

GEELONG NETBALL CLUB

Flyers Information Pack 2019

Dear Players & Parents

Preparation for the 2019 season has almost been completed. We are in the process of signing off on all coaches and setting the calendar for the Autumn 2019 competition.

Throughout the planning process our focus has remained on the program's aim:

To provide an extensive and professionally run program that offers talented young athletes the opportunity to experience a higher level of training and competition in preparation for seeking to play in the VNL competition.

We are committed to continuous improvement in a program that will expose young players to a more holistic approach to improving their netball performance and their overall well-being.

We also provide a mentoring role for up and coming coaches through support provided by the Cougars coaching group led by Gerard Murphy (High Performance accredited Cougars Head Coach).

While we will not receive official confirmation of teams allocated in the Parkville Netball competition until mid-December we can confirm that we will be fielding two teams in the Open Premier Divisions and one team in the 17&U Premier Division.

A huge amount of effort goes into the planning process to ensure the well-being and development of players who accept a position in the Flyers Junior Development Program. In 2019 we will continue to provide the benefit of this planning and as a group aim to expand and improve on the delivery of an holistic and individual skills based program.

We look forward to joining with you in continuing to evolve what we hope to be an extensive and professionally run program that will satisfy the needs of junior players across the region. Not only providing an alternative to travelling outside the region but also a unique and holistic-centred program to foster growth and maturity as our young girls transition into well-rounded young woman.

Kind Regards

Vicky McElligott

Operations Manager



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Flyer's Junior Development Program

The Program

The Flyers Junior Development Program is a representative program and as such will be competitive in nature. Throughout the season players will be challenged and asked to compete. This is a vital part of developing potential VNL players.

They will also be encouraged to develop stronger communications skills. Working with their coaches in a partnership based on open communication, discussion and respect. The ability to communicate openly and honestly in a positive and productive manner with coaches is also a vital skill required by any potential VNL player.

Players will be provided with support as they negotiate their way through the program. Throughout the season there will be workshops which focus on well-being, dealing with the pressure of elite sport, injury management, nutrition and other relevant subjects.

We have an excellent, professional network of speakers who not only inform but motivate and inspire the players to achieve the best that they can be.

We are passionate in believing that while not all players will be successful in achieving promotion to VNL we must work tirelessly to ensure all players will be in a better position when leaving the program than they were positioned on entry.

Coaching Group:

We continue to work towards developing a strong coaching team that will support and drive the program in a positive direction. The coaches together with specialist coaches will ensure the delivery of an elite program for the young players in the Geelong region.

The committee is constantly sourcing talented coaches and working towards maintaining a platform that supports and develops the region's potential elite coaches of the future. We have confirmed the following appointments to the coaching group for the 2019 season:

Mel Bragg

Mel has been involved with Flyers in a coaching role over many years and is an asset to the Geelong Netball Club as both a player and coach. She brings a wealth of knowledge



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in current training regimes and game tactics. Her role as a Collingwood Training Partner and participation in elite competitions such as VNL & ANL provides our players with an excellent role model who brings a passion and excitement to the program.

As a Cougars Championship player Mel will be in constant contact with the Cougars Coaching Group and S&C Coach. Working in this role allows Mel to ensure a strong link between both Cougars and Flyers thereby ensuring consistency in training techniques, expectations and talent identification.

Whilst providing the players elite tactical coaching Mel will also be continually developing her own skills working under the Cougars Coaching Group, undertaking various coaching courses specific to the needs of young players and mentoring through the Coach & Umpire Development division of Netball Victoria.

Prue Laws

Prue is another passionate netballer with a focus on developing young players. She has been coaching in our program for three years and continues to enhance the professionalism and delivery of individual coaching for each and every squad member.

She has spent time at Leopold and at Drysdale acquiring valuable knowledge in relation to all aspects of the game of netball. She also actively involves herself with the Cougars Coaching Group to further develop her skills to contribute to the development of the young players in our program.

Prue brings a mature and measured intelligence to the coaching group and is able to communicate on an individual level with players that is both productive and valued.

Bridey McElligott

Bridey's passion for netball and the well-being of young players together with a maturity not often found in someone so young is a valuable asset to our program. This passion is one that we are keen to develop through the mentorship of the Cougars Coaching Group.

She has played at club level in BFL and GFL, represented Barwon and played in Flyers for a number of years. She has also coached the BFL 13&U and 15&U representative teams in the Barwon Junior Netball Championships.

