



# Claremont - Nedlands Cricket Club

*Home of the Tigers*

## Coaches and Volunteers Policy

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The Club recognises that its success depends in large part on the contributions of many volunteers who serve as Coaches, Managers, Committee Members and in a variety of other official and unofficial roles which are vital to the Club's operations.

### GUIDING PRINCIPLES

1. Coaches and other volunteers of Club teams are not just in charge of organizing and supervising the sporting aspects of their teams. They are the public face of the Club and as representatives and ambassadors they are expected to behave at all times in a manner which brings credit to the Club.
2. Coaches and other volunteers of Club teams also have a legal and moral duty of care to protect the safety, health and well-being of their players at all times they are involved in Club activities.
3. The Club requires that coaches and other volunteers of Club teams will at all times:
  - Conform with the Club's Codes of Behaviour and otherwise maintain high personal standards as a role model for their players.
  - Promote and uphold the Club's policies and procedures.
  - Ensure players are protected from harm (including harassment, bullying and other exploitative behaviour.)
  - Ensure compliance with the competition rules that apply to the Club team they are coaching or otherwise associated with (including, in particular, any rules as to the "rotation" of players throughout the season.)
4. The Club, by its Committee, reserves the right at the Club's absolute discretion:
  - not to appoint a person as a coach of any team within the Club (either for a specified time or indefinitely);
  - to remove or suspend person from his or her position as a coach of any team of the Club.
5. The Club expects that coaches and other volunteers of Club teams will attend all Club meetings that are relevant to them (including, in particular, the pre-season meeting to discuss the Club's expectations of the Club's coaches.)
6. The Club will support coaches and other volunteers of Club teams in their responsibilities by:
  - holding a pre-season meeting to discuss the Club's expectations of the Club's coaches;
  - resourcing the training of coaches and volunteers. In particular, in accordance with Cricket Australia's and the WACA's requirements, the Club requires all coaches to complete Cricket Australia's "Community Coach Accreditation" (and will reimburse its coaches for the expenses of doing so). See the WACA website at: <http://www.waca.com.au/other/id.php?m=6&ID=46>

- providing its coaches with the information, infrastructure and equipment that they need;
  - supporting parents and team officials who “call out” inappropriate behavior or behavior that is not otherwise in keeping with this policy or any other policy of the Club.
7. The Club will develop an information and orientation pack for its coaches which will be given to the coaches at the time of their appointment.
  8. A coach who is **not** a parent of a child who is involved or ordinarily involved in relevant team of the Club must obtain a “Working with Children Check” under the *Working with Children (Criminal Record Checking) Act 2004 (WA)*. See <http://workingwithchildren.wa.gov.au>. The Club, through its Age Group Co-ordinators, will ensure that it identifies all coaches who require a WWC Check and assist those coaches in the process of obtaining the WWC Check.