

UWA HOCKEY CLUB
JUNIOR DIVISION POLICIES/PROCEDURES - 2022

APPOINTING COACHES TO JUNIOR TEAMS

The junior division will always endeavour to appoint the best available person to coach each junior team.

In many cases this will be a parent of a child playing in the team. That is satisfactory on the basis that the parent coach understands their responsibility to treat all players in the team equally and to be seen to do this by all. The age group coordinator will discuss how this should operate with the coach and monitor throughout the year.

Parent coaches will be encouraged to coach other junior teams where they have no children playing acknowledging that this will be difficult to achieve in many instances.

Senior players within the club will also be encouraged to coach junior teams. In return for coaching a junior team senior players are not required to pay senior fees and receive an allowance which is set at \$250 in 2022 to offset the cost to get to games and training. If two senior players coach a junior team they shall each receive the above benefits.

Generally in the J5/6 and J7/8 grades we will have endeavour to have parent coaches. It is more likely that senior players and other coaches will coach in the J9/10 and J11/12 grades.

JUNIORS PLAYING UP A GRADE

Generally, we do not encourage junior players to play above their year group on a permanent basis. We believe that it is important for juniors to play with their peers to maximise their enjoyment of hockey, learn to play the team game and also make close hockey friendships for the future. From time to time there may be exceptions to this.

Where a player is identified as exceptional and capable of playing in a higher grade, those players will be invited to pre-season trials in the higher age group and if selected will be eligible to play in that high grade exclusively. Permission to trial in the higher age group will be given based on feedback from previous seasons and after consultation with coaches and others familiar with the player. This process will be managed by the Age Group Coordinator.

From time to time junior players may play in a higher grade as a second game for the weekend. The Club makes every attempt to share these opportunities amongst eligible players.

It is important that players with the ability to play effectively in the higher grade are given the opportunity and that this process is seen to be fair by players and their parents.

The Age Group Coordinators are responsible to manage this process in consultation with team coaches.

JUNIORS PLAYING SENIORS

J11/12 players and some J9/10 players will have opportunities to play with senior teams during the season, if they have requested support. The senior teams are regularly short of players during university breaks.

Our J11/12 players, will also be invited to attend pre-season training with our senior top squads and may be invited to play during the season.

In all cases the junior players priority should be to the junior team.

Age Group Coordinators will manage the above in consultation with the Senior Club Men's Captain and Women's Captain and the senior team's coaches.

JUNIORS PLAYING TWO SPORTS

The junior division requires players and their parents to make a decision if there is a clash in game times between two sports. Players missing training and games can be very disruptive and impacts team mates when that player is only available for a limited number of games due to another regular sport commitment.

The junior division will endeavour to support players and manage training conflicts on the basis that the player can play regularly at the weekend games.

JUNIOR UMPIRING

Our junior umpires are expected to volunteer as umpires in their first year umpiring J5/6 grade.

Payment to junior umpires will be as below;

Umpire J7/8 game or J9/10 game - \$30 payment

Umpire J11/12 game - \$50 payment.

All payments to junior umpires will be authorised by the umpiring coordinator and paid by the junior treasurer.

GOALKEEPERS – FEES

Goalkeepers have the option for a 50% reduction in fees for purchasing a full kit of your own.

All other full time and part time goalkeeper's will be fitted with a club kit for the season.

GOALKEEPERS PLAYING A SECOND GAME

Refer HWA bylaws regarding goalkeepers playing a second game as a field player.

PLAYERS SUBSTITUTING IN A HIGHER GRADE

Refer to HWA bylaws and the matrix describing to and from grades. This limits where the substitute player can play in a different grade to their normal grade.

The selection of a player to play up a grade whether that is a higher team within the grade or an older age group is an opportunity for the player to test themselves in a stronger team.

In deciding on the selection of the substitute player, consideration should be given to the following factors;

- The availability of players and their capability to fit into the higher grade.
- The sharing of opportunities so that eligible, capable and keen players are given opportunities.
- The position required to be filled.
- The impact on the proposed players normal team.

The age group coordinator will oversee and manage the movement of players in discussion with coaches and managers. Where the movement is between age groups the two age group coordinators will jointly decide on the player movements.

SPENDING CLUB FUNDS

Junior Coordinators and Managers spending club funds should do so within the approved junior budget and approval of the Junior President. All communications regarding expenditure should be cc'd to the Junior President and Junior Treasurer.

For any reimbursement request or invoice to be paid please clearly state the purpose of the expenditure. This is particularly relevant in relation to Hockey International expenditure.

The reimbursement request should be sent to the Club Treasurer if payment is required from club funds or the Junior Treasurer if payment is required from junior funds. The junior budget clearly shows the breakup of the junior budget.

DISPUTE RESOLUTION PROCEDURE

Initially any dispute that arises should be dealt with at the local level. This will normally be within the team environment – player/parent and the team manager with assistance and support from the age group coordinator and the coach if required. The dispute may originate from a player/parent or from the team management. Ideally the dispute should be resolved with discussions between the parties and an agreed outcome.

If the dispute cannot be resolved at the local level either of the parties may forward information on the dispute to the Junior President. The Junior President shall investigate all the issues surrounding the dispute and make a determination based on junior club policies/procedures and expectations of the junior club. This decision shall be communicated to both parties and become the final outcome of the dispute.

WORKING WITH CHILDREN (WWC) CHECK

UWAHC has an obligation to ensure that a person involved in “child-related work” produces a current Working with Children Check (“WWC Check”).

This includes coaches, managers, umpires/umpire mentors and any other child related role.

In practice, the obligation to obtain a WWC Check is limited because of exemptions applicable to the UWAHC situation.

A WWC check is not required when;

- “Child related work” carried out on a voluntary basis by a parent of a child who is involved or ordinarily involved in some, or all, of the activities of the club provided that the work is not in respect of an overnight camp, or
- “Child related work” carried out by a child on a voluntary basis (e.g. unpaid trainee umpires)

In these cases, which will cover most of our volunteers, the persons involved do not require a WWC Check.

The following categories of helpers will require WWC Checks:

- 1. Anyone over 18 years involved in coaching, managing, umpiring or other child related work who do not have their own children involved in the club.**
- 2. Adult siblings who are involved in child-related work for the Club more than 5 days in a calendar year;**
- 3. Children under 18 who receive payment for performing child-related work more than 5 days in a calendar year (e.g. some paid junior umpires); and**
- 4. Bunbury Carnival – only if their child related activities at the carnival means that they exceed the 5 day calendar days in a calendar year threshold.**

Maintaining records

If a WWC Check is required, then the Coordinator should ensure that a WWC card is obtained and a record of it is kept by the club.

A WWC Check is valid for 3 years and for any child-related work undertaken during that period (whether for UWAHC or for someone else).

Applications for a Working with Children Check

The necessary form can be obtained from any Post Office.

The form needs to be completed by the applicant, signed by a club official and then lodged at a Post Office for completion of the assessment process.

The WWC check fee will be reimbursed by the club upon presentation of the payment receipt. The club treasurer Tim Andrew will reimburse the cost.