



PVL/JPVL Coach

Current for	3 January 2023 to 31 December 2023
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WWC Risk Assessment	High
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Last Reviewed	3 January 2023 (Peter Worthy)
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About Easts

Easts Volleyball Club is an amateur volleyball club largely based in the eastern suburbs of the greater Brisbane region. Easts has been running for over 15 years having been formally established in 2005.

Easts runs training **programs** for all ages and levels of skill or experience. We form teams that participate in a number of **competitions** at different levels.

Easts is an incorporated association under the Qld *Associations Incorporation Act 1981*. Whilst we have a central committee consisting of a President, Secretary and Treasurer, we have established a management committee that extends this central committee to include other members including player representatives. This management committee has responsibility for the management of the club and its activities along with governance responsibilities.

In 2022, Easts has over 300 members participating across the programs and competitions that we offer. The competitions that we have participated in include Premier Volleyball League, Junior Premier Volleyball League, Qld State Championships, and Dragon's Chalice. In 2021, East won the Volleyball Queensland President's Shield for our participation in the State Champs competition.

Easts Mission

Our mission is to support active and continuing participation in volleyball as players, coaches, referees, administrators and supporters in a safe, respectful and inclusive environment. We do this through high quality coaching, developmental opportunities across a range of roles, strong programs and effective club administration. Together, we aim to create a positive experience and passion for the game for all involved.

Easts Values

Inclusive: Easts Volleyball Club seeks to provide opportunities for all members to develop and have a positive experience.

Respect: Easts Volleyball members will treat all with professionalism and respect.

Integrity: Easts Volleyball Club will be transparent about what, how and why of decisions and activities.

Commitment: Easts Volleyball members will perform their roles to the best of their abilities.

Passion: Easts Volleyball Club seeks to provide experiences to enhance members' passion for the game, encouraging life-long participation in sport.

Easts holds the physical safety and wellbeing of players of utmost importance which includes:

- Supporting member's physical and emotional health.
- Acknowledging member's identity, culture, diverse backgrounds, circumstances, and needs.
- Recognising each member's strengths and individual capabilities.
- Providing opportunities for participation in a welcoming and inclusive environment.

About PVL and JPVL

From the Volleyball Queensland website:

Premier Volleyball League (PVL) is the highest level of senior weekly volleyball played in South East Queensland.

And

Junior Premier Volleyball League (JPVL) is the highest level of junior weekly volleyball played in South East Queensland.

Easts has been entering teams into PVL since Easts was incorporated in 2005 and into JPVL since that competition started.

Easts participation in the PVL and JPVL competitions represent the highest level of regular volleyball programs offered by Easts both in terms of player skill and the numbers of members of the club.

Easts sees PVL and JPVL as key development pathways for club members. Easts vision is to support players progress through the levels of PVL and JPVL if this is the player’s personal aim. Participation in PVL and JPVL supports players progressing to higher levels of volleyball participation.

Coaches involved in the PVL and JPVL program play an important role in supporting player progression regardless of which team they are coaching. Further, given the number of members participating in PVL and JPVL, coaches play another important role in supporting club culture and compliance with legislative and other requirements.

Whilst VQ aim PVL at senior players, many PVL players will be under 18 years of age. Therefore coaches must also ensure that they support and enact the club’s Young Person Safety practices and principles in their coaching.

About the Position

You will be responsible for designing and delivering high quality coaching and training appropriate to the PVL or JPVL team that you are allocated to. This coaching and training must be aimed not only at the current season but must also support the future development of each player in that team.

Key responsibilities

Key responsibilities include:

- Ensuring a Young Person Safe environment is provided at all coaching/training sessions including ensuring that players comply with the Club Code of Conduct, Member Protection, Young Person Safeguarding, and all other policies.
- Designing and delivering coaching and training sessions that are appropriate to the PVL and/or JPVL Level that you are involved.
- Providing effective feedback to Players.
- Liaising with parents, guardians, family members and supporters to answer questions they might have specific to the player or team.
- Communication with the team regarding training and playing times.
- Ensuring the team comply with JPVL and PVL requirements for participation including, but not limited to, scoresheet requirements, numbers of players present for duty, and players required for a game.
- Attending and participating in all coaches meetings as are organised by Easts from time to time.
- Working collaboratively with other coaches in the JPVL and PVL Programs.
- Liaising with and supporting the following club roles and functions, as needed for the PVL and JPVL offerings:

PVL Co-ordinator (Men’s or Women’s)	Overall coordination and delivery of PVL or JPVL Men’s or Women’s Program including communication to players and parents
JPVL Co-ordinator (Men’s or Women’s)	
Registrar	Club registration Volleyball Queensland registration Transfers

Secretary	General record keeping
Safety Co-ordinators	Compliance with the club's Member Protection Strategy
Treasurer	Financial management of the program
President	Overall management of the program within the activities of the club Reporting to Volleyball Queensland

- Participating in selection processes with other PVL and JPVL coaches to ensure that it is consistent across all programs and complies with relevant policies and supports Easts values.

Type of appointment

This appointment is offered on a fixed-term basis for each PVL and/or JPVL season as relevant.

Location

The position does not have a fixed location, but rather attendance is required at the various training and competition venues for PVL and JPVL. These venues may vary from week to week as is set by the VQ draw.

Selection Criteria

Mandatory

1. Hold a current Working with Children 'Paid' Bluecard or eligible to obtain a Paid Bluecard (note: you will not be able to commence in this position until to hold a Bluecard).
2. Proven ability to work in a team and a collaborative environment.
3. Coaching ability and experience with young people of the same

development, skill and experience levels of PVL and JPVL participants specific to the division that you are allocated.

