

PV Comets Club Philosophy (v5)

Welcome to PV Comets

At PV Comets we have a strong reputation as a club that values good sportsmanship, develops friendships within sport, promotes self- confidence, personal achievement and most of all having fun playing the sport we love. PV Comets has a commitment to all age groups and recognises the value and importance of all levels of development

Our success is not solely measured by winning, it is also measured by:

- Personal development and growth
- Development of individual and team netball skills
- Development of team spirit
- Acceptance of team mates and working in a cohesive manner
- Continuing participation in netball
- Acceptance of club decisions
- Contribution to the netball community
- Playing and holding a position in the highest division possible for each age group.
- Continually working to develop connections and transition between junior, intermediate and senior teams within the club

Club Philosophy

To provide every player, coach, administrator and umpire the opportunity to achieve the greatest heights in netball¹. We encourage netball players at any level of the game to reach their full potential. We provide every member of the club with the opportunity to develop their netball, leadership and sports administration skills in a friendly, supportive environment with a positive sporting spirit.

While acknowledging the culture of sportsmanship, dignity and respect we strive to develop a winning culture and pride ourselves on offering all players a pathway to higher divisions of netball.

Specific club goals

1. To be competitive in Division One of the Parkville Premier league Competition(s.)
2. To maintain a minimum of two 17 and under teams, two 15 and under teams and 2 Open representative teams, in the highest Divisions (i.e. OPEN Division 1 and Division 3, 15's A & B). Also, maintain two 13 and under teams and one 11 and under team to participate in tournaments.
3. To promote on and off court behaviour from our players, coaches, administrators and supporters that is of the highest standard and which will further develop positive relations within the club.
4. To develop and promote attitudes and behaviour in the club that enhances our reputation within our netball community.
5. To support and enhance the skills of our coaches so they can assist in developing the skills of the players in the club.
6. To further develop the skills of all players through training and feedback.
7. To continue to foster a positive relationship between the Club representative teams.
8. To provide opportunities for players to play at the highest level of netball in and outside our club: NE Blaze Academy, LOUD tournaments, Jika and NFL
9. Talent identification of PV Comets representative players within our junior ranks.
10. Provide a real pathway for aspiring players and volunteers
11. Ingrain the PV Comets Philosophy in our netball club¹.
12. Develop a winning culture in each team.
13. To maintain a financially viable club

¹ Where this is not impacted by bylaw of competition played.

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14. To provide a solid committee and club infrastructure
15. To encourage the transition of club players to club coaches and officials.

We will achieve these goals through

- Treating others with dignity and respect.
- Acting always in a sportsmanlike manner.
- Being well presented by wearing the club uniform.
- Acting in a manner that is consistent with the ideals of the club and in support of the rules and regulations set down by the sport's governing bodies.
- Providing coaches and facilities to the highest possible standard for all teams.
- Providing a pathway for players to reach the highest possible representative level; and
- Promoting a culture of support and inclusiveness among players, coaches, supporters and administrators.

Code of conduct General statement

1. All players, coaches, officials, administrators and supporters seen to behave in a manner that is not supportive of the club goals will be asked to appear before the committee or a delegated sub-committee to show cause as to why they should not be suspended or expelled from the club.
2. Sanctions will apply to any breach of this code of conduct.

Code of conduct: Representative Players

1. Play by and know the rules of the game.
2. Be committed to your team. Attend and be on time for all training sessions, matches and tournaments as nominated by our club.
3. Contact your coach or manager should you be unable to attend a training session or a game.
4. Co-operate with match officials, your coach, team mates and opponents.
5. NEVER argue with an official. If you disagree during a game, have your captain approach the umpire during a break or after the game to clarify the rule/decision. Umpires should always be approached in a courteous and polite way.
6. Control your temper. Verbal abuse of officials or other players, deliberate contact or provoking of an opponent is NOT acceptable or permitted.
7. Do not interfere with, bully or take unfair advantage of another person.
8. Be a good sport. Acknowledge all good plays.
9. Ensure that at all times your behaviour is appropriate.
10. Be a patient and enthusiastic supporter of fellow players.
11. Play for the fun of the game and for the fun of being with your friends.
12. Try to do the best you can for yourself and your team.
13. Work equally hard for yourself and your team.
14. Give 100% at all times during games and at training. As you practice, so you play.
15. Show respect for the opposition by shaking hands at the end of play.
16. Show pride in your Club by wearing the complete uniform for all games.

