



## KYBYBOLITE NETBALL CLUB

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## KYBYBOLITE NETBALL CLUB

### WELCOME

Welcome to Kybybolite Football & Netball Club as a family club we strive for sporting success, whilst involving all our members, supporters and followers at our great club.

We are focused on developing our Junior players, and ensuring they are supported, encouraged and valued.

We build on our fitness, skills and knowledge of the game, working towards becoming the most respected, disciplined and successful player we can be. Always representing our club to the best of our ability.

As a group, we continue to create and foster a positive club environment so that each and every player will enjoy their netball through active participation, developing not only their sporting skills, but also their life skills.

This booklet has been prepared for the information of all Committee Members, Coaches, Coach Coordinator, Team Managers, Umpires, Players, Parents, Spectators and officials of Kybybolite Netball Club and is a guide to the maintenance and consistency of our club core values.

All general enquires should be directed through the club email address [kybynetballclub@gmail.com](mailto:kybynetballclub@gmail.com)

All enquires will then be directed to the appropriate Management Committee member for actioning.

General club information is also available on our Facebook Page and website – [www.kybytigers.com.au](http://www.kybytigers.com.au)

### 2022 Kybybolite Netball Management Committee Members

Committee/ Club Position	Member
President	Hayley Walter
Vice President	Rocio Harrison
Deputy Vice President	Mary McClure
Treasurer	Caitlin Castine
Secretary	Kirsty Williams
Junior's President	Emma Rasheed
Uniform Coordinator	Emma Rasheed
Coaches Coordinator	Nadia Sears
Umpire Coordinator	Mary McClure
Equipment Coordinator	Emma Rasheed
Child Safe Officer	Nadia Sears
General Members	Montana Hole, Pip Woodard, Georgie Maggi, Gorgia Sealey, Madeline Moss, Susie Maber

### Player Safety

1. All players are to be treated with fairness, equality, respect and empathy.
2. No player shall wait alone for a parent, relative or friend outside the parameter of the club after any training session.
3. The Coach / Team Manager must ensure any child / children to be collected is accompanied until collection by parent, relative or friend.
4. All parents are responsible for the safe collection of their child / children.
5. All parents are to adhere to the Policies and Guidelines of Kybybolite Netball Club.
6. All Coaches must adhere to the Policies and Guidelines of Kybybolite Netball Club and the Code of Conduct of Netball.

### Australia Child Safe Officer

1. Child Safe Officers are appointed by the Management Committee.
2. The Child Safe Officer reports to the Management Committee and must report any incident to the Management Committee immediately.
3. The Child Safe Officer is responsible for;
  - a. Education of volunteers regarding the Child Safe Policy.
  - b. Ensuring all children who are selected to play for the Club are provided with a safe environment in which to enjoy their netball.
4. If an incident is reported within the guidelines of the Club, the Child Safe Officer is to investigate the complaint / incident and resolve a resolution.
5. The complaint / incident and resolution is to be reported to the Management Committee as soon as possible.

### Complaint Process

1. If a complaint is received by the Child Safe Officer, then the process is as follows:
  - a. Identify the problem.
  - b. Identify if any section of the Code of Conduct / Policies and Guidelines has been breached by a Player, Coach, Official, Umpire, Administrator, Parent or Spectator.
  - c. Liaise / mediate with the complainant.
  - d. Work to an amenable and satisfactory resolution to ensure the child's confidence in her own safety is continued.
  - e. Report the incident and resolution to the Management Committee.
  - f. If a resolution is not readily achieved the complaint shall be referred to the Management Committee via the President of the Club.
  - g. Child Safe Officer must document the complaint and such documentation must be kept confidential.

## **Work Health and Safety**

1. The Club shall ensure all facilities and equipment used by Members are free of hazards and do not pose a risk to Members.
2. Should a hazard or risk be identified either the Management Committee or Equipment Officer, as appropriate, must be notified immediately.
3. In the event of a hazard or risk being identified in the facility, the Management Committee must report the hazard or risk to the management of such facility at the earliest possible opportunity.
4. In the event of a hazard or risk being identified with equipment, members must immediately cease the use of such equipment and seek replacement of such equipment from the Management Committee.
5. Examples of hazards or risks may be court surface, rain leakage, toilet facilities, lighting, broken or worn equipment, erratic behaviour, unsafe practices or any situation which may cause harm.
6. Coaches must be vigilant of player safety including to player clothing both at training and matches (i.e. loose or untied shoelaces, headwear which restricts vision).
7. Spectators must ensure no item in their possession courtside would pose a risk or hazard to players coming off the court unexpectedly.
8. Members are responsible for and are to be aware of their own safety and the safety of others in their vicinity.