Bridey coached Team 2 in the Open Div 4 competition for the 2018 season and



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successfully completed her first year of a Health & Sports Science Degree at Deakin. This further knowledge will be utilized by the program to enhance the players' experience and learning.

Her insight both during games and at training brings a positive and nurturing aspect to the young player's experience. Values that are important to the program and its aims.

India Moran

India joined the coaching group during the 2018 season and immediately took on the passion and drive required to develop the young players in our squad. After a successful netball career as a junior playing for Torquay, BFL representative teams, Barwon and Flyers Indy took a break from netball to focus on other things.

Coming back to coach in the Barwon Junior Champs competition in 2017 inspired Indy to again become involved in netball and after attending the early training sessions for the 2018 squad it did not take much for us to convince her to join the coaching group.

India is a passionate and articulate coach with a confident and no-nonsense approach to developing young players. She commands respect and has the ability to squeeze the best out of her players while maintaining a positive and supportive attitude.

Georgia Ryan

As a past Flyers player and 19&U's Cougars player Georgia is another one passionate about the development of the younger players and has come on board this year to develop her coaching skills.

Playing netball at club level, both BFL and GFL rep teams and Barwon, together with her Flyers and current Cougar's playing experience provides Georgia with the understanding of the commitment and determination needed to navigate the netball pathway. She is keen to support other players in their netball goals and admires the passion among our young squad members.

We see huge potential in the coaching pathway for Georgia and with the mentoring provided by the other coaches within the group along with Tracy Dunstan we are excited to see her confidence and knowledge grow in 2019.

Scott Graham

We are excited to advise that our Cougar's S&C coach Scott Graham will be joining us in



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2019 to better plan our pre-season and S&C program. We are keen to work with Scott on providing age-appropriate strength work to lessen the likelihood of injury through over use and to educate these young athletes on the importance of looking after their bodies

Our program will benefit from the scientific approach Scott is able to bring to workload management and injury prevention in young bodies. We are looking forward to seeing the results of a targeted and planned pre-season and how that relates back to less injuries over the coming year.

Positive Youth Development & Player Well- Being:

The positive youth development and well-being component of the program will be overseen by Vicky McElligott and Tracy Dunstan who will work closely with the coaching group and committee to ensure that all players in the program are supported in their endeavours to achieve their goals.

Flyers Development Coordinator – Tracy Dunstan

Tracy joined the program at the beginning of 2016 bringing with her a wealth of netball knowledge and experience as a player, coach and administrator.

Having been a representative player for both Barwon and Flyers it followed that she would turn to coaching. Her initial coaching appointments were A & B Grade positions at Modewarre and St. Mary's achieving grand final berths a number of times at St. Mary's.

It was in 2010 that Tracy discovered her passion in coaching and mentoring junior players. It is this passion that she brings to the program inspiring those around her to be committed and positive in approach.

Tracy has also filled club positions as an administrator (both as Director and Secretary) and makes a valuable contribution to the administrative side of the program and how that works to enhance the overall delivery.

With Tracy's passion comes a drive to improve not only players but coaches too. As the Development Coordinator Tracy maintains a focus on individual development across both player and coaching roles.

Our goal for 2019 is to formalise this development process through an evidence-based



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formula that can be utilized as a tool to recognise progress and improvement.

Operations Manager – Vicky McElligott

Vicky has been involved in netball as a representative player, administrator and coach at club, league and regional levels for over 45 years. Her passion has always been surrounding the well-being of young players and providing an environment that supports and encourages the development of confident young women who maintain a life-long love for netball.

She holds diplomas in mental health, alcohol & other drugs and counselling and has many years of experience both professionally and voluntarily in the areas of youth at risk, mental health, alcohol & other drugs and individual support and mentoring.

Coordinating the administration and logistics of the junior program and maintaining a position on the Geelong Netball Club committee supports the successful integration of Flyers together with Cougars under the one entity.

Together both Tracy and Vicky drive the program and ensure that continuous improvement remains a priority while maintaining consistency and quality in the program that is delivered.

Communication:

All communication is through our closed Facebook page 'Geelong Flyers'. This group is for both parents and players and will keep you up to date with all matters concerning the program including training sessions, games, times and any cancellations.

Upon receipt of completed registration and consent forms, together with payment of the deposit, you will receive an invite to join the group. Please ensure that you read our Social Media Policy and abide by the rules and policies.

