

## Key Responsibilities

The Doncaster Baseball Club Coaching Sub-Committee is responsible for:

- Ensuring that Doncaster Baseball has an adequate pool of qualified coaches across all grades and levels;
- Talent identifying and mentoring coaches;
- Ensuring that coaches and potential coaches are properly educated in modern coaching methods through Introductory and, where appropriate, higher level NCAS courses;
- Monitoring coaching performance, behaviour and standards through observation and consultation with players, parents and other stakeholders;
- Reviewing and managing the Coaching Code of Conduct;
- The provision and delivery of Coaching Seminars and Workshops;
- Make recommendations to the Board on all matters relating to coach education;
- Identify and source quality external coach educators as required.

## Key Activities:

- Holding a monthly meeting of all club coaches during Summer season;
- Attending both training and games to support, monitor and assess coach performance and behaviours;
- Make recommendations to Club Board on coaching appointments.

## Coaching Code of Behaviour & Code of Ethics

### Coaching Code of Behaviour

Coaches must meet the following requirements in regard to conduct during any activity held or sanctioned by the Club:

- (1) Do not tolerate acts of aggression.
- (2) Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
- (3) Recognise players' rights to consult with other coaches and advisors. Cooperate fully with other specialists (for example; sports scientists, doctors and physiotherapists).
- (4) Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- (5) Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
- (6) Involve players in decisions that affect them.
- (7) Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- (8) Ensure tasks and / or training sets are suitable for age, experience, ability and physical and psychological conditions of players.
- (9) Ensure any physical contact with players is appropriate to the situation and necessary for players' skill development.

## Doncaster Baseball Coaching Sub-Committee Terms of Reference 2012/13

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- (10) Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
- (11) Avoid situations with your players that could be construed as compromising.
- (12) Actively discourage the use of performance enhancing drugs and the use of alcohol, tobacco and illegal substances.
- (13) Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interest of your players.
- (14) Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- (15) Know and abide by rules, regulations and standards and encourage players to do likewise. Accept both the letter and the spirit of the rules.
- (16) Be honest and ensure that qualifications are not misrepresented.

### Coaching Code of Ethics

The coach/manager of a team may be the second most influential person in a player's life. Coaches, through their own behaviour (on and off the field) have an enormous impact on the development of young players. In establishing a solid foundation of character building with players, the key responsibility of any coach is to lead by example. In addition to the Code of Behaviour above, the Code of Ethics encompasses all coaches and managers participating in Club endorsed activities. These principles are considered practicable and are within the aims and objectives of the Club.

- (1) Supervise the behaviour of the team at all times.
- (2) Do not criticise players in front of spectators, parents and other teams. Review constructive criticism with a player in private or in the presence of the team.
- (3) Accept decisions of the umpire as being fair and called to the best of their ability. Do not abuse or ridicule an umpire, or allow your team members to do so.
- (4) Develop team respect for opponents, spectators and officials. Do not criticise other teams, supporters, or officials by words or gestures.
- (5) Set a good example in personal appearance and behaviour.
- (6) Encourage sportsmanlike behaviour among players.
- (7) Ensure whenever possible all players have equal time on the diamond. Avoid overplaying the talented players - average players need and deserve equal time.
- (8) Encourage players to work together as a unified group (team work).
- (9) Keep yourself informed of sound coaching principles and seek more skilled advice when required.
- (10) Encourage your team to hustle on and off the playing field at all times.
- (11) All press statements and / or interviews must be approved by the ABF.
- (12) Place the welfare and development of the individual above a winning or losing record.
- (13) Do not embarrass your opponents.
- (14) Do not use any form of tobacco or alcohol of any description on the field, in the dugouts or bullpens, or whilst in uniform.
- (15) Whenever possible provide assistance with coaching expertise and knowledge to developing teams.
- (16) Abide by the tournament's rules and regulations as established by the ABF.
- (17) Be aware of any player with a medical problem.
- (18) Strive to develop a positive image and self-sufficient attitude with each player.
- (19) Enforce the ABF's Baseball Players' Code of Conduct.
- (20) Present Australian Baseball in a positive image.