If there is an issue within your team you would like to bring to the attention of your coach please do not interrupt during a game or training session. Wait until the end to speak in private regarding your concern or at a time that suits all parties involved. If required / or appropriate approach the relevant committee member, who will follow the issue up with the relevant person/ people.

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Code of conduct: Parent/Spectator

1. Remember that children/ people play sport for their enjoyment, not yours.
2. Encourage participation, do not force it.
3. Always encourage participation according to the rules and the officials' decisions.
4. Never ridicule or yell at a child for making a mistake or losing a game. Turn defeat into victory by helping young people work towards skill improvement and good sportsmanship.
5. Remember that people learn best by example. Applaud good performances and efforts from each team. Congratulate participants upon their performance regardless of the game's outcome.
6. Support all efforts to remove verbal and physical abuse from sporting activities.
7. Show appreciation of volunteers, coaches, officials and administrators.
8. Under no circumstances should any parent or spectator make audible comments about or directly to the umpire or coach on their decisions. This could result in a penalty to the team, banishment from the courts or a visit to the committee.
9. Condemn the use of foul language, harassment or violence in any form, be it by spectators, coaches, officials or players towards players, coaches or officials.

Any issue within your team is to be brought to the attention of your coach. If you wish to speak to the coach, please do not interrupt during a game or training session. Wait until the end to speak in private with any concern or at a time that suits all parties involved. When appropriate approach the relevant committee member, who will follow the issue up with the relevant person/ people.

Code of conduct: Coaches

1. Remember that players need a coach they can respect. Be generous with your praise when it is deserved and set a good example.
2. Teach your players that the rules of the game are mutual
3. Never ridicule or shout at the players for making mistakes or losing a game.
4. Remember that players play for fun and enjoyment and that winning is only a part of it.
5. Develop team respect for the ability of opponents, as well as for the judgement of umpires and opposing coaches.
6. Make a personal commitment to keep yourself informed on sound coaching principles, and the principles of growth and development of players.
7. Demonstrate appropriate social behaviour by not using unacceptable language, or harassing players, umpires or officials.
8. If you disagree with an official, raise the issue through the appropriate channels rather than question the official's judgement and honesty in public. Remember, officials also give their time and effort for the player's involvement and enjoyment.

Breaches to the Code of Conduct are to be reported to the club committee for disciplinary action. This is critical to the club as breaches in the Code of Conduct are not only against Club philosophy, but can result in further action from the Netball association (e.g. host netball tournament and Parkville Netball Association).

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Code of Conduct: Administrator

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

1. Be fair, considerate and honest in all dealings with others
2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality and confidentiality.
5. Be aware of your legal responsibilities.
6. Develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve players in the planning, leadership, evaluation and decision making relating to the activity.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, lengths of games and training schedules should take into consideration the age, ability and maturity level of participating players.
9. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) emphasise fair play in netball activities and games.
10. Where appropriate, distribute a Code of Behaviour sheet to coaches, players, umpires, parents, spectators and the media.

TEAM ORGANISATION

At every stage of a player's development, PV Comets has something to offer all age levels at varying abilities.

11/UNDER: organised through Plenty Valley Netball Association

- 11 & under takes into account the age, maturity and skill levels of the players.
- Players are being prepared for the adult game with skill development activities and age appropriate competitive experiences.
- Matches used as a learning experience.
- All players should receive equal court time during the season and have the opportunity to play all different playing positions.
- If exposed to finals matches, all players should play at least one quarter.
- Enjoyment of training and matches.
- Goals are performance based (not outcome based).
- Develop a sense of team and being part of a club.

13/UNDER: organised through Plenty Valley Netball Association

- Training focuses on skill development.
- Matches used as a learning experience.
- Enjoyment of training and matches.
- Goals are performance based (not outcome based).
- Implement simple team strategies and tactics.

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- Develop a sense of team and being part of a club.
- All players should receive equal court time during the season and have the opportunity to play different playing positions.
- All players should play at least one quarter in any finals match.

15/UNDER

- Training focuses on skill development.
- Enjoyment of training and matches.
- Develop a sense of continual learning and improvement
- Matches used as a learning experience.
- Goals are performance based (not outcome based).
- Build and develop team strategies and tactics.
- Introduce the concept of team selection whilst ensuring that all players have a reasonable chance to acquire skills and develop confidence in a match situation.