Training:

The coaching team is insistent that all players will train and work together thereby allowing us to not only provide support for all individual coaches but to have a greater understanding of all players within the Flyer's Junior Development Program.



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Pre-season will commence on 25th November at the AWA Alliance Bank Basketball Stadium, 20 Crows Road Belmont from 5.00 – 7.00pm. This will be followed by sessions each Tuesday at Kardinia Park courts and Sunday at the stadium until the 18th December (final selection trials will be held on the 9th and 16th December). We will then break for Christmas.

Pre-season Camp:

Pre-season will recommence with a compulsory overnight camp scheduled for the weekend of 12th & 13th January 2019 at WYUNA in Queenscliff. This weekend is compulsory. The camp will include fitness training, conduct team building exercises and foster communication and co-operation between players and coaches. It will also assist the coaching group in selection of members for the 2019 program's leadership group.

At the end of the camp there will be an information session for players and parents. This will be an opportunity for parents to meet staff and ask questions. It is our goal to offer a deeper understanding of the purpose of the program and to support parents in helping their daughters navigate a program that provides different expectations and a focus on individual development more so than team success in competition.

Regular training sessions for 2019 will begin on Sunday 27th January and every Sunday thereafter. The opening game of the season is on Tuesday 29th January.

There will also be times throughout the season where you will be required to attend other sessions as advised. This past season has included pilates/yoga sessions and rock-climbing at The Rock Adventure Centre.

Training Partners:

Players not successful in securing a position in one of the teams will be offered the opportunity to participate in the program as training partners. They will train with the teams and participate in the well-being and development programs alongside other players. It is planned for the 2019 season to enter the training partners into at least one tournament. More information will be provided once we have finalised details.

If it becomes necessary to fill a vacated position in one of the teams due to injury, illness or withdrawal from the program they may be offered the opportunity to take up a permanent position in a team.



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The following summary of what it is to be a training partner has been kindly provided by Evie Heyward who accepted an offer to be a training partner in the 2018 season.

Hi I'm Evie,

I was offered a position with the Flyers Junior Development squad last year when I was 12 for the 2018 program.

At first I was really nervous as I was so young and I would be training with the U17's. I realised on my first training session that I didn't need to worry. Everyone, from the older players, coaches, specialist coaches and helpers, were all so welcoming and shared the same love for netball as I do.

I have found that Flyers is all about positive netball and working as a team no matter what your level is or how old you are. I have always felt very included and, although I was unable to play with the team on the Tuesday nights because I was too young, I was able to play in the tournaments - which was a great experience.

The training sessions are always fun and challenging. As a training partner I did everything the players did alongside them. We warm up and do strength and conditioning together as one squad. Each team has their own coaches working with the group but also giving individuals help to better our skills. The coaching focuses on what you're doing right and how to improve.

I found that Flyers is not only about playing netball, but how to prevent injuries, how to tape properly and nutrition and well-being.

If you love netball and want to be involved in a squad that is all about helping you as an individual and as a team player, Flyers is for you. I have loved my time at Flyers and have enjoyed the experience.

*Thanks
Evie Heyward*

Competition

The Purpose of Competition:

The squad is a development squad and as such the focus of the program is on the training and workshops conducted each Sunday.



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Games at the SNHC are a tool for the coaches to develop the players further by implementing what they have been learning at training and challenging their perceptions of their current skill and maturity levels.

What it is NOT, is a 'win at all costs' focus on competition. It is not helpful for coach or player to hear parents expressing opinions about how to 'win' a game or 'why' some players are on or off!

Listed below are the guidelines coaches use to ensure that their players are being best developed for current skill and maturity levels.

17&U's -

This competition is utilised by the coach to develop young players and provide them with experience in a physical and challenging environment. It also allows for players to learn through their mistakes and/or achievements. All players will, in general, receive equal court time. However, please be mindful that sometimes development means sitting on the pine and learning the hard way that respect for the coach and other players is paramount. The coach will not keep a starting 7 on to win a game.

Div 4 -

This team plays in the open competition and therefore is challenged by bigger, stronger and smarter bodies in opposition. The goal at this level is to begin to challenge the thought process and self-belief of the player. The coach will work with the players helping them 'get inside' their own heads to face their mental approach to pressure. Players will be expected to perform and decisions on court time and position will be based on a combination of i) performance and ii) commitment to replicating training drills (successful or not). While there is a shift towards winning games this is used more as a tool to help players learn to play under the pressure of expectation.