4. Well-developed standard of communication and interpersonal skills to support working effectively with people of the age and maturity level of the PVL and/or JPVL players that you are allocated to, parents, other coaches, and the relevant PVL/JPVL Coordinator in the coordination of PVL/JPVL Program.

Desirable

1. Previous experience in coaching people of the same development, skill and experience levels of the PVL/JPVL division that you are allocated to.

Remuneration

As largely a volunteer organisation, Easts will pay an allowance that aims to cover expenses that are incurred in completing this position. This allowance is on a per session basis and based on your experience in accordance with the following scale. A *session* is a training session or a coaching at a game in the PVL/JPVL competition. *Coaching at a game* includes completing an allocated duty within a round of the competition.

Experience	Session rate
Junior/Assistant Coach No or less than 6 months prior experience	\$33.00
Coach At least 6 months prior experience in coaching at the level you are allocated	\$37.50

Experience	Session rate
Senior Coach More than 2 years experience in coaching at the level you are allocated	\$41.25

Information for applicants

Interview

Applicants will be required to participate in an interview with a recruitment panel made up of 3 members of the Easts Management Committee that includes a player representative.

Referee Checks

Applicants will also be required to undergo referee checks and will be required to provide the contact details of nominated referees. The nominated referees must:

- a) Be able to provide information relating to the applicant's suitability to work with Young People;
- b) Have known the applicant for at least 12 months;
- c) Not be related to the applicant in any way; and
- d) Be able to vouch for the applicant's reputation and character.

Written character references cannot be accepted without verification by the recruitment panel.

Bluecard

The validity and currency of existing Bluecards will be checked by the Club Safety Co-ordinators prior to appointment.

Training

Successful applicants will be required to complete or provide proof of completion within the past 6 months of the following training:

1. Sport Integrity Australia – Child Safeguarding in Sport Induction
2. Play by the Rules – Child Protection and Safeguarding
3. Play by the Rules – Harassment and Discrimination
4. Sport Integrity Australia – Getting to grips with Ethics in Sport
5. Play by the Rules – Ethics and Ethical Decision Making in Sport
6. Play by the Rules – LGBTI+ Inclusive Club

Successful applicants will also be required to attend and complete orientation training (in-person or via video conferencing) that includes covering the Club's Code of Conduct, Young Person Safeguarding Strategy, and Young Person Safe Practices: Behaviour. This training also requires successful applicants confirming that they accept and will comply with the Code, Safeguarding Strategy and Practices.

Young Person Safeguarding Assessments

Step 1: Contact

Contact with children assessment

Category	Question - Does the position/activity:	Y/N
Degree of Isolation	Involve supervising children?	Y
	Involve being alone with children [PN: this should be avoided where possible]	N
	Involve activities with children away from easts location?	Y
	Involve meeting one-on-one with children? [PN: this should be avoided where possible]	N
	Involve working in unpredictable or remote settings?	Y
Online Environment	Involve having contact with children via phone, letter, email, or social media?	N
	Involve direct one-on-one or group access to children online?	N
	Involve supervising child-to-child online contact?	Y
	Involve online access to a child's or children's personal and/or confidential information?	Y

Step 2: Vulnerability

Working with children assessment

Category	Question - Does the position/activity:	Y/N
Context	Engage with children with disabilities?	Y
	Engage with children with additional vulnerabilities?	Y
	Engage with children with limited support? (e.g. away from home)	N
Physical	Involve demonstrating a skill to children?	N
	Involve the need for physical contact/touching children?	N
	Involve providing a personal service? (e.g. washing, dressing or toileting)	N
	Involve transporting children?	N
Supervision	Involve personnel having unsupervised contact with children?	N
	Involve engaging with children in a way that is not observed or monitored?	N
	Involve any of the following: one-on-one supervision; over-night supervision; out-of-town activities; advising or offering guidance to children; spending extended periods of time with children e.g. camps?	N
	Involve developing close, personal, long-term relationships with children and/or their parents?	Y
Authority	Contribute to important decisions regarding the future of children?	Y
	Have access to personal/confidential information of children?	Y
	Have a perceived or actual level of authority? (from a child's perspective)	Y
Role specific	Require specific skills, knowledge, qualifications, or service eligibility requirements to undertake a child-related position/role?	Y
Vulnerability can include	Physical disability, intellectual delay, homelessness, children and families impacted by disasters, displacement, being a migrant, refugee or an asylum seeker, children who are known to the police or child protections services, orphans, children in out of home care, unaccompanied minors and being a very young child.	

Step 3: Risk Assessment

Based on your responses to Step One & Two in the Position Assessment Checklist, identify the inherent risk of the position/activity using the table below.		Action
LOW	Nil contact	<p>The position / activity does not have contact or work with children (i.e. You answered NO to all questions in Steps Two and Three).</p> <p>The Club does not require the position or person in the position to hold a WWCC. Easts Volleyball does not require the activity to be supervised or the person to be on restricted duties.</p>
MODERATE	Contact with Children	<p>The position / activity involves or may involve contact with children (i.e. you answered YES to one or more questions in Step Two).</p> <p>The Club does require the position and person in the position to hold a WWC Act Blue Card.</p> <p>The person MUST NOT begin child-related work until they are able to produce a valid Blue Card.</p>
HIGH	Working with Children	<p>The position / activity involves working with children (i.e. you answered YES to one or more questions in Step Three).</p> <p>The Club does require the position and person in the position to hold a WWC Act Blue Card.</p> <p>The person MUST NOT begin child-related work until they are able to produce a valid Blue Card.</p>