooth season for all.

Every effort must be made to ensure that all players have equal opportunity to develop and enjoy their football. We recognise that the maintenance of equity has a profound effect on players' self-esteem, skill development, fitness and understanding of the game. We also acknowledge however, that as players move through the age groups, the implementation of equity may vary slightly.

Coaches must ensure that they avoid prioritising winning over maximizing participation, enjoyment, and improvement for all players regardless of ability. All coaches are to ensure that every player is recognized as being an equal member of the team with a valuable contribution to make. We also recognize that goals are best achieved by working as a team and by always fostering team harmony.

We seek to create an environment where we encourage players to perform to the best of their ability and take pride in their performance - regardless of the scoreboard. The aim of each team should be to 'be the best team they can be' not just to 'be the best team'.

As a general principal, we aim to play each side in the highest division in which they will be competitive rather than trying to grade them to lower division just to aim to win a Premiership as we believe this is far better for their football development.

Skill development of all players is a major focus of our club. Each year we will appoint a Football Development Manager, along with Coaching Coordinators x 2 (junior age groups, senior age groups). These roles provide additional resources to assist coaches to achieve a greater level of player and coaching development. These positions constitute the club's Coaching Oversight structure.

Parental involvement at training is also to be actively encouraged and will be managed by the Coach.

For guidance on weekly team selection and match day positioning, refer to separate Club Policy documents:

- POLICY – Team Selection
- POLICY - Player Game Time & Position Rotation

5. UNDER 8 TO UNDER 13

The emphasis is placed on participation and enjoyment. Additional goals are the acquisition of football skills and the nurturing of physical and emotional development and well-being. Coaching strategies are to revolve around game plans which enhance the development of all players so that the team does not become overly reliant on too few as this is not sustainable in later years.

Skills must be taught that are appropriate to the age of the kids so that a gradual progression is achieved. It is accepted that mistakes will be made while the kids are learning and that this is a natural and in fact, desirable part of the process which they should be taught to learn from.

All players are to be given the opportunity to be involved in the game while on the field hence providing real participation as opposed to token participation. Those with more ability should be encouraged to help bring others into the game. This not only teaches the more advanced players to be team orientated hence entrenching good habits which will hold them in good stead for the future, but it also increases the confidence and involvement of the others in the team.

During the home & away season, players are to be given the opportunity to play in a variety of positions as possible so that they can gain experience and learn how to play different areas.

6. UNDER 14 TO COLTS/YOUTH GIRLS

This is a very important and challenging time for young players. It is crucial that coaches lead by example and show leadership rather than authority. Whilst a great emphasis is placed upon individual and team performances; player skill development, personal development, player retention is still the major focus. Coaching methods are to be appropriate to the players age, skill level and relevant the level of competition being played.

7. BEST & FAIREST VOTING

The club awards trophies from Under 10s to Colts teams. The awards are:

- Best & Fairest

- Second Best & fairest
- Third Best & Fairest.

The voting also includes final games. One set of votes are given as follows: 5,4,3,2,1. The Coach, Assistant Coach & and one other person of their choosing award the votes.

Other trophies given are:

- Best Finals player (as determined by the votes in those matches)
- Coaches Award
- Most Improved.

8. COACHING SELECTION, APPOINTMENT AND TENURE

The Executive Committee appoints a Coaching Sub-Committee.

a. Selection:

The Coach selection process attempts to identify candidates that best align to, and will be most likely to successfully execute, the club's purpose and values.

b. Appointment:

The Coaching Sub-committee conducts all Coaching interviews and makes recommendations to the Executive Committee for ratification. All applicants will be subject to an interview regardless of whether they are the only applicant.

Coaches are given the opportunity to nominate a preferred assistant coach(s) and Runner for the ratification of the Committee. All appointments are expected to adhere to League and club policies. Where a coach does not appoint an assistant, the club will make this appointment.

c. Tenure:

The general policy is that each Coach shall coach a group of players for no more than two consecutive seasons. This does not preclude the Coach from applying to coach that group in subsequent years.

It is considered that children's' learning can benefit from regular changes in 'voice and message'. Additionally, this can:

- provide new opportunities for players and officials
- eliminate risk of complacency and generate enthusiasm
- enhance player development by exposure to as many quality coaches as possible.

In assessing the suitability of a coach being re-appointed for further consecutive year/s with the same group of players, the Coaching Sub-Committee will consider the following:

- whether the coach has been placed with another team
- If no other suitable candidate has applied
- If considerable effort has been made to find a suitable alternative candidate