## **Equal Opportunity**

1. The Club is committed to the provision of fair and equitable management of all activities.
2. Episodes of bullying, harassment, sexual harassment, prejudicial preference in relation to race, religion, age, ability, physique or gender must be reported to the Management Committee immediately.
3. Behaviours, including physical, verbal or written, showing discrimination or favoritism must be reported to the Management Committee immediately.

## **Privacy**

1. The Club shall respect and protect the privacy of all Members of the Club.
2. Personal information or images pertaining to Members shall not be divulged or shared with any other person without the specific permission of the Member.
3. Responsible persons (Coach, Team Manager, Committee) holding personal information of Members shall ensure such information is securely filed and inaccessible to any third person not authorised access to such information.

## **Social Media**

1. Any child (under age 18) must correspond with a coach with a “teams” social media page or via their parents. There are to be NO private messaging between a child and coach or vice versa via text or social media.
2. There are to be NO derogatory comments on social media that effects a club person or club matter. This can be quite harmful to the Club personnel.
3. This type of conversation on social media may be construed as cyber bullying and is not tolerated by the Club Management.
4. It may also, and has in the general community, resulted in serious health and self-confidence issues for some people and led to very unfortunate consequences.
5. Any instances of derogatory social media comments identified, regarding Club players or Club matters are to be reported to the Management Committee as soon as possible.

## VOLUNTEERS

Kybybolite Netball Club is an amateur sports club and has no paid employees, the Club appreciates and values the time, efforts and dedication given by our volunteers as without them the club cannot operate.

1. Club volunteers include and not limited to;

- Committee Members
- Coaches, Team Managers
- Coach Coordinators
- Coach Mentors
- Umpires, Umpire Coaches
- Selectors
- Scorers, Timers
- Event Assistance and various other aspects of club functions as they arise

2. Club volunteers are subject to and protected by the rights and responsibilities of all Club members and are subject to the Club Constitution, By Laws, Policies and Procedures

3. Volunteers appointed to the role of Coach, Coach Coordinator, Coach Mentor, Umpire Coach and Team Manager must be approved by the Management Committee

4. Volunteers appointed to positional roles within the club must complete a “Volunteers Working with Children” check online through the Government of South Australia – Department of Human Services

<https://screening.sa.gov.au/applications/application-information-for-individuals>

5. Volunteers with positional roles must provide a copy of their valid clearance/approval “Volunteers Working with Children” check to the Child Safe Officers who will forward to Kybybolite Memorial Sporting Club (KMSC). This must be completed prior to the season starting.

6. Coaches and Team Managers are required to attend meetings outlining their roles and Club expectations at the beginning of each competition season and at other times as required

7. The role of Coaches, Coach Coordinators, Team Managers and Umpires are outlined in the relevant section of this document

## COACH COORDINATORS

1. The role of the Coach Coordinator is to:
  - a. Guide and assist Coaches with problems arising from players skills and systems
  - b. Improve coaching skills to develop players
  - c. Act as point of reference for Coaches who need advice, guidance and assistance
  - d. Become involved with players only at the request of the Coach to enable Players to better understand the directions of the Coach
  - e. Be available at training and matches when possible to identify team and player problems
  - f. Identify and advise the Coach on attacking, defending, space, systems in line with Club systems as required
  - g. Assist Coaches of all teams to train players similarly to ensure players understand expectations and confidently play in any grade as requested
  - h. Mediate with Coaches to ensure harmonious movement of players between grades in accordance with Club policy
2. The Coach Coordinator is not available to parents for the expression of grievances, concerns or problems regarding players or teams
3. Coach Coordinators are encouraged to support Club social and fundraising activities and contribute to club spirit
4. Coach Coordinators are encouraged to contribute to Club spirit by recognising and welcoming other members of the Club

All Coaches are highly recommended to must complete the Foundation Online Coach Accreditation Course through Netball Australia. The development of skills is the most vital and important part of the game and therefore the priority of the Coach, they are to represent the Club in a dignified and sportsmanlike manner.

