



CARE COURAGE PRIDE

Junior Rules/Youth Coaching Selection Policy

Every year, sporting clubs throughout Australia go through the onerous task of appointing Coaching staff to field teams for the coming Season.

With that in mind, the Sandgate AFC has in place the following policy that all Coaching appointments are to be governed by:

- All Coaching positions are deemed vacant at the end each season (after the AFL SEQ Juniors Grand Final).
- All Coaching positions will be appointed at the discretion of the Sandgate AFC Football Director and Club Board.
- An advertisement for Expressions of Interest for Youth Coaches will be placed on the club's website, social media and distributed broadly via email to the club's player/parent/coach contact list at the end of each season, and will be advertised externally via the AFL Queensland website as required.
- The Football Director will have the discretion to seek additional candidates by whatever means they see fit including wider advertising in local papers, following up other recommendations etc.
- A Coaching selection panel will be appointed by the Club, chaired by the Coaching Coordinator, to interview all Youth candidates and make recommendations to the sub-committee for ratification.
- **All** applicants will be required to complete a Coaching Application form (and provide all information requested), which will available on-line or by contacting the Coaching Coordinator.
- **All** Youth applicants will be subject to an interview regardless of whether they are the only applicant. As part of this process, it is a requirement that all applicants sign an agreement which commits them to follow the club's policies, procedures and philosophies.
- It is expected that all Youth Coaches will appoint an Assistant Coach(s)
All Assistant Coaches will be required to complete an application form, and may also be required to go through an interview process, as required.
Where a Coach is unable to appoint an Assistant Coach, the club will assist with this process where possible.
- Key selection criteria and broad position descriptions for nominated age levels, as outlined on the club's website, will be used as the basis for the format and evaluation of coaching interviews to assist in the selection of coaches.

- All appointments will be confirmed both verbally and in writing (via email)
- In normal circumstances appointments for Youth Coaches (U11 boys through to U17's girls) will be made by early November of the preceding year; whilst appointments for Junior Rules Coaches (U8's to U10's and U11's girls) will be made as early as practicable early in the New Year. It is hoped that the majority of appointments will be made prior to Sign-on day.
- It is a national requirement that all Coaches/Assistant Coaches to attain a minimum Foundation Level (Junior/Youth) coaching accreditation via Coach.AFL, and maintain that accreditation by means of the updating process each year they are involved.
- Sandgate AFC will also encourage any youth Coach/Assistant Coach (U14's and above) to obtain their Level 2 accreditation where it is deemed appropriate.
- Consistent with state/federal legislation and AFL Queensland/AFL policy all coaches, trainers and team officials are required to obtain a Volunteer (Working with Children) blue card.
- Prospective Coaches (and assistants) must be willing to work within the club's guidelines (AFL Coaches Code of Conduct, the Club's Guiding Principles for Coaches, and Coaches Charter of Behaviour) and will report to the Coaching Coordinator of the Sandgate Junior AFC.
- All Age Group Coaches (if there is more than one side per age group) are required to demonstrate the ability to work with other coaches within that age group. All applicants will need to show the ability to develop **all** players in their group (must be able to provide detailed written training programs, assessment criteria, etc).
- Successful applicants are reminded that, even though they are Volunteers, they may be removed from their position at any time by the Committee, if there are any breaches of the club's and the AFL's "Codes of Conduct" , as these issues are taken very seriously, and the interests of the players will take priority over any personal interests or agendas.
- Any Coaching position that becomes vacant for whatever reason during the season will be fill as per the initial Appointment process (not just filled by an assistant coach)

This Policy was ratified by the Junior Sub-committee on 01/02/2019