

RATIONALE:

School sport provides an essential element in the educational process, as well as contributing positively to the school culture, and towards the welfare of individual students. In preparing students for life the school will foster healthy participation and achievement in sport.

PURPOSE:

1. To provide organisational procedures for the sports co-ordinator and other administrators and coaches.
2. To ensure fair and equitable opportunities are provided for positive experiences of participation in sport and team membership with opportunities for leadership and responsibility.

GUIDELINES:

1. The school, through its sports co-ordinator, will promote and oversee all school sport, and encourage student participation in sport.
2. Students who qualify for national secondary school and regional events will be encouraged to attend if they meet school selection criteria.
3. The school will actively encourage and practically support all staff, coaches, managers and students who participate in the school's sports programmes.
4. All sports events to be run in school time must be approved under the school's Education Outside The Classroom Procedures, with school sports exchanges to be negotiated annually in advance.
5. All our players, coaches, managers and spectators will be required to adhere to the Thames High School code of conduct.
6. Achievement in sport will be recognised through presentations of certificates and trophies at school assemblies, prizegivings and the school newsletter.
7. All students will have equitable access to sports activities and equipment, including students with disabilities.
8. All sports team members will be given fair and equitable opportunities to participate in their sport.
9. If matters of conflict and concerns are not resolved by the sports co-ordinator they will be referred to the sports committee and/or principal.

Approved by the Board of Trustees:

18 June 2014

Review Date:

2017

COACHING PROCEDURES

The following procedures are to apply to all sporting coaches at Thames High School, to meet the school's expectations of fair treatment of all team members.

1. Team sport should be a positive experience for all team members. Every coach and manager at Thames High School has a responsibility to every member of their team.
2. **Matches**
Coaches must have a fair rotation system. All members of a school team must have fair opportunities to play in every game. This means that however good they may be, no player should be regularly playing every game while other team members regularly remain on the sideline. Players should not feel of lesser value because they are less skilled; the emotional well-being as well as sporting skill development of every student is important.
3. **Practices**
These are a means of increasing skills and fitness, and developing strategies appropriate to the particular sport, fostering team spirit and they should also be fun. All team members should be involved. Team members must attend practices as required, see 5. below.
4. **Inappropriate Behaviours**
 1. In dealing with inappropriate behaviour, a coach or manager may remove a team member from a game. More serious punishment is to be discussed with the teacher-in-charge of that sport.
 2. Inappropriate behaviour includes:
Bullying, verbal and physical abuse or putting down of fellow team members or opponents, ungracious winning or losing, poor sportsmanship or cheating. The coach may have to deal with bad behaviours on the court or field, but ongoing behavioural concerns should be brought to the attention of the sports committee. In school sports teams, punishment or exclusion of team members is a matter for the sports committee and the principal.
5. **Lateness to practice, or inability to attend**
The expectation is that every team member will attend every practice and match. However, there will sometimes be genuine reasons why a student is late or cannot attend. Sickness or injury may prevent attendance, and family commitments can also prevent attendance. A regular job, on the other hand, is not a genuine reason to not attend. Students should have the opportunity to discuss attendance issues with their coaches directly and should be reminded of their responsibilities to the team in a constructive way. Ongoing issues should be brought to the attention of the sports co-ordinator and the principal.
6. Coaches and other adults at sports games must endeavour to be good role models, and demonstrate principles of fairness and good sportsmanship.
7. **Selection of Teams**
All players eligible for school teams will have fair opportunities to trial for the teams.
Selection will take into account ability, potential, the overall well-being of the players and the composition of the team. Only a junior player of **exceptional** ability should be considered for senior teams unless there are in-sufficient senior players to make up a team.
8. If Thames High School offers a sport and there are sufficient numbers to field a team, no option of dispensation to play for another school's team is allowed unless there are exceptional circumstances.
9. Coaches and managers will be appointed by the executive committee of the sports committee.
10. Appointment of coaches and managers will be made for the duration of a season but may be terminated at any time where the coach has breached Thames High School policies or procedures.

SPORTS COACHES: CRITERIA FOR SELECTION

The following aspects will be considered in selecting coaches where there is more than one applicant for a coaching position:

- 1 . Experience of the sport.
- 2 . Coaching experience, including coaching record at Thames High School, or other schools.
- 3 . Qualifications. Relevant coaching qualifications and the level of these qualifications will be a consideration.
- 4 . Personal attributes. Ability to relate well to students, staff and parents involved with the sport.
- 5 . Willingness to adhere to the Thames High School coaches manual and school policies, and procedures.
- 6 . All appointments are subject to a police clearance.

SPORTS COACHES: SELECTION PROCESS

Where there is more than one applicant for a coaching position and a selection process is necessary, the following process will be followed:

- 1 . Advertise the position.
- 2 . The executive committee of the Thames High School sports committee will meet to read the applications and short-list the applicants.
- 3 . All applications will be considered against the 'Criteria for Selection'.
- 4 . Short-listed applicants will be invited to attend an interview.
- 5 . Following the interviews, the executive committee of the Thames High School sports committee will select an applicant for the coaching position. The decision of the Thames High School sports club executive will be final.
- 6 . All applicants will be advised in writing of the executive committee's decision.