### **Coach Responsibilities**

1. Coaches are encouraged where possible to wear the official clothing of the Club on game days.
2. Coaches shall encourage players to support Club social and fundraising events and contribute to Club spirit
3. Coaches shall encourage players to contribute to Club unity by recognising and welcoming other members of the Club
4. The Coach is to notify the Management Committee of the appointments of team captain no later than one week prior to the commencement of the competitive season.
5. The Coach shall nominate a Team Manager to the Management Committee.
6. The Coach shall keep informed of new rules, techniques, drills, training equipment and opportunities for the development of players
7. The Coach shall plan a training program for the team which is appropriate to the grade and capabilities of the team
8. Coaches must understand the role of the Coach Coordinator and avail themselves to the Coach Coordinator for off court issues, activities and problems or concerns they may have with players, parents or Team Managers.
9. The Coach must be available for the expression of grievances, concerns or problems in the first instance and follow the grievance procedure.
10. If a Coach is unavailable to attend a match, they must inform the Coach Coordinator and in conjunction arrange a suitable replacement.
11. Coaches must apply a commonsense approach to the provision of equitable court time to players.
12. The Coach is not obliged to consider absence or unavailability when considering equitable court time.
13. In finals round matches the Coach will use their discretion in selecting the team which is best suited for the match.
14. In the event of extremely bad weather the Coach may cancel training in liaison with the Coach Coordinator
15. Selection of teams for competitive matches shall be the sole responsibility of the Coach who may seek advice from the Coach Coordinator
16. The Coach shall complete and return all forms, reports and nominations as requested by the Management Committee by the date required
17. Failure to attend training without prior apology or prior notification to the Coach may result in that player being suspended for the next appropriate match
18. Suspension of a player who does not attend training shall be at the discretion of the Coach based on the player's notification of inability to attend training and the reason given



### Netball Australia / Australian Coaching Council Coach's Code of Ethics

1. Respect the rights, dignity and worth of every human being
  - \* Within the context of the activity, treat everyone equally regardless of sex, ethnic origin or religion
2. Ensure the athlete's time spent with you is a positive experience
  - \* All athletes are deserving of equal attention and opportunities
3. Treat each athlete as an individual
  - \* Respect the talent, developmental stage and goals of each individual athlete
  - \* Help each athlete reach their full potential
4. Be fair, considerate and honest with athletes.
5. Be professional in and accept responsibility for your actions.
  - \* Language, manner, punctuality, preparation and presentation should display high standards
  - \* Display control, respect, dignity and professionalism to all involved with the sport. This includes opponents, coaches, officials administrators, the media, parents and spectators
  - \* Encourage your athletes to demonstrate the same qualities
6. Make a commitment to providing a quality service to your athletes
  - \* Maintain or improve your current NCAS accreditation
  - \* Seek continual improvement through performance appraisal and ongoing coach education
  - \* Provide a training program which is planned and sequential
  - \* Maintain appropriate records
7. Operate within the rules and spirit of your sport
  - \* The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies
  - \* Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Drug Agency (ASDA)
8. Any physical contact with athletes should be:
  - a) appropriate to the situation
  - b) necessary for the athlete's skill development
9. Refrain from any form of personal abuse towards your athletes
  - \* This includes verbal, physical and emotional abuse
  - \* Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care
10. Refrain from any form of sexual harassment towards your athletes
  - \* You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal

11. Provide a safe environment for training and competition
  - \* Ensure equipment and facilities meet safety standards
  - \* Equipment, rules, training and the environment need to be appropriate for the age and ability of the athletes
12. Show concern and caution towards sick and injured athletes
  - \* Inquire as to the medical condition of their players
  - \* Provide a modified training program where appropriate
  - \* Allow further participation in training and competition only when appropriate
  - \* Encourage athletes to seek medical advice when required
  - \* Maintain the same interest and support towards sick and injured athletes

## PLAYER TRANSITION

Coaches, Coach Coordinators and Players shall abide by the following guidelines for transition of players between teams and grades following selection and for the competition season.

1. Teams defined following the selection process are NOT to be regarded as final as all players are subject to performance review throughout the competition season.
2. Dependent upon circumstance, team requirements, selection review, player court time and player availability, players may be promoted or demoted either temporarily or permanently as per Club requirements.
3. All player transitions following trials and during pre-season training shall be by negotiation between the Coaches of the teams concerned and the relevant Coach Coordinator.
4. All player transitions during the competition season shall be by negotiation between the Coaches of the teams concerned and the Coach Coordinator.
5. In the event of player transition requirements for input from the Club President, Coach Coordinator and if applicable Junior Coordinator is to be sought.
6. Player transition may occur at any time during the competition season but not to the detriment of player eligibility for final round participation.
7. Transition players shall be identified by the structural requirements and balance of the teams concerned.
8. In the event of player transition impacting on more than two teams, Coaches must be conscious of the impact of player transition on all teams concerned.
9. When negotiating player transition, the following shall be considered:
  - a. The consequence of the result of the matches in the relevant round on all teams involved.
  - b. The capability of the player to fulfil the requirements of the team involved.
  - c. Compromise by the parties concerned to achieve the best outcome for all teams impacted by the player transition.
  - d. Coaches, Coach Coordinators and Players shall respect the opinions of those concerned with the transition negotiations.
10. On completion of negotiation, the regular Coach of the transitional player is to notify the player with a full explanation of the requirements for the transition.
11. If the transition is to be permanent for the remainder of the Competition season, the regular Coach of the transitional player is to notify the player prior to announcement to any other party.
12. In the event of player transition to a lower team the following shall apply:
  - a. Communication by the player's regular Coach to the player of the reasoning and their value to the Club.
  - b. In the event of a Junior (under-age) player, communication by the player's regular Coach to the player's parent or guardian with a full explanation of the requirements for the transition
13. During the season, new players to the club must participate in at least 3 trainings prior taking the court unless discussed with the Coach, Coach Coordinator and President.

