



Respectful

Inclusive

Fair

Supportive

Honest

Transparent

## Senior Representative (Big V) Policy.

### PREAMBLE

Sunbury Basketball Association Incorporated ('SBA'), is proud to provide a Big V program (the 'program') for its senior players, coaches and officials – female and male. The program has developed a strong footing over the last 20 years, since the SBA ceased its affiliation with the CBA (a precursor to SEABL). The SBA requires the program to be both a pathway and destination for its senior players – where some explore beyond, and, others reach their potential there.

It is a strategic priority for the SBA to have long term *"representative success"*, where junior and senior teams play at the highest level. In line with this strategic priority, the aim of the program is to

- Attract and retain our best players, coaches and officials.
- Provide development opportunities for our best players, coaches and officials.
- Measure players on their ability, work ethic and commitment to the program, rather than their age.

The program involves four (4) teams: Youth League Women (23yr & under), Youth League Men (23yr & under), Senior Women and Senior Men. The relationship between the Youth League (YL) and Senior teams will need to be managed and monitored on a regular basis. In principle, the Senior teams should be filled with our best players, and, the YL teams should contain players who require further development (fundamental skills, decision making, physical, or mental/emotional) to help them transition from VJBL to Senior basketball. Some players will require all of their YL eligibility to transition, whilst others may transition without YL.

Where a player combines VJBL, YL and Senior basketball commitments, the SBA will work with the player, family and coaches to facilitate an outcome where the players' family, health and schooling take precedence, and then, the best basketball development opportunity is agreed and provided.

### EXPECTATIONS

The following expectations are to be met to ensure that this policy is achievable.

#### SBA

- Support & guide coaches and players in creating & sustaining productive team chemistry that is supportive and challenging.
- Support & challenge coaches and players to be their best; on and off the court.

We will provide a community-based basketball environment, which is the association of choice that encourages all participants to achieve their best.

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- Ensure that all coaches and players are recruited, developed, retained and released in a respectful and supportive manner.
- To work with all Head Coaches (YL & Senior) to set, document and review goals:
  - Post-player selection
  - Prior to start of the regular season
  - Mid-season
  - Post season (regular or playoffs – depending on team performance)
- Provide all Players with a Player contract that details all rights and responsibilities
- Provide at least one opportunity per week for YL and Senior teams to have suitable court space to train together or next to each other.
- Recruit, induct, support and compensate (where deemed necessary) officials that assist in the running of the program.

#### **Coaches**

- Represent the SBA, program and team/s in a professional manner.
- Provide a supportive and challenging environment for players to excel.
- Each Senior Head Coach is to lead their program (female or male), including defining the offensive & defensive structure/rules/foci, player roles, development pathways, and engagement of VJBL program.
- Each YL Head Coach is to work closely with Senior Head Coaches to provide input into offensive & defensive structure/rules/foci, player roles, development pathways, and engagement of VJBL program, and, ensure that it is delivered to the YL team and players.
- All Head Coaches to discuss, agree and document team rules with team members (Coaches, players, team manager/s, officials) as a priority following team selection.
- All Head Coaches to work with players (individually) and team (collectively) to set, document and review goals:
  - Post-player selection
  - Prior to start of the regular season
  - Mid-season
  - Post season (regular or playoffs – depending on team performance)
- Actively influence and promote positive team chemistry.
- Manage the balance between individual players competing for roles/minutes AND sustaining a supportive and challenging team environment.
- Identify VJBL players, during the course of the year, who could contribute to the program now or in the future.

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## **Players**

- Represent the SBA, program and team/s in a professional manner.
- Take full advantage of the opportunities that come with accepting a Big V roster position with the Club, including but not limited to, skill development, goal setting, strength & conditioning, and volunteering.
- Make themselves available to all SBA functions that they are required to attend.
- Make themselves available for all tryouts, team practice, development sessions and games for the periods:
  - November to Christmas
  - February to September (inclusive)

Unless otherwise agreed with coach.

- Make themselves available for Senior team duties if/when called upon at any point during a season, irrespective of any YL role, team record, or importance of upcoming games. Note: Senior and YL Head Coaches will need to agree an outcome when said game/s will influence a playoff game or qualification for a playoff game.
- Balance their individual competitiveness for a role/minutes in a team WITH their role in creating and sustaining team chemistry.