17/UNDER & OPEN

- Training focuses on skill acquisition.
- Enjoyment of training and matches.
- Desire for personal improvement.
- Demonstrate a sense of team and being part of a club.
- Goals are both performance and outcome based.
- Team strategy/tactics and mental skills are refined.
- Understanding the competitive nature of team selection.
- To take responsibility both collectively and individually for performance outcomes.

PV Comets Representative Teams

TEAM	VENUE	GAME	TRAINING	COACH	PLAYERS PER TEAM
PV Open 1	State Netball Centre	Tuesday	Thursday Night	✓	9-10
PV Open 2	State Netball Centre	Tuesday	Thursday Night	✓	9-10
PV Open 3	State Netball Centre	Tuesday	Thursday Night	✓	9
17 and Under 1	State Netball Centre	Tuesday	Thursday Night	✓	9
17 and Under 2	State Netball Centre	Tuesday	Thursday Night	✓	9
15 and Under 1	State Netball Centre	Thursday	Monday Night	✓	9
15 and Under 1	State Netball Centre	Thursday	Monday Night	✓	9
13 and Under 1	Various tournament locations	Sunday	Monday Night	✓	9
13 and Under 2	Various tournament locations	Sunday	Monday Night	✓	9
11 and Under	Various tournament locations	Sunday	Saturday	✓	9

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Coaches

Having a coach is critical to the functioning of each team.

Foundation Coaching course and the cost of this course is covered by the Club. Coaches are issued with the equipment needed for training. All coaches are under the supervision of the Head coach.

Training

1. Players are expected to attend all training sessions.
2. In exceptional circumstances, such as illness or injury, the coach must be contacted prior to training if the player cannot attend. Injured players are required to attend training where possible.
3. A player who has failed to attend training and neglected to notify the coach with an explanation is not guaranteed to be selected in the starting team line up.
4. Players who regularly miss training without an acceptable reason will reduce their court time.
5. Players are expected to follow the coach's directions at all times and disruption to training sessions may reduce their court time.
6. All strapping, personal injury management, hydrations and other preparation should occur before training starts.

Selection policy

Players will be selected on the following criteria (not in any particular order):

1. Existing club players must be a registered financial member of the club;
2. Fitness;
3. Level of skill;
4. Due to specialised skills e.g. shooting
5. Due to a combination with another player that particularly enhances the team;
6. Due to the experience they bring to a team;
7. Attendance and effort at training;
8. Reliability;
9. Sporting spirit and general conduct;
10. Ability to integrate into the team and not cause disharmony.

This will occur by the appointment of independent selectors who will sometime after the conclusion of selections and prior to offers being made, consider input/feedback from current Club coaches and committee members in relation to criteria 1, 6, 7, 8, 9 and 10 above.

The club appreciates that some players would like to play in a specific position or team. The selection policy determines the placement and offers made to players, not requests from individual players. Players indicate on their selection forms which positions they would like to be considered for. If a player declines the Club's offer following the selection process, it may be reasonable to enter into discussion with that player to consider their rejection of the Club's offer. Discussion with all affected coaches would need to occur for any change in that player's original offer being made.

Our process for selecting players for teams is based on selection not an expression of interest or request for a position or team.

Player expectation

It is the coaches' decision as to when they would like their players to arrive before game times. The Club recommends players arrive 40 minutes before the start of their game. This allows sufficient time to warm up and receive instructions from their coach.

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Promotion and Relegation

The preferred position of the club is that a player should not be relegated or elevated more than one team. It is club general policy to replace a demoted, injured or absent player with the player in the same position in the division below. However, with discussion between coaches and analysis of performance that vacancy may be filled by any player other than the player who currently holds that position in the division below.

The club promotes open and clear communication between all players and officials. If any player is not satisfied with or does not understand the reason for her selection she should first speak to the coaching staff or if she would rather she can bring the matter to the attention of the Captain who will raise it with the coaching staff.

The promotion and relegation may be impacted on by BYLAWS of the competition participating in, eg. Parkville limitation on player movement down after 25% games played higher.

Club players Vs Invitational Players

Players who regularly train and play with the club, as well as pay their fees on time will be given priority over other players. In some circumstances the club may invite a registered Netball Victoria member, who may not regularly train or play with PV Comets, to assist in filling a specific position. Examples of when invitational players may be required to play are inclusive but not exclusive to, player injury, or possible short-term player absences.