## TEAM MANAGERS

The Team Manager shall always represent the Club in a dignified and sportsmanlike manner, where possible to wear the official clothing of the Club on game days. Team Managers are encouraged to support Club social and fundraising activities and contribute to club spirit. They shall encourage all team members to contribute to Club unity by recognising other members of the Club.

### Team Manager Responsibilities

1. The Team Manager shall co-operate with the Coach on all matters pertaining to the team and the Club
2. The Team Manager shall arrange Scorers and Timekeepers for each match
3. The Team Manager should not be involved in team selection or regrading of players
4. Team Manager shall inform the Secretary when any new player will be play for their team prior to game day for a Voucher to be approved and organised.
5. The Team Manager is responsible for all correspondence and information is collected and distributed to the Coach and Players by the required deadline from the Management Committee or any of the Club's Sub Committees
6. The Team Manager shall be responsible for the maintenance and safe keeping of all Club property assigned to the team and the return of such property to the Club at the completion of the season
7. The Team Manager shall ensure the team first aid equipment is complete and relevant to the team requirements
8. The Team Manager shall be responsible for the safekeeping of all personal property of players during a match
9. The Team Manager shall ensure all players wear the full correct uniform of the Club for matches
10. The Team Manager shall co-operate with the Coach on all matters pertaining to the team and the Club
11. The Team Manager shall always represent the Club in a dignified and sportsmanlike manner

### Game Day Duties

1. Organise Scorer and Timekeeper (home games). Team manager is responsible in organising one Scorer and one Timekeeper each home game.
2. Player Votes. Team manager is responsible in organising 1 match observer to cast their unbiased votes on the players with the best game on court that day. The team manager is responsible to ensure the vote slip is collected.
3. Submitting score sheets with Secretary. The team manager is in charge of ensuring the match score sheets are submitted with the club secretary after the match.
4. Match Budget Report. The team manager is required to write a brief summary of the game on a communal Budget Notes document, including: 1. Game summary, 2. Match outcome, 3. Best players and awards.

## UMPIRE COORDINATOR

The Umpire Coordinator handles all Umpire related matters for the Kybybolite Netball Club, they are directly responsible to the President, the Club Committee, and the members of Kybybolite Netball Club.

### Responsibilities and Duties

1. Co-ordinate roster for club umpires for the season  
Player recommended umpiring but not limited to:  
A Grade either umpire a Div 1, C grade or A res game  
Ares must umpire no lower than Div 1 or B Grade  
B Grade must umpire no lower than C grade or Div 2  
C Grade must umpire no lower than Div 2  
Div 1 players must umpire no lower than U15  
U15 players must umpire no lower than U13
2. Provide support and guidance to all junior & senior umpires
3. Provide information regarding training for all junior umpires and nominating umpires for badging.
4. Support junior umpires on game days and give direction where needed
5. Maintain a record of all badged umpires within the club.
6. The Umpire Coordinator is welcome to provide a monthly report to the Management Committee.

## GAME DAY UMPIRES

1. Umpires shall at all times represent their Club with dignity and sportsmanlike behaviour
2. Umpires will be supplied with a white umpire's top and raincoat and are not to wear apparel which identifies them with a specific Club. Whistle is preferred to be supplied by umpires but can be borrowed from the Club.
3. Umpires shall at all times present themselves punctually for matches, expectation is 30mins prior to commencement of game.
4. Umpires shall at all times present themselves in a neat and tidy manner.
5. Umpires shall continue to keep up to date with rule changes and interpretations as directed by Netball Australia.
6. Umpires shall comply with all aspects of protocol as directed by Netball Australia.
7. Umpires shall remain detached and neutral when officiating at matches.
8. Umpires should develop a rapport with players during matches.
9. Umpires shall remain detached from team issues and sideline issues when officiating at matches.
10. Umpires are encouraged to support Club social and fundraising activities and contribute to Club spirit.
11. Umpires are encouraged to contribute to Club spirit by recognising and welcoming other members of the Club.