Div 2 -

This team plays with the weight of expectation in a hard and physical open competition. The coaches will demand performance and commitment. Players will be benched if performance is lacking or unable to be sustained. VNL is a tough and emotionally charged environment and the aim of the coaches is to replicate this environment to best prepare players for the rigours of moving through to VNL. However they are fully supported through feedback and communication from the coaches to move through this challenging phase.



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All coaches are aware that each player must play at least one quarter if she is in a team to play on a Tuesday night. Any more than that is dependent upon the above guidelines for their appropriate team.

If you have any questions in relation to these guidelines please feel free to chat with Tracy or myself. We are happy to explain these aims in more detail and discuss your individual questions/concerns on how the above guidelines apply to your daughter.

What we ask that you not do is place pressure on your daughter by asking questions as to why certain decisions are made and games lost. This is not the purpose of the Tuesday competition.

Focusing on the win/loss ratio directs your daughter's focus away from development and places it squarely on results. An elite athlete challenges their own performance with confidence and self-belief. This comes from focusing on their personal journey and not getting lost in other athletes' journeys or results that matter for that particular day.

Please encourage your daughter to enjoy her challenges and to celebrate her improvements. Allow her to make mistakes and stumble with a determination to learn from and do better next time. Most of all encourage her to enjoy the experience. After all it should be fun otherwise it's not worth doing!

Parkville Competition: - Teams

Autumn – January/June 2019 AND Spring – July/November 2019

For the **Autumn** competition we have teams entered in two Open Divisions and one 17&U Division of the Parkville Netball Premier Tuesday night competition.

Players need to be aware that game times will change every week. The Open teams will be required to play some late games with a start time of 10.15pm. The 17&U team will be required to play some late games with a start time of 9.30pm.

As the SNHC will be under re-development this competition will be run at an alternate venue. Although venue has not been confirmed it will be the Geelong side of Parkville so will not mean any longer in travel time. The Open teams will be required to play some late games with a start time of 10.15pm.

To maintain our positions in the Parkville Netball Competition we are required to field teams in both the Autumn and Spring competitions. **It is an expectation that players**



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While the Autumn competition will be heavily weighted with development programs and extra training sessions, the Spring competition will taper off and consist of weekly training sessions and games on Tuesday evenings. The workload management of young players is a vital component of a twelve month program.

The Geelong Netball Club is a 'not for profit' sporting organisation that provides financial support for Cougars VNL teams and the Flyers Junior Development Program to meet ongoing financial commitments.

There are numerous costs involved in fielding three teams in the Parkville Premier competition. Each year we are committed to providing qualified elite coaches, hiring of training venues, entry fees for Parkville and VNL, umpire payments, uniform & equipment, strength & conditioning coaches, motivational sessions, insurance premiums and other associated costs in meeting due diligence.

The committee has been and will continue to be working on increasing sponsorship and sourcing ways to raise money that will ensure the long-term sustainability of the club without the need to continually increase fees.

There will be a two-tier fee structure to cater for those who may or may not have the opportunity to play at Parkville on a Tuesday evening. Fees for the Autumn season (Jan – Jun 19) have been set as follows:

Full Fee: **\$550**
(Players participating in the training program and a member of a team)

Training Partner Fee: \$350
(Players participating in the training program but not a member of a team)

Pro-rata Fee: \$ 15 per game

(Should a player participating as a training partner be asked to take up a position in one



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of the teams a pro-rata fee will be charged depending upon the number of remaining games to be played.)

Invoices will be issued upon selection of the squad and a deposit fee of \$150 (due & payable by Friday 30th November 2018) will be required to secure a position in the 2019 program.

Please note that no player will be permitted to continue participation in the pre-season program after 27th November until this deposit is paid.

This can be paid by way of direct credit. Details for payment by direct credit: -

Geelong Netball Club Inc.

BSB: 633-000

ACC: 1561 982 02

Further payment of \$200 will be due and payable by Friday 28th December 2018 to continue participation in the pre-season program.

Please note that no player will be permitted to attend the pre-season camp until this deposit is paid.

Final invoices will be issued on 21st January 2018. Balance of payment will be due and payable before the commencement of the season on Tuesday 29th January 2019.

