



EXPRESSION OF INTEREST AS AN AINSLIE FOOTBALL CLUB JUNIOR COACH/ASSISTANT COACH FOR SEASON 2023

The Ainslie Football Club (AFC) is seeking Expressions of Interest from accredited and non-accredited coaches for all Ainslie Junior teams - from our Auskick Program to Youth Girls U18s (Women's Rising Stars) - in Season 2023.

If you are interested in taking on the role of either Coach or Assistant Coach for an Ainslie Junior team in 2023, please complete the *Expression of Interest* form at the end of this document and return it to the Manager, Junior Football Operations at matthew.teasdale@ainsliefootball.com.au by **30 November 2022**. Regardless of if you were a Coach or Assistant Coach to an Ainslie team in 2022, all persons interested in coaching at AFC must complete and submit an *Expression of Interest* form and meet the stated requirements.

As a Coach/Assistant Coach, you will be provided with ongoing access to coaching courses, the AFC Head Coach, a coaching network (including Senior and Junior coaches) and resource material. Coaches are encouraged to utilise the skills, knowledge, and experience available within the Club.

The Club will fund the cost of accreditation/re-accreditation for all coaches for Foundation Coaching accreditation and higher levels if agreed beforehand.

AFL NSW/ACT and the Ainslie Football Club expect Junior coaching staff to:

- ✓ Achieve/maintain a minimum of a Foundation Coaching Accreditation [Club will fund/support] <https://coach.afl/develop-your-coaching>
- ✓ Attend Club Coaching Forums – generally two times per year
- ✓ Complete the requirements for Working With Vulnerable People (no cost) - information is available at: <https://www.accesscanberra.act.gov.au/s/article/working-with-vulnerable-people-wwvp-registration-tab-overview>
- ✓ Adhere to the *AFC Coaches' Code Of Conduct* (on page 3 of this document)
- ✓ Adhere to AFC Senior coaching directives, especially around the **development of players ahead of results** in all Junior Grades
- ✓ Promote the Ainslie Juniors philosophy, listed in the table below
- ✓ Complete Sport Integrity Australia's *Child Protection and Safeguarding Course* <https://www.playbytherules.net.au/online-courses/child-protection-and-safeguarding-course>



AINSLIE FOOTBALL CLUB – Juniors Philosophy

Enjoyment	for players, parents, and volunteers (and coaching staff)
Participation	our focus is on participation, not winning
Improvement	players are encouraged to improve their skills and knowledge of the game and can expect to play in multiple different positions over the season
Inclusiveness	players to be afforded equal/fair opportunities to play regardless of skill level or sporting background
Professionalism	Coaches/Assistant Coaches/Team Managers to conduct themselves professionally and oversee conduct of playing group
Sportsmanship	players and parents to conduct themselves in a sportsman like manner both on and off the field
Personal Development	contribute to the personal development of our players, model appropriate behaviours and foster community spirit through Community engagement.



AINSLIE FOOTBALL CLUB – COACHES' CODE OF CONDUCT

The Ainslie Football Club (the 'Club') *Coaches' Code of Conduct* aims to promote and strengthen the reputation of Australian Football by establishing a standard of performance, behaviour, and professionalism for its Coaches. It also seeks to ensure the safety and enjoyment of all participants and stakeholders and deter conduct that could impair confidence in the honest and professional conduct of matches or the integrity and good character of its participants.

By accepting this *Coaches' Code of Conduct*, Coaches are signifying a commitment to supporting minimum standards of good coaching and the concepts of responsibility, competence, and propriety within coaching.

This *Coaches' Code of Conduct* applies even after a Coach's association, registration, employment, or engagement has ended if that Coach breached this *Coaches' Code of Conduct* while acting as a current Coach of the Ainslie Football Club.

I _____ (name)

of _____ (address)

commit, to the best of my ability, to uphold the Ainslie Football Club *Coaches' Code of Conduct*.

I understand I must maintain a standard of behaviour and conduct in the best interests of the game and the players in my care.