In the event that the coach decides to invite a non-club member to play, the coaching staff will endeavour to speak to the player/s who otherwise would be the next selected in that position and explain the reason for their decision. This situation will only occur in circumstances where:

1. The coaching staff believes that no player in the club can adequately fill that position,
2. The coach would rather not disrupt the dynamics of one team for their own, or
3. Where the Parkville bylaw regarding player movement restrains the coaching staff from doing so.

Team managers

This is a voluntary position and each representative team is to have a team manager. The role of a team manager can vary depending on the coach. This role may include;

- Scoring
- Taking stats
- Collecting money (tournaments)
- Collecting and washing team bibs

When possible the team manager will be compensated for the entry fee into the game venue.

Uniform

The expectation is that each player is to wear the club uniform to games, tournaments and at training.

- Game night and tournaments: Club dress, navy shorts, club jacket and track pants.
- Training: Navy or black leggings or shorts, Club t-shirt or singlet, club jacket and track pants.

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Club Fees

A fee applies to all club-members for participation in competition or tournaments will be payable as specified in the SELECTION form published for a given year (see website). Invited players (emergencies) will be charged \$10 per game after playing 4 games with our club.

- Refunds of Fees - There will be no refunds of fees unless there are exceptional circumstances, notwithstanding the \$50 non-refundable admin fee. Exceptional circumstances will be reviewed by the Committee. If a club member is injured for a continuous period of 4 or more weeks, then a refund of \$10 per week will be applied.
- New members joining mid-season - If new members join the Club mid-season of any year then they will be required to pay a pro-rata amount as designated by the Committee, based on date of joining.
- Hardship - Cases of financial hardship will be reviewed by the Committee. Cases of hardship can be put forward to any member of the Committee or a Coach and they will be forwarded to the Committee. Reviews of hardship will be managed with the utmost discretion and sensitivity.
- Non Payment - Members (or their responsible adult) who do not pay fees within the listed time frames will be given one warning by the Treasurer. If payment is not made by the end of the season it will impact on your selection in the next season unless a hardship arrangement has been made with committee.
- Payments can be made by either:
Cheque – made out to Plenty Valley Netball Association and sent to: PO Box 1270, Lalor VIC 3075
OR
Money transfer (EFT) into the Club's bank account: Westpac Bank BSB: 033 -137 Account No: 233463

Non-Payment of Club Fees

Members (or their responsible adult) who do not pay fees within the listed time frames will be given one warning from the Treasurer. Players who are not up to date with their payments by Round 9 of either Parkville season (15 and 17 & Under, and Open) may not be permitted to take the court until outstanding fees are received. Players who do not pay their tournament fee prior to the tournament date may not be permitted to play on the day. If full payments are not made by the end of the season it will impact on your selection in the following season, with exception to extreme circumstances. In addition, if players choose to move to another club, the committee will not release that player until all outstanding fees are cleared.

Votes – OPEN and 17&Under

Crownlow votes are awarded by the coach after each match in the Autumn season. 3 points is the highest amount a player can receive per game, followed by 2 points and then 1 point. Points are awarded to the best player on the court. Votes are tallied at the completion of the season and the player who has scored the highest will win the Crownlow award, followed by a runner up. Players eligible for the Crownlow award are club members only after approval from the committee. Invitational players are not eligible. Votes are available for players to view throughout the whole season except for the last 4 playing games.

In the case of a player moving between teams/divisions, whether it is a higher or lower grade, the player carries their votes at 50% of the value. In the case when a player has played an equal amount of games in two or more teams, the team that the players finishes the season in is where they qualify for the Crownlow award.

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Note: the above Crownlow will work equally across all teams that have a B&F Award, where the coaches award a 3, 2 and 1 point.

Player's Choice award is voted on at the completion of the Autumn season, where players are invited to make a 3, 2, 1 vote for the players they believe deserve an award for whatever reason they see fit. There are no guidelines to this award as it is the Players Choice.

Votes – 15&Under and 13&Under and 11&Under

Best and Fairest votes are awarded by the coach after each match in the Autumn season. 3 points is the highest amount a player can receive per game, followed by 2 points and then 1 point. Points are awarded to the best player on the court. Votes are tallied at the completion of the season and the player who has scored the highest will win the Best and Fairest award, followed by a runner up. Players eligible for the Best and Fairest award are club members only after approval from the committee.