Please note that no player will be permitted to take the court in the Autumn competition until full and final payment has been made.

Special consideration exists for financial hardship and applications will be assessed on an individual basis. Players may also be offered the option of a payment plan at the discretion of the committee.

To arrange an instalment plan or make an application for special consideration contact must be made with the Finance Administrator upon receipt of invoice. Default of any instalment arrangement will result in the remaining balance being due and payable before being eligible to again take the court.

No player will be permitted to take the court at Parkville unless a fully paid up participant or an instalment arrangement is in place.



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Fundraising:

Players' fees meet a number of our financial obligations but not all. To keep fee rises to a minimum the club holds fundraising activities throughout the season. It is an expectation that all players will participate in fundraising throughout the season.

The Geelong Netball Club also hosts two Cougars VNL home games in May/June each year. It is an expectation that Flyers players will assist in the running of these two games and attendance at the games is compulsory. Dates will be confirmed with players once the 2018 VNL fixture has been finalized.

Uniforms:

Dresses will be hired – a \$50 deposit is required and is refunded at the end of the season upon return of the dress. All players will be provided a training top and a foam roller. The cost for these items is covered by your program fee.

If you wish to purchase any other Flyers items such as the rugby top, hoodie, t-shirt and/or a back-pack orders will be taken during pre-season.

Player & Parent Conduct:

You will find the relevant Codes of Conduct, Player Registration Form and Parental Consent Form attached with this information package. Please complete the Player Registration Form and Parental Consent Forms and return via email as soon as possible

It is an expectation that all players and parents will abide by the relevant Codes of Conduct. In addition to these codes we ask that the following expectations be adhered to:

- **Players** are encouraged to discuss any issues they may have with their coaches. If they do not wish to discuss their concerns with any of the coaches they may contact Vicky McElligott or Tracy Dunstan for assistance in addressing their concerns.
- **Parents and family** are welcome and encouraged to support their daughter by attending game nights at Parkville. However, we ask that you **do not attempt to coach from the sidelines**.

It is appropriate to say 'well done' or 'great work'. **It is not appropriate to instruct the players on what or how they should be playing.** Players are required to focus on the instructions of their



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coaches and should not be distracted by parents or other persons on the sidelines.

- There is nothing more disheartening or morale destroying than negative comments that can sometimes emanate from the spectators' bench. Please be mindful **at all times** that words have meaning and the power to destroy a young player's confidence whether it be intentional or not.

There is a high expectation in this program that parents and family refrain from this type of behavior.

- **As a parent** should you have any questions, concerns or feedback please direct your initial enquiry through Vicky McElligott or Tracy Dunstan

If you wish to receive feedback in relation to your daughter's progress or have questions regarding her current position the coaching staff are more than happy to make themselves available to discuss any issues you may have

However, you are requested to direct your initial enquiry through Tracy Dunstan who will then arrange for the coach to be available.

At no stage should a parent wishing to seek feedback approach a coach on the bench, after a game or in any other arena or by text or phone call without following the above process.

Contacts:

Operations Manager Flyers Junior Development Program Program

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Development Coordinator Flyers Junior Development Program

Tracy Dunstan
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President
Geelong Netball Club

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NETBALL VICTORIA

GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Regulation, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Netball Victoria, a Region, an Affiliated Association or an Affiliated Club:



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1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to Netball Victoria's standards, rules, regulations and policies.
6. Operate within the rules of the sport including state guidelines which govern Netball Victoria, the **Regions**, the Affiliated Associations and the Affiliated Clubs.
7. Do not use your involvement with Netball Victoria, **a Region**, an Affiliated Association or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Victoria, **a Region**, an Affiliated Association or an Affiliated Club.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any behaviour that may bring Netball Victoria, **a Region**, an **Affiliated Association or an Affiliated Club into disrepute**.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.