In honestly representing myself, and without bringing the coaching profession or the game into disrepute, I will endeavour to uphold the following to the best of my ability:

Wellbeing of Participants

1. I will always stress and monitor the safety of players.
2. In recognising the significance of injury and sickness, I will seek and follow the physician's advice concerning the return of injured or ill players to training and ensure compliance with the Ainslie Football Club's juniors concussion policy
3. I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and wellbeing.
4. I will be supportive at all times, and I will refrain from any form of personal or physical abuse or unnecessary physical contact with the players in my care.
5. I will not take part in any form of bullying, including via the use of social media.
6. I will not make or post inappropriate or offensive comments to players, in public or on social media.
7. I will appropriately use the facilities and equipment available for coaching, training, matches and events.

Inclusion and Respect

8. I will respect the rights, dignity and worth of all individuals.
9. I will display and foster respect for umpires, opponents, Coaches, administrators and other officials and practice fair play.
10. I will refrain from any discriminatory practices including, but not limited to, discrimination based on race, religion, gender, ethnic background, specific ability/disability or sexual orientation, preference or identity



11. I will not engage in verbal abuse, swearing, racist or discriminatory language at/or in the vicinity of others, sledging of players and Coaches, or behaviour that deliberately distracts or provokes an opponent.
12. I will always display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
13. I will contribute to a safe sporting environment and respectful culture accepting individual differences.

Coaching Excellence

14. I will have due consideration for my players' varying maturity and ability levels when designing practice schedules, activities, and competition involvement.
15. I will endeavour to keep informed regarding sound principles of coaching and skill development and factors relating to my players' welfare.
16. I will ensure that players are involved in a positive environment where skill-learning and development priorities are not overshadowed by a desire to win.
17. When I am responsible for players in the 5-18-year-old age group, I will endeavour that all players gain fair playing time to the best of my ability. I will avoid overplaying the favoured players, aiming to maximise participation, learning and enjoyment for all players regardless of ability.

Integrity

18. I will not bring the game of Australian Football, AFL Canberra, or the Club into disrepute.
19. I will abide by and teach the AFL Laws of the Game and the Rules of my Club and League.
20. I will not engage in any conduct that is unethical, unbecoming, or likely to cause harm to the reputation of Australian Football, AFL Canberra, or the Club.
21. I reject the use of performance-enhancing substances in sport and will abide by the guidelines outlined in the AFL Anti-Doping and Illicit Drugs policies.

I agree to the following terms:

- I agree to abide by the Ainslie Football Club *Coaches' Code of Conduct* and the *Safeguarding Children and Young People Code of Conduct*
- I acknowledge that disciplinary action may be taken against me if I breach the *Coaches' Code of Conduct*.
- I understand that the Club will implement the complaints-handling procedure in Attachment 1 in case of an allegation against me.
- I acknowledge that disciplinary action against me may include deregistration from the AFL National Coaching Accreditation Scheme.

SIGNATURE: _____ **DATE:** _____

WITNESS SIGNATURE: _____ **DATE:** _____



Attachment 1

Procedures in the case of an alleged breach of the Code

Scope

The procedures outlined below apply to all Ainslie Football Club Coaches. This process operates separately to any Disciplinary Investigation that may be commenced in relation to an ordinary member of the Club under clause 9 of the Ainslie Football Club Constitution.

Formal Complaint

A complaint concerning a Coach must be directed in writing to the General Manager, Ainslie Football Club. The Club will appoint a Coaching Compliance Officer to investigate the complaint. Unless otherwise decided by the Board of the Club, the General Manager will carry out this role.

A complaint concerning a breach of the *Code of Conduct* by a Coach shall:

- a) be in writing;
- b) identify the Coach against whom the complaint is made;
- c) set out the details of the complaint;
- d) identify the name and address of the complainant;
- e) be signed by the complainant.

The Coaching Compliance Officer will determine whether the complaint is made in the proper form as set out above and comes within the scope of the *Coaches' Code of Conduct* policy.

If, at the discretion of the Coaching Compliance Officer, the complaint does not comply with the above, the complainant will be informed in writing and may submit a corrected complaint.