## **Officials**

- Represent the Big V, SBA, program and team/s in a professional manner.
- Carry out agreed duties in a professional manner.
- Identify and advise of opportunities to improve facilities, systems and communication channels to SBA delegate.
- Complete all new and refresher training required to complete agreed duties.

## **AGREEMENTS**

### **Coaches**

- All Head Coaches will be required to enter into a contract with the SBA following their appointment.
- Contracts will include termination clauses.
- All Head Coaches will have the opportunity to negotiate discretionary spending budgets, following their appointment, which may be used to secure players, services, equipment or systems.
- The SBA reserves the right to advertise or recruit any coaching roles whilst reviewing the incumbents at the end of their contracts.
- The SBA expects/encourages all Coaches to have a greater presence at VJBL and domestic than is detailed in their contract.

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## **Players**

- All Players will be required to enter into an agreement with the SBA following their selection.
- Agreements will include termination clauses.
- Some Players may receive additional benefits as part of their agreement, including cash payments, full or partially waived player registration/sponsorship, merchandise depending on the SBA's budget. Any benefits that a Player may receive are required to be kept confidential between Player and SBA.
- Players who are actively involved in the SBA's VJBL program will have additional benefits provided to them.
- Players who provide the SBA with agreed volunteer services will have additional benefits provided to them.
- Players who do not fulfil their obligations, as detailed in their Player agreement, may be
  - sanctioned by the SBA (during season), or
  - have any future clearance request denied, or
  - de-registered or not selected for future teams.
- The SBA expects/encourages all Players to have a greater presence at VJBL and domestic than is detailed in their agreement.

## **DRESS CODE**

- All Head Coaches, Assistant Coaches, Players and Team Managers must comply with Big V Style Guide.
- All SBA-sanctioned Big V officials must present in a professional manner.

## **CODES OF CONDUCT**

[http://www.basketballvictoria.com.au/fileadmin/user\\_upload/PDF\\_ADMIN/ALL\\_Codes\\_of\\_Conduct.pdf](http://www.basketballvictoria.com.au/fileadmin/user_upload/PDF_ADMIN/ALL_Codes_of_Conduct.pdf)

- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are to familiarise themselves with Basketball Victoria's Codes of Conduct.
- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are required to behave in accordance with Basketball Victoria's Codes of Conduct.
- Basketball Victoria's Codes of Conduct will equally apply to social media use.

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## **MEDIA AND PUBLIC RELATIONS**

- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are required to understand the importance and value of the SBA's brand, including but not limited to, its corporate partnerships, community engagements and media profile.
- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are required to represent the SBA, its sponsors and partners brands', and members in a responsible and professional manner.
- Head coaches should, wherever possible, thank and acknowledge the contributions of the SBA's Major sponsors and partners.

## **MEMBER PROTECTION**

[http://www.basketball.net.au/wp-content/uploads/2014/02/PDF/MPP\\_Template\\_Jan2013\\_BA\\_Alterations\\_and\\_all\\_attachments.pdf](http://www.basketball.net.au/wp-content/uploads/2014/02/PDF/MPP_Template_Jan2013_BA_Alterations_and_all_attachments.pdf)

- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are to familiarise themselves with Basketball Australia's Member Protection Bylaws (amended 11 Dec 2013).
- All SBA-sanctioned Big V participants (Coaches, players, team managers, officials and administrators) are bound by Basketball Australia's Member Protection Bylaws (amended 11 Dec 2013).

**Sunbury Basketball Association Incorporated**

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## **RELEVANT PROCEDURAL DOCUMENTS**

- SBA
  - Coach recruitment
  - Coach contracts
  - Post-game functions
  - Coach reviews
  - Coach development
  - Coach support
  - Coach release
  - Player agreement
  - Player development
  - Player support
  - Player release
  - Uniforms
  - Dispute resolution
  - Disciplinary action
- Coaches
  - Talent identification
  - Player recruitment
  - Team selection
  - Goal setting and reviews (individual and team)
  - Player reviews
  - Player development
  - Player release
- Players
  - Professional conduct
- Officials
  - Big V delegate roles & responsibilities
  - Competition administration
  - Game day program production
  - Statisticians
  - Score bench officials
  - Court announcer
  - Game day commissioner

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