NETBALL VICTORIA

JUNIOR PLAYER CODE OF BEHAVIOUR

In addition to Netball Victoria's General Code of Behaviour, as a player in any activity held



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by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club you must meet the following requirements in regard to your conduct during any such activity or event:

1. Participate because you enjoy it, not just to please parents and coaches.
2. Play by the rules: Know the rules
3. Participate fairly and safely.
4. Abide by decisions, without argument or bad temper.
 - ~ Captains have the right to approach an umpire during an interval or after the game for clarification of any rule.
 - ~ Approach the umpire in a courteous and polite way.
5. Cooperate with your coach, and other players.
 - ~ Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/damaging equipment is not acceptable or permitted.
 - ~ Treat all players, as you would like to be treated.
 - ~ Ensure that at all times your behaviour is fair.
 - ~ Be a patient and enthusiastic supporter of fellow players.
6. Applaud all good play, by your own team and opponents.
7. Be a responsible team member.
 - ~ Always be on time.
 - ~ Encourage and assist all players.
 - ~ Attend all training sessions.
 - ~ Ensure you always bring the appropriate uniform and equipment to training and/or matches.
8. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
9. Respect and acknowledge the contribution of those who create the opportunity for you to play.
 - ~ Volunteers (scorers, coaches, timekeepers, administrators and umpires).

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PARENT/GUARDIAN CODE OF BEHAVIOUR

In addition to Netball Victoria's General Code of Behaviour, as a parent/guardian of a player in any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force him or her. Remember, children are involved in organised activity for their enjoyment, not yours.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/her ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. Remember that children learn best from example. Applaud good play by all players.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
8. Support all efforts to remove verbal and physical abuse.
9. Recognise and respect the value and importance of volunteer administrators, coaches and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be a model of good sports behaviour for children to copy.
11. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.

GEELONG NETBALL CLUB Social Media Policy



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The Geelong Netball Club (GNC) recognises the importance of the Internet in shaping the public's perception of our Club. The GNC also recognises the importance of our committee members, coordinators, coaches, players, parents and volunteers in leading and setting the tone of social media interactions in a manner that advances the GNC's mission and goals.

Mission Statement

The Geelong Netball Club is an exemplary female sporting club. We encourage personal excellence and high performance outcomes through recognized pathways. We strive to enrich the lives of our community through the sport of netball.

Applicability

This Social Media Policy applies to all committee members, coordinators, coaches, players, parents and volunteers. This Social Media Policy applies to all social media content posted by the GNC in their professional and personal capacity to the extent such content is related to the GNC.

Aspirations

The GNC strives to create a positive and inclusive organisation that is dedicated to helping young athletes reach their potential. In furtherance of this goal, the GNC aspires to engage the local community in positive, honest, transparent, and knowledgeable dialogue about the GNC through social media. The GNC views social media as an important tool for communicating its successes and opportunities for athletic and individual development. The GNC also views social media as a platform for receiving constructive feedback from the community and for discussing the GNC's challenges and opportunities for improvement in a positive and constructive way.

Guidelines

All users of any GNC social media shall abide by the following guidelines:

1. Be positive and respectful, and always take the high road. When disagreeing with others' opinions, remain appropriate and polite. If you find yourself in a situation online that is becoming antagonistic, ask a GNC committee member or coordinator for advice on how to disengage from the dialogue in a polite and respectful manner that reflects well on the GNC.
2. Do not post content that would harm GNC or damage GNC's reputation. Remember that even while you are on your own personal time, you are a representative of the GNC, and people may interpret your online postings or social interactions as though they were official GNC statements.
3. Use good judgment when posting comments on any official GNC sites. Bear in mind that your comments can create liability for the GNC. If you are unsure whether a comment is appropriate to post, either do not post it or obtain prior approval from the GNC Committee.
4. Be smart about what you publish. Once something is posted, it exists online forever. Ask yourself, "would I want to see this published in the newspaper or posted on a billboard tomorrow or ten years from now?" If the answer is "no," do not post.
5. Encourage others to engage in positive interactions on social media. If you are concerned about any person's use of social media, please bring your concerns to the attention of your coordinator or a member of the GNC committee.

Personally identifiable information (information, such as a name and date of birth and/or a street address which, when taken together, can identify a particular individual) should not be disclosed in any manner on official GNC social networking sites without the approval of a coordinator or GNC committee member.

Violations of the Social Media Policy

The GNC Committee shall have the authority to monitor and enforce this Social Media Policy. The GNC Committee, and any individual appointed by the Executive Committee, shall have the authority to remove any inappropriate or offensive comments from official GNC sites and to block any individual or organisation from posting on any official GNC social media platform if they determine, in their sole discretion, that such removal or block is in the best interests of the GNC.

The failure of any person to adhere to this Social Media Policy shall be considered a violation of the GNC Code of Conduct, and any person who fails to adhere to this Social Media Policy shall be subject to disciplinary action, up to and including termination of such individual's involvement in the GNC.



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