Investigation

Within seven days of the complaint being received, the Coaching Compliance Officer will provide written details of the complaint to the Coach against whom the complaint is made and will allow the Coach to respond. The Coach shall have 14 days to respond to the complaint in writing or in person to the Coaching Compliance Officer. Considering the complaint and the reply, the Coaching Compliance Officer shall determine whether:

- the complaint is to be dismissed or upheld;
- disciplinary action is necessary, in which case sanctions may be applied;
- further investigation is required; or
- a formal assessment of the complaint is required.

Formal Assessment

If a formal assessment of the complaint is required, the Club will appoint an appropriate Coaching Conduct Sub-Committee under section 18.1 of the Constitution, to hear the complaint. The Coaching Conduct Sub-Com's duties shall be to adjudicate upon such matters that have been referred from the Club. Minor breaches will not generally require referral to the Coaching Conduct Sub-committee unless the breach constitutes a second breach.



Where a complaint requiring formal assessment is in relation to a Coach who is also an ordinary member of the Ainslie Football Club, the Coaching Conduct Sub-committee will consider the complaint. The Ainslie Football Club Board may also initiate its own investigation under clause 9 of the Ainslie Football Club Constitution.

The Sub-committee shall consist of no less than three impartial persons who have had no prior involvement in the matter or any direct or indirect relationship with the parties in the matter. It is recommended that one of the members shall be an accredited Coach. The majority decision of the panel will be determinative.

Appeal Process

Any appeal to the decision must be made in writing within two days to the Club. The Club will hear an appeal in accordance with the process set out in section 9 of the Constitution which will be considered to apply to appeals regarding breaches of the *Coaches' Code of Conduct* regardless of whether or not the Coach is a member of the Club. Any penalty administered by the original Conduct Committee will remain in force pending the outcome of the appeal.

Penalties

Penalties and sanctions open to be imposed by the Compliance Officer, Conduct Committee or Appeals Body may include one, or a combination, of the following:

- requiring verbal or written apology;
- letter of reprimand from the Club;
- removal of certain privileges;
- referral to counselling;
- requiring mediation between parties;
- suspension from coaching duties and privileges;
- deregistration.

Deregistration

Deregistration means withdrawal of AFL Coach Accreditation for a set time or for life.

Generally, under the AFL policy of compulsory accreditation for Coaches, deregistration will mean a person who has their accreditation suspended or withdrawn will not be able to engage in coaching activities in any affiliated organisation during that time.

Coaches who are sanctioned under this policy may also be the subject of disciplinary rules and processes of the Australian Football organisations in which they are actively involved. In the most serious cases Coaches may also be subject to criminal prosecution.

Promoting the *Coaches' Code of Conduct*

A copy of the *Coaches' Code of Conduct* is available on the Club's website.

All Coaches must receive and sign a copy of the *Coaches' Code of Conduct* prior to engaging in any coaching activities with the Club.



Job title: Junior Coach (likely teams listed at bottom of page 8)

Reports to: Head Coach/Coaching Coordinator

Nominations assessed by: Junior President/Manager – Junior Football Operations

Requirements:

- Willingness and ability to abide by the AFC *Coaches' Code of Conduct* and relevant AFL ACT/NSW regulations and by-laws
- Ability to promote the Ainslie Juniors philosophy of Enjoyment and Participation
- Leadership skills
- Knowledge of football skills – technical and tactical
- Ability to analyse, study, plan and assess the game as it develops
- Willingness and ability to develop Junior players
- Ability to work closely with the Team Manager
- Ability and willingness to work with coaches of all other grades
- Effective communication skills
- Willingness to attend Club Coaching Forums
- Foundation Coaching Juniors or Foundation Coaching Youth coach accreditation
- *Working With Vulnerable People Card*

Duties and responsibilities:

