



## Statement of Expectations for Central Hockey Club Capital League Coaching Team

This document contains information applicable to all Central Hockey Club (CHC) Capital League (CL) Coaching teams. It may be tailored to include additional information relevant to a particular Men's or Women's team and / or season.

<b>Behaviours</b>	<p>The CL Coaching teams will:</p> <ol style="list-style-type: none"> <li>1. Act in accordance with the Club's Code of Behaviour.</li> <li>2. Be aware of, and act consistently with, the Club's Policies especially the Team Selection Policy.</li> <li>3. Act in accordance with HACT Covid-19, or similar, policies</li> <li>4. Promote the Club, its Brand, Values and Behaviours.</li> </ol>
<b>Reporting</b>	<p>The CHC Board welcomes feedback from Head Coaches regarding support needs for optimum role performance.</p> <p>The CL 1 Head Coach will report to the relevant Women's or Men's Program Lead (as Board delegate) or nominated contact. Minimum reporting requirements include:</p> <ol style="list-style-type: none"> <li>1. Midseason Board Report on team progress and any support needed, otherwise as requested.</li> <li>2. Immediately any issues requiring Board or Committee consideration arise.</li> <li>3. On outcomes and future directions at the end of the season.</li> </ol>
<b>Nature &amp; Scope of the CL1 Head Coach Role</b>	<p>The CL 1 Head Coach is responsible for leading and managing the implementation of the Club's Hockey Strategy for the CL Grades. This includes:</p> <ol style="list-style-type: none"> <li>1. Communicating a clear selection policy to players desiring to make CL 1.</li> <li>2. Making final CL 1 selection decisions in conjunction with a small panel agreed with the relevant Program Lead.</li> <li>3. Coaching CL 1 players and players in the wider CL 1 squad (including identified junior development and other CL 2 players), to enhance their game (hockey IQ) and develop their skills for performance at CL 1 and higher-level pathways.</li> <li>4. Working with CL 1 assistant coaches and CL 2 coach(es) to:             <ol style="list-style-type: none"> <li>a) Ensure training sessions are well prepared and conducted efficiently.</li> <li>b) Develop a plan covering the pre-season, season and post-season.</li> <li>c) Promote a culture of achievement and shared team values.</li> <li>d) Encourage/ assist them to improve their skills.</li> </ol> </li> <li>5. Working with the CL 1 Team Manager and relevant Program Lead to apply HACT Competition rules (e.g. player eligibility limitations around games in a higher team before a permanently regrade, minimum games for finals).</li> <li>6. Providing timely, empathetic feedback to players on how they can improve their game.</li> <li>7. Utilising, as appropriate, the Club's Coaching and Development resources and providing relevant feedback to the Coaching and Development</li> </ol>

	Committee, which is responsible for ensuring these resources remain relevant, comprehensive, and up-to-date.
<b>CL 1 Women's team in 2022</b>	The CL 1 Women's team in 2022 is expected to predominantly include junior players new to CL 1 and therefore it is particularly important that expectations, communication, and development plans prepared by the CL 1 Head coach are appropriate for this cohort.
<b>Requirements of the CL1 Head coach</b>	<p>CHC encourages all coaches to develop their skills. The CL1 Head coaches will ideally have:</p> <ol style="list-style-type: none"> <li>1. A recognised qualification in hockey coaching to a minimum level of Hockey Ed Level 1.</li> <li>2. Previous coaching experience.</li> <li>3. Ability and willingness to work with other CHC coaches.</li> <li>4. Knowledge of current hockey team strategies and coaching drills.</li> <li>5. Excellent communication skills and ability to work with a wide range of people.</li> <li>6. Good organisational and time management skills.</li> </ol> <p>In addition, it is desirable for the Head coaches to have:</p> <ol style="list-style-type: none"> <li>7. A current Working With Vulnerable People Card (or equivalent).</li> <li>8. A relevant first aid qualification.</li> </ol>
<b>Attendance</b>	The CL 1 Head coach will endeavour to attend all of the team's training sessions and matches (at a minimum 90%) but, if unavailable, will ensure an assistant or alternative coach is available and appropriately briefed.
<b>Administration</b>	<p>The CL 1 and CL 2 coaches will work with their Team Managers to ensure that:</p> <ol style="list-style-type: none"> <li>1. HACT match requirements are completed (e.g. loading teams and results to RevSport, submitting McKay votes).</li> <li>2. Club requirements are met including a brief report to the Secretary for the Annual Report.</li> </ol>
<b>Arranging fill-ins</b>	<p>It is likely that all teams will need fill-in players at some stage of the season due to injuries, representative games or other reasons. Accordingly, it is likely that all teams will need to provide some players to other teams at some stage.</p> <p>Arranging the appropriate fill-in is not always straightforward. This requires an understanding of HACT Competition rules including the number of games players can play per weekend, number of games before regrading, number of games to qualify for finals, the treatment of junior players and complications when the club has more than one team in a grade.</p> <p>Fill-ins can be an opportunity for a player to experience a higher grade and a coach of one team may not be aware of the players that deserve this opportunity. Conversely, filling in for a lower graded team may provide a player with the opportunity to try new skills or a position or regain confidence.</p> <p>For these reasons it is essential that fill-ins are arranged in a coordinated manner and that the relevant Program Lead is actively involved. The relevant Program Lead will advise the level of involvement they require, and the receiving team coach/manager will liaise with the Program Lead and the providing team coach/manager, as appropriate.</p> <p>For the Men's section, the Program Lead is the initial contact for any team requiring a fill-in and approves all such arrangements.</p>

<b>Key Stakeholders</b>	<p>The CL 1 and CL 2 coaches will maintain effective relationships with key stakeholders including:</p> <ol style="list-style-type: none"> <li>1. Players.</li> <li>2. CL assistant coaches and other Club coaches.</li> <li>3. Team managers.</li> <li>4. Parents of junior players aspiring to or playing at CL level.</li> <li>5. Junior coaches, especially u18 and u15.</li> <li>6. The relevant Program Lead and Club Board.</li> </ol>
<b>Remuneration</b>	<p>As a not-for-profit sporting club, CHC relies on members to voluntarily undertake administrative, coaching and other roles. The Club does not normally compensate officials for undertaking these roles. The CL 1 Head coaches are an exception in recognition that these coaches bring a high-level of expertise and skill, are important in setting an example of excellence to all teams and these roles require extensive time and effort. While the Club can not fully compensate these coaches for their expertise and time, remuneration is negotiated up to limits agreed by the Board.</p>

Central Hockey Club  
5 January 2022