## PLAYERS

### Senior Players

1. All players are required to attend training and matches as directed by the Coach.
2. In the event of inclement weather all players must attend the training venue where training activity will be assessed unless communicated by the Coach at least 2 hours prior to training.
3. All players are required to attire themselves for matches in the complete official playing uniform of the Club.
4. All players are required to treat their team mates, coach, manager, umpires, club officials and opponents with dignity and respect.
5. Players dissatisfied with their grading selection are to follow the official appeal procedures of the Club.
6. Players are not to be involved in selection of teams for matches unless requested by the Coach.
7. If a player does not attend training and no apology has been forwarded, such player may be suspended for the next appropriate match.
8. Any misconduct by players (i.e. swearing, abusing team mates, umpires, etc.) will not be tolerated by the Club. The Management Committee reserves the right to suspend players found guilty of these offences.
9. Players are encouraged to support the Club sponsors wherever possible.
10. Players are encouraged to attend external training sessions conducted by Netball SA, KNTNA and Kybybolite Netball Club when available to improve their skills and development.
11. All players will be rostered to do umpiring, canteen and dinner duties during the season, it is their responsibility to fulfil this duty or arrange coverage. Failure to do so will result in suspension of their next game.
12. A Grade, A Reserves and Div 1 players are mandated by the club to umpire at least 1 game (with no coverage) for the season. They can request the umpire coordinator to mentor them for their game.
13. A Grade, A Reserves and Div 1 players are encouraged to undertake the Foundation Online Umpire Education Course via Netball Australia.
14. Players are encouraged to support Club social and fundraising and contribute to club spirit.
15. Players are to be aware netball is a team sport and whilst personal development is of prime importance the team development must take precedence.
16. Players are encouraged to contribute to Club spirit by recognising and welcoming other members of the Club.
17. Player are expected to support and contribute to outside club events/fundraisers.

### Junior Players

1. All players are required to attend training and matches as directed by the Coach.
2. In the event of inclement weather all players must attend the training venue where training activity will be assessed unless communicated by the Coach at least 2 hours prior to training.
3. All players are required to attire themselves for matches in the complete official playing uniform of the Club.
4. All players are required to treat their teammates, coach, manager, umpires, club officials and opponents with dignity and respect

## **Medical Conditions and Clearances**

The medical condition of all players is of prime concern to the Club and therefore Club policy requires the following:

- All Coaches inquire as to the medical condition of their players.
- All players have a responsibility to declare any medical condition to their Coach.
- A parent or guardian of a Junior player with a medical condition is expected to be in attendance at training & during matches.
- A player returning from injury or illness that required medical attention is to provide the Coach with a written clearance to resume training or playing. Such clearance is to be provided by either the player's doctor, physiotherapist or parent / guardian.

## **Court Time Isn't Everything**

It's important to remember that being on the court on game day isn't the only place where development happens. In a 40-minute game of netball, a player might touch the ball 80-100 times if they play all four quarters. Let's say that's two seconds per possession, so you're looking at a maximum of about two-and-a-half minutes to three-and-a-half minutes in which a player will actually have their hands on the ball, across a whole game.

Obviously there is movement and body positioning and other non-ball factors that are also involved in playing a game, however in terms of passing and ball skills, those couple of minutes are all you get.

At training, on the other hand, a player might handle the ball 80-100 times in a single 10-minute drill, if they're completing pair work with a partner. That's why we always stress to players the importance of completing each pass or skill properly, with good technique and with good intensity, at training – because that's the real opportunity to develop and improve, rather than purely on game day.

It's about creating good habits and techniques so that when that player receives those 20- odd possessions in a quarter during their weekly game, they can execute the pass or skill required on as many of them as possible, thus giving themselves a greater chance of remaining on the court and receiving more court time.

## **Should Everyone Get Court Time?**

Whilst coaches aim to keep court time relatively even, that's not to say it needs to be. Players should earn their court time and shouldn't receive it as a matter of course. It's up to the coach to provide feedback and learning opportunities for players at both games and training, but it's up to the player to take on that instruction and put it out on court. If they don't utilise that feedback to improve, or don't attempt to try what the coach has suggested, why should they receive the same court time as other players who do? This is where our Individual Player Goal sheets can and should be utilised.

## SPECTATORS / PARENTS – Code of Conduct

1. Encourage the team's performance.
2. Applaud good performance and focus on the efforts by the team and their opponents rather than the overall outcome of the game.
3. The result of each game should be accepted.
4. An honest effort is as important as victory.
5. Respect the umpire's decision and appreciate they are an essential part of the game.
6. Respect the fact the Club has many young volunteer umpires under training and be tolerant of their efforts.
7. They are essential and valuable members of our Club.
8. Encourage players to play according to the rules and the officials' decisions.
9. Demonstrate appropriate social conduct by not using foul language, harassing players, coaches, umpires or officials.
10. Be aware netball is a team game and respect the objective of the Coach is to develop the entire team whilst also improving individual development.
11. The Coach Coordinator is not available to parents for the expression of grievances, concerns or problems regarding players or teams. This is to be resolved in the first instance by the Coach and if unresolved, by representation to Management Committee in writing.
12. Parents are expected to support Club social events and contribute to Club spirit.
13. Parents of Junior players are encouraged to join the Junior Sub-Committee, one parent from each team be represented in the sub-committee.