- Teach players football skills and team tactics during training and match-day events
 - set team and player goals and expectations at an attainable level
 - encourage and create opportunities to develop individual as well as team skill
 - provide explicit instruction and feedback to the team and individual players
 - help players understand the importance of regular attendance and positive attitude at training, and the possible impact on team selection
 - ensure each player has the same opportunity to play an equal number of games as all other players within their team
- Set the standard of behaviour and display utmost honesty and integrity in all dealings
 - teach fair play and good sportsmanship
 - never place the value of winning above that of instilling the highest possible ideals and character
- Ensure equipment and facilities are safe and appropriate to the age and ability of players
- Promote the role of the Umpire and model appropriate game-day engagement. Encourage players/families to consider having a go at umpiring
- Understand injury prevention, care, and management. Ensure that injured players are given prompt and competent medical attention and that medical advice is strictly adhered to
- Seek to upgrade own skills and knowledge
- Promote the Club on and off the football field, informing families/players of the opportunities they have across the whole Club in terms of footy and in supporting the Ainslie community.



Job title: Junior Assistant Coach (likely teams listed at the bottom of this page)

Reports to: Coach/Coaching Coordinator

Nominations assessed by: Junior President/Manager – Junior Football Operations

Requirements:

- Willingness and ability to abide by the AFC *Coaches' Code of Conduct* and relevant AFL ACT/NSW regulations and by-laws
- Ability to promote the Ainslie Juniors philosophy of Enjoyment and Participation
- Some knowledge of football skills (desirable)
- Ability to assist the Coach in analysing, studying, planning, and assessing the game as it develops
- Willingness and ability to assist the Coach in developing Junior players
- Ability to work closely with the Coach and Team Manager
- Effective communication skills
- Willingness to attend Club Coaching Forums
- Foundation Coaching Juniors or Foundation Coaching Youth coach accreditation
- *Working With Vulnerable People Card*

Duties and responsibilities:

- Assist the Coach in teaching players football skills and team tactics during training and match-day events and support the Coach in:
 - encouraging and creating opportunities to develop individual as well as team skill
 - providing explicit instruction and feedback to the team and individual players
 - helping players understand the importance of regular attendance and positive attitude at training, and the possible impact on team selection
- Display utmost honesty and integrity in all dealings
 - emphasise fair play and good sportsmanship
 - never place the value of winning above that of instilling the highest possible ideals and character
- Support the Coach in promoting the role of the Umpire and modelling appropriate game-day engagement
- Be aware of injury prevention, care, and management
- Seek to upgrade own skills and knowledge
- Promote the Club on and off the football field

Likely teams in 2023			
Auskick	Mixed	Boys	Girls
Rookies Term 2	Under 9s	Under 15s	Under 10s
Rookies Term 3	Under 10s	Under 16s/17s	Under 12s
Auskick Pro / U8s	Under 11s	(TBC by AFL CBR)	Under 14s
	Under 12s		Under 16s
	Under 13s		Under 18s
	Under 14s		



EXPRESSION OF INTEREST (EOI)
AINSLIE JUNIOR COACHING SEASON 2023
(Rookies to u18s Youth Girls)

Please complete all sections of this form, including the reverse side.

Personal Details
Full Name, Date of Birth, Address, Contact Details, Email 1, Mobile No., Email 2, Phone No., Role, Junior Coach, Assistant Junior Coach, Preferences, Preferred Team/Age Group, Preferred Training Day/s and Time/s, Qualifications, Level of Coach Accreditation Completed, Expiry Date, Working with Vulnerable People Card, Rego No., Expiry Date, First Aid Certificate, Yes, No, Expiry Date



Qualifications cont.

(Please use this space to note any qualifications that you may hold in addition to those previously listed)

Experience

(Please specify what coaching or other experience or skills you have had in the last five years, including representative and non-Ainslie teams, that are relevant to the role)

Attributes

(Please identify at least three attributes that make you a quality coach)

If appointed to a coaching position with the Ainslie Football Club I agree to abide by the AFC Coaches' Code of Conduct and other relevant AFL ACT/NSW regulations and by-laws.

Signature:

Date:

**Please email your completed EOI to the Manager, Junior Football Operations
matthew.teasdale@ainsliefootball.com.au by **30 November 2022****