

Manly Warringah Sapphires Athlete Welfare Policy

MANLY WARRINGAH SAPPHIRES MISSION

To establish a platform that allows MWNA to continue its success at the elite level and which also enables Manly Warringah Sapphires to continue a successful pathway for talented players. By ensuring we have a team of coaching and support staff of excellence, we aim to create the benchmark for playing standards both on and off the court.

Manly Warringah Sapphires are supported by Manly Warringah Netball Association (MWNA).

Purpose:

The purpose of this policy is to ensure the welfare needs of MW Sapphires athletes are considered and supported in all aspects of the programme.

Definition and explanation:

Player welfare refers to the wellbeing of each athlete. MW Sapphires considers wellbeing to be defined as " the state of being healthy and happy "

Wellbeing is multidimensional and incorporates several domains including cognitive, emotional, social and physical. Cognitive wellbeing is associated with achievement and success. It is also informed by motivation and persistence to achieve. Emotional wellbeing relates to self-awareness, emotional regulation, coping skills and resilience. Social wellbeing includes the extent to which one experiences positive relationships and connectedness to others. Physical wellbeing is associated with the extent to which one feels physically safe and healthy. It includes nutrition, health care, and physical activity.

MW Sapphires aims to support our athletes' wellbeing across the cognitive, emotional, social and physical domains.

The Sports Administrator:

The Sports Administrator is a member of the MW Sapphires Management Committee and has the primary responsibility for overseeing all aspects of player welfare/wellbeing.

- Players may raise any issues of concern related to welfare or wellbeing with the Sports Administrator
- The Sports Administrator will be introduced and his/her role outlined to all players at the earliest opportunity.

- The Sports Administrator's contact details will be available on the MW Sapphires website and be provided by the Team Managers at the commencement of the season.
- The Sports Administrator will attend sufficient training sessions and games so that players are familiar with this person.
- The Sports Administrator will ensure that the MW Sapphires Management Committee and Team Management personnel (Coach, Assistant Coach and Manager) are familiar with and always act in accordance with the Netball NSW Codes of Behaviour Policy.

The full NNSW Codes of behaviour