



## **Kiama Junior Knights Club Policy**

It is the policy of this Club to ensure that the game of rugby league is not brought into disrepute by any of its players, volunteers, Managers or Coaches.

It is the policy of this Club to ensure that every registered player is given equal opportunity to develop his/her skills in the game of rugby league or Blues Tag.

### **Code of conduct**

The purpose of this Code of Conduct is to provide all participants of Kiama Junior Knights with some simple rules concerning the standards of behaviour that are expected.

All participants in the game of rugby league including players, parents, spectators, Coaches, referees and officials should:

- discourage all instances of unsportsmanlike behaviour, foul play or acts of violence both on and off the field
- respect the rights, dignity and worth of every person regardless of gender, ability, sexual orientation, cultural background or religion

Breaches of the Code of Conduct may result in penalties.

### **Players**

All registered players whilst engaged in games for the Club, at training sessions or playing at group or divisional level are expected to maintain a standard of behaviour which will not bring their Club or the game of rugby league into disrepute.

Players will:

- play within the rules and be a good sport both on and off the field
- always respect the referees decision
- shake hands and thank the opposition players and officials after the match
- not use bad language or sledging against the opposition players, supporters or officials.
- recognise that officials, Coaches and referees are volunteers who give up their time to provide their services. Treat them with respect.

### **Coaches/managers**

All Coaches are required to complete an application form by the required date before they can be appointed to a coaching position.

All appointed team Coaches and managers are expected to conduct themselves in a manner that does not bring the Club or game of rugby league into disrepute.

Coaches and managers will:

- set a good example for their players
- be positive and avoid ridicule of their players



- provide constructive feedback for their players
- actively discourage foul play, sledging or any unsportsmanlike behaviour
- remove from the field any player whose behaviour is not acceptable
- develop players respect for the rules and authority
- teach their players that an honest effort is as important as a win
- maintain an appropriate professional relationship with their players
- seek to maximise the participation of all players
- always consider the health, safety and welfare of their players
- maintain a thorough knowledge of the rules of the game and keep abreast of current coaching methods
- not let match disappointment cause a loss of control
- not engage in disputes with officials, referees or other members of the public.

If a team coach or manager is of the opinion that the actions of any person has disadvantaged or maligned the Club, they should bring the matter to the attention of the Committee where appropriate action will be considered

#### **Parents and spectators**

All parents are requested to lead by example, to promote good sportsmanship and be a positive role model for their children. Children learn by example.

We should always remember that the most important part of playing rugby league is for the development, both physical and character of our children.

All parents and spectators should:

- support their child and team in a positive manner
- never let match disappointment cause a loss of control
- never use abusive language with the team, the opposition or supporters
- never sledge the referee, players or supporters
- encourage their child to avoid illegal or foul play and to display good sportsmanship
- Parents are encouraged to discuss the progress of their child with their coach. However, parents are requested not to interfere with the grading of players or the selection of positions.

Parents are requested to discuss any concern(s) they have with their child's coach in a constructive manner. If a parent feels that their concern(s) have not been addressed they may put their concern(s) in writing to the Secretary one week before the next Committee meeting for the Committee to consider this matter.

#### **Censure methods**

The Committee or sub-Committee on report from a coach or any other person may, be a majority vote censure any players, team, coach.

#### **Club policy in regards to Kiama versus Kiama matches in minis**

Unfortunately because of the draw we have the situation where Kiama will be playing Kiama



in the same age group and with our increasing numbers in the mini age groups this is happening more frequently. The Committee has been discussing this recently and has decided to formulate a Club policy to be a guide for all mini Coaches, now and in future years.

The Committee's aim is to discourage inter-team rivalry within the same age-groups within our Club. We would like these games to be played in a non-competitive environment where the boys/girls can have some fun with their Club mates.

We want to avoid the situation where one side dominates over another. There are several ways Coaches/ managers can achieve this and below are a few ideas you may employ or you may have some ideas of your own:

- emphasise in the build-up to the game the non-competitive nature of the game and the fact they are all players of the Junior Knights
- keep no official score, declare the game a draw and fill out official book at the end of the game
- swap players into different side if one team is dominating
- put the more dominate players into less dominating positions
- allow all players to get involved so no one is on the sideline ie. 8 v 8.

Probably the most important thing you can do as a Coach is to set an example for the kids and communicate with the other Coach before the game, during the game and get together to ensure the kids have fun, enjoy the game and foster a good feeling between the boys/girls and develop our Club spirit.

### **Grading policy**

If the situation arises whereby a particular age group has enough children to form two teams then these children will be divided into an 1s Team and a 2s Team, using the Club's Grading Process.

By grading a player, the Club is offering them every opportunity to develop their skills, amongst others of equal 'skill set'. It is the responsibility of the Kiama Junior Knights to ensure that all our players are graded according to their ability and offered every opportunity to achieve their full potential.

The Club will not place players of A grade standard in a B grade Team in an attempt to strengthen that side, or to 'even out' the teams. This would be unfair on both the players and the Club.

### **Grading process (starts from under 10s and up)**

The Grading Committee for each age division will be comprised of 2-3 independent people appointed by the Committee.

Prior to grading taking place the entire squad will train together. All pre-season training sessions and trial matches will be used in the grading of players. Along with any trial matches with other Clubs a trial game within the age group will be held in the pre-season.



Following the trial games the Committee will meet and grade the players into the appropriate teams. At no stage will conference be entered into with parents. Once the teams are named, a 'settling in' period (first three competition games) will be observed by both Coaches. This is an opportunity to move players up or down as appropriate.

Some of the factors that will be considered are as follows:

- attendance at training
- attitude / effort towards training
- game performance
- attitude towards team mates
- previous history / past year's grading

The Grading Committee will then meet to finalise the teams taking the Coaches final recommendations into consideration. In order to eliminate any issues that may arise, the Coaching Coordinator of that age group will have the final say.

**It is the policy of the Knights to give all teams the same priority.** Where possible and practical then the 1s and 2s teams should comprise of equal numbers of players.

It is of importance to note that once any player has played five games in the 1s, he or she cannot return to the 2s team.

A player must also have played five games in their respective grade to qualify for the finals.

The following situations would necessitate the 1s Coach approaching the Coaching Coordinator to call upon a 2s grade player. This player may be required for a number of weeks or for the rest of the season, as deemed appropriate. Some of these situations are as follows:

- 2s player displays exceptional performance
- 1s player leaves the team for any reason
- an injury to an 1s player, resulting in him/her not being able to play for a number of weeks
- 1s player misses training on a regular basis
- 1s player is not performing to the required standard.

All efforts must be made to reach an amicable agreement between teams, particularly if one or both sides are competitive and have a chance at playing the Finals.

If a player comes from another Club or arrives after grading trial game his/her first games will be in the 2s team and his/her ability assessed.