Life Member award. The junior teams (i.e. 17s, 15s, 13s & 11s) have an additional award that is given by the coach(es) in each age group, to the player that best epitomises the attributes of the named life member. This award is provided across the entire calendar year and includes all games played by a player within the Comets club. See attached document for attributes of each life member.

Communication, Suggestions, feedback and complaints

The Committee takes on board all feedback and suggestions and takes complaints very seriously.

It is acknowledged that sometimes decisions are made that a member may not agree with. If any member of the club has a concern in relation to any matter it is asked that the concern is raised at the appropriate forum.

The appropriate forum could be:

1. Your team captain;
2. Your coach
3. Club Secretary on email pvcomets@gmail.com

Attention: President, PV Comets Netball Club.

The club administration and coaching staff actively promote open, constructive communication and welcome suggestions about any issue including:

1. Training methods;
2. Game strategy;
3. Or any other matter a member may wish to raise.

Whilst the club actively encourages member's opinions, ideas and criticisms, it is not always possible to act on the matter raised. Members are urged to be patient and reasonable with their expectations. Remember "nothing spreads faster than rumours" and disharmony within a club is destructive. All communication should be open and constructive.

GRIEVANCE PROCEDURE

The following grievance procedure will apply:

Making a grievance

- a. A member or parent may lodge a grievance in relation to a decision or a process undertaken by the Club. The grievance can be made to any committee member of the Club.

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- b. The grievance must be in writing on the appropriate form (this can be found on our website).
- c. The President of the club will receive the written grievance and record this appropriately on the Grievance Register with sufficient details to ensure subsequent follow up.
- d. In order to provide an efficient handling of the matter the President may discuss a grievance issue with the appropriate committee members. Once the appropriate course of action in relation to any grievance is decided, the President will send a letter/ email to the appropriate official informing them of the basis of the grievance.
- e. Any allegation must be supported by valid evidence and this evidence will be included with other information supplied by the aggrieved person.

Dealing with a Grievance

- a. Grievances dealing with players and netball issues will be directed to the President and an investigation and review of the matter will occur. The president will provide a draft reply or other suggested course of action.
- b. The grievance shall remain confidential during this process although any person subject to the grievance is entitled to be informed of the details.
- c. The draft reply will be placed before the Committee and considered by them. Once the grievance and the final written reply have been reviewed and agreed upon by the Committee, it will be sent to the aggrieved person.
- d. The Committee may use any of the following methods to resolve the grievance (but are not limited to these methods)
 - i. Provide a written reply to the aggrieved person detailing the matters considered by the Committee during this process
 - ii. Explain to the person who is aggrieved, any processes that has been undertaken by the Club in relation to the issue relating to the grievance
 - iii. If agreeable by the person making the grievance and person who is the subject of the grievance, arrange a meeting between the party to discuss the matter
 - iv. Obtain any background information in relation to the grievance to ensure a clear indication of all factors concerning the grievance is able to be made
 - v. An appropriate apology from the club member concerned in relation to an action outlined in the grievance
 - vi. Deem the matter unable to be resolved after these processes have been followed
 - vii. Take no action and the grievance dismissed (dependant on the validity of the grievance)

Other Action considered by the Club

Suitable action in relation to the grievance will vary according to the circumstances, but can include and is not limited to:

- a. an undertaking by the Club to review the practices / procedures as outlined in the grievance
- b. an undertaking by the Club to implement the suggestions made in relation to the grievance
- c. The decision of the Committee in relation to the matter will be final
- d. Suspension or dismissal from the Club.

Club History

To be written.

In 2013 our club won its first division 1 premiership for the long season (Autumn) at Parkville. While 2014 saw every Senior OPEN team fielded in competitions reach finals, i.e. Autumn Parkville division 1, 4, 5 and NNL-NFL Competition section 1,2,3,5,8.

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The Parkville Netball competition vote on the Best&Fairest player in the Premier League Division 1. Our club has had a number of winners, which include:

- 2015 Spring Chloe Wilson
- 200? Britt ????

Club Privacy Statement

The Commonwealth Privacy Amendment (Private Sector) Act 2000 establishes a set of National Privacy Principles (NPP) which outline how the private sector organisations should collect, use, secure and disclose personal information. Netball Victoria's Member Protection Regulation supports and adopts the NPP.

Your personal information will only be used in accordance with the purposes of the Plenty Valley Netball Association. If you have any privacy concerns or would like to verify information held about you, please contact the Secretary/President.

Contact Us

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