## GRIEVANCES / APPEALS

The Kybybolite Netball Club maintains a Grievance Policy and all Members of the Club shall be bound by this policy

1. Grievances against the Club, any Player, any Coach, any Manager, any Umpire or any Member of the Club shall be lodged with the Committee in writing for resolution of such grievance by the Committee.
2. All grievances must be forwarded in writing to the Management Committee via the Secretary email [kybynetballclub@gmail.com](mailto:kybynetballclub@gmail.com)
3. The Management Committee shall assess the grievance and respond accordingly.
4. The Player, Coach, Manager, Umpire or Member who is the subject of such grievance shall be notified in writing within twenty-four hours of receipt by the Committee of such grievance.
5. The Committee shall attend to any grievance lodged by a Member within five days of receipt of such grievance.
6. The Member who lodged such grievance and the Member who is the subject of such grievance shall attend any meeting convened by the Committee to resolve such grievance if applicable.
7. Any Member requested to attend any meeting convened for the resolution of such grievance may invite a third party to attend such meeting in support of specific evidence or specific circumstance.
8. Any Member who perceives the resolution of such grievance to be to their disadvantage may lodge an appeal for a further meeting to resolve such grievance provided evidence or circumstance contrary to or in addition to evidence or circumstance offered at the prior meeting is preferred.

## SELECTION GUIDELINES

### Nominations

1. Nominations for trials shall be received by the Club by the proclaimed date.
2. Late nominations shall only be accepted with the approval of the Management Committee.
3. No player, who has not submitted a trial form, is to be approached to trial after trials have commenced without the permission of the Management Committee.

### Selection Panels

1. The selection and grading of players is a comprehensive process, involving many hours of volunteered time from the Club's Selection Panels.
2. The Club Management Committee entrust sole responsibility for the selection process and team placement to the appointed Selectors.
3. Only Selectors appointed by the Management Committee are to be involved in the selection process
4. No parent or family member may be involved in selection of their own child or relative unless approved by the Coaching Panel.
5. Senior Coach to ensure all Selectors follow the Club Policies, Procedures and guidelines for selection process and be available for any queries or guidance required by Selectors.
6. A minimum of three Selectors shall be appointed per age group
7. All Selectors must attend all trials unless injury, illness or prior arrangement with Management Committee precludes this
8. All Selectors shall attend a pre-trial selection meeting
9. A copy of Selection Process is to be distributed to each Selector on appointment
10. The Club President shall address all Junior parents prior to commencement of selection trials

### Selection Panel Responsibilities

1. The Selection Panels shall provide a fair and equitable selection process and take the following into account:
  - a. performance at trials
  - b. feedback from previous Coach / Coaches / Coach Coordinators
  - c. team balance (according to positions played)
  - d. scope for improvement (i.e. late developers)
2. Selectors shall ensure each player trials at least once per trial session in each of the first two preferred positions
3. Selectors are not permitted to discuss selection matters with players, parents or persons not involved in the selection process either during or after selection trials
4. All triallists are assessed fairly and equitably in the interests of both the Club and the players

## Selection Process

Confidentiality is paramount. Selection information must not be discussed with any person who is not a member of the relevant selection panel. At no time should any discussions take place on any form of social media.

1. Selectors shall ensure each player trials in their first two preference positions at least once at each trial session.  
However, due to an overabundance of players nominating for similar / identical preferred playing positions, and to allow all players the guaranteed trial in their preferred positions, some players may be required to trial more often.
2. Due to the above, trialing players may also need to play in a position other than those positions named as preferences to ensure enough players are on court for trials to proceed and players are guaranteed of equitable assessment of their trails.
3. No player's grading is to be assumed as change in age, growth and ability may occur between seasons.
4. All teams shall be selected with a minimum number of players to ensure all grades are able to present a full team of players for matches accommodating injury, illness and absence.
5. Selection shall take into account:
  - a. performance at trials
  - b. feedback from previous coaches
  - c. scope for improvement
  - d. team balance
  - e. equality in court time at trials
6. Should a situation occur where the final selection is not conclusive in more than one team, a squad may be selected to be finalised during the pre-season training period.
7. During the selection process, Selectors shall assess each player individually and collectively, taking notice of such attributes as their netball skills, agility, decision making and court awareness.
8. Shall judge the requirements of the Club, each team and ensure all court positions are filled in each team to ensure the flexibility to cover injury, illness or other irregular absences.
9. Players shall be trialed against players of all caliber regardless of prior grading history.
10. Selectors who have been appointed as a Coach in their team shall judge all players objectively and act non biasedly.
11. The Selection Panel has the right of selection in the event of injury / illness / circumstance which may interrupt a player's ability to trial.
12. Placement of players unable to trial shall be at the discretion of the Selection Panel of each team, Club A Grade Coach or President provided prior notice is received of the inability to attend trials and the reason is valid (eg. overseas, work commitment, injury, family issues).
13. Selectors shall not be influenced by input from persons other than the appointed Selectors post trails.
14. Players deemed unsuitable for selection shall be advised after the trials have completed.
15. Players shall be advised selection following trials is not absolute and review of selection of players is ongoing during training sessions and matches and further player movement may occur during the season
16. Players dissatisfied with selection shall be advised of the official grievance process

## EQUIPMENT COORDINATOR & TEAM EQUIPMENT

The Management Committee appoints an Equipment Coordinator who is responsible for the provision of all training and playing equipment, team bags, as well as First Aid equipment. The Equipment Coordinator constantly reviews equipment to ensure all equipment is in good repair and is responsible for replacement of any faulty equipment. In addition, keeping the equipment register up to date, manage the borrowing of equipment and other resources for coaches.

1. Each team shall be issued with Club equipment for use during the season, this includes:
  - a) Team equipment bag
  - b) Set of playing bibs
  - c) 1 Match ball
  - d) 1 Training ball
  - e) First aid kit
  - f) Manager's folder
  - g) Policy and Guidelines X 2 (this booklet)
2. It is the responsibility of the Coach and Team Manager to maintain equipment at a good standard at all times for the benefit of the players.
3. Hurdles, ladders, and extra cones which may be required for training are held by the Equipment Coordinator and may be obtained for use by Coaches but must be returned on the same night.
4. Club training resources such as portable rings and books are held by the Equipment Coordinator for borrowing by Coaches. Coaches are encouraged to make use of these resources.
5. Asthma Kits are available for each age division. The names of these persons will be advertised to each team.
6. Requests for replenishment or repairs of such equipment shall be made to the Equipment Coordinator.
7. Medical Information Forms held by Team Managers are to be returned to the Equipment Coordinator at the completion of the season for archiving. These forms contain personal information and should be treated in a confidential manner.
8. All equipment supplied by Kybybolite Netball Club Inc remains the property of the Club for training and playing and shall be signed for on receipt and returned to the Equipment Officer at the conclusion of each season.
9. Equipment Coordinator shall be responsible for the safe keeping of alternative bibs (pink) for use by teams where there may be a conflict with uniform colours with another club
10. Coaches using the alternative bibs are to ensure they are returned to the Equipment Coordinator no later than the next training night following use of the bibs for a match.

## **EXTREME WEATHER**

The Kybybolite Netball Club is committed to providing an enjoyable and safe environment for all its members. The purpose of this Policy is to ensure the safety of our players and coaches during extreme weather occurrences.

### **WINTER TRAINING**

- 1.1 Training will not be cancelled due to rain.
- 1.2 However, if the Bureau of Meteorology has a severe weather alert issued on the day of training the Club will monitor the warnings.
- 1.3 If thunder and lightning, (severe weather) are to occur during the scheduled training session, the Club will notify all coaches of cancellation to trainings (if required).
- 1.4 Notification to coaches will be sent via text message between 3pm to 3:30pm. This timeframe is to ensure that the weather for the evening is unsuitable for training, and to provide sufficient time to notify players.
- 1.5 Coaches will be responsible for advising team manager and/or players of cancellation.

### **SUMMER TRAINING (PRE-SEASON)**

- 2.1 If the actual temperature at 3pm on the day of training as reported on the Bureau of Meteorology website is 34 to 35 training sessions will continue however coaches must:
  - Ensure that sufficient water is consumed
  - Not carry out overly strenuous training drills
  - Monitor the players to ensure they are not heat affected
- 2.2 If the actual temperature at 3pm on the day of training as reported on the Bureau of Meteorology website is 36+ all training sessions will be cancelled.
- 2.3 Notification to coaches will be sent via text message between 3pm to 3:30pm. This timeframe is to ensure that the weather for the evening is unsuitable for training, and to provide sufficient time to notify players.

### **GAMES DAY**

- 3.1 The Club will advise all coaches of any cancellations or changes to games during the winter season.
- 3.2 Coaches are responsible for advising team manager and/or players of any game cancellations or time changes due to extreme weather.
- 3.3 Cancellations will also be published on the The Kybybolite Netball Club page.
- 3.4 Games will not be cancelled due to rain.

## NETBALL AUSTRALIA and NETBALL SA POLICIES

As an Affiliate of Netball Australia and Netball SA, Kybybolite Netball Club is bound by the Constitutions, By Laws and Policies of the governing organisations <https://sa.netball.com.au/policies>  
Management, Coaches, Managers and Umpires are encouraged to familiarise themselves with the general content of these policies and be conscious of them should incidents arise which may come under the umbrella of one or more of these Policies. However, should any such incident arise, the matter should be immediately referred to the Management Committee.

**Child Safe Environment Legislation** Refer to Child Safe section in Kybybolite Netball Club Policies and Procedures. Management, Coaches, Managers, Umpires and Volunteers encouraged to complete 'Play By The Rules' available on <https://www.playbytherules.net.au/>

Kybybolite Netball Club has three qualified Child Safe Officers – Nadia Sears, Hayley Walter and Emma Rasheed

Netball Australia Antidoping Policy Netball in Australia is fully committed to the fight against doping in sport and has a major obligation to protect and maintain the integrity of netball as well as the health and well being of athletes.

[https://sa.netball.com.au/sites/sa/files/2021-01/Australian%20National%20Anti-Doping%20Policy\\_1%20Jan%202021.pdf](https://sa.netball.com.au/sites/sa/files/2021-01/Australian%20National%20Anti-Doping%20Policy_1%20Jan%202021.pdf)

**Member Protection Policy** and Dispute Resolution Netball Australia is committed to treating all people with respect, dignity and fairness. These values, along with the basic right of all netball members to participate in an environment that is enjoyable, safe and healthy, has resulted in Netball Australia developing specific objectives to create a safer and more tolerant sporting environment. Netball is not immune to acts of discrimination, harassment and abuse and in fact shares the common features of most sporting environments where close physical and emotional relationships can develop and inappropriate or unlawful behavior can take place. Netball Australia is both ethically and legally responsible to prevent discrimination and more specifically harassment from occurring in netball.

[https://netball.com.au/sites/default/files/2019-07/Member-Protection-Policy-and-Attachments\\_FINAL-APRIL-2017.pdf](https://netball.com.au/sites/default/files/2019-07/Member-Protection-Policy-and-Attachments_FINAL-APRIL-2017.pdf)

**Netball Australia Pregnancy Policy** Netball Australia is committed to providing an inclusive sporting environment for pregnant women involved in netball. Netball Australia expects everyone who is bound by this Policy to treat pregnant women with dignity and respect and to remove any unreasonable barriers to participation in netball that disadvantage them. [https://sa.netball.com.au/sites/sa/files/2020-01/Pregnancy-Policy\\_Updated-2016.pdf](https://sa.netball.com.au/sites/sa/files/2020-01/Pregnancy-Policy_Updated-2016.pdf)

<https://sa.netball.com.au/sites/sa/files/2020-01/Website-SD08-Umpire-Parental-Policy.pdf>

Kybybolite Netball Club communicates with Members through regular Newsletter, Facebook and Email Initiatives and innovations are decided by consultation with relevant personnel and recommendations to Management Committee

Club structures for development consist of Coaches, Coach Coordinators and Mentors working in consultation for the benefit of Players, Coaches, Umpires and Officials Risk Management Policy

The Kybybolite Netball Club structures are in place:

**Finance** – A Treasurer is appointed at the Annual General Meeting and submits a monthly report of financial transactions and finance status to the Management Committee. Major expenditure is subject to Management Committee approval. The books of account are audited annually by an independent auditor

**Player Safety** – The Club has three qualified Child Protection Officers, a Child Protection Policy, Spectator / Parents Code of Behaviour Policy. The above policies are outlined to Coaches, Team Managers, Umpires and Administrators on an annual basis.

**Coach Development** – The Club ensures all Coaches are suitably qualified to ensure the best possible developmental information and practices are disseminated to players. Coaches are mentored by higher level Coaches.

**Equipment** – The Club appoints an Equipment Officer who is responsible for the provision of all training and playing equipment as well as First Aid equipment. The Equipment Officer constantly reviews equipment to ensure all equipment is in good repair and is responsible for replacement of any faulty equipment

**Administration** – The Club is administered by a Management Committee who meet monthly to deal with Club management, policies, finance, communication and due diligence. The Members of the Management Committee are allocated specific roles and responsibilities of all aspects of the Club, thereby ensuring all aspects of Club management are given due consideration

**Grievances** – All grievances are attended to in a timely manner. If the grievance is unable to be resolved at Coach / Coach Coordinator level, the grievance is referred to the Management Committee. If the grievance involves a minor, a Child Safety Officer is involved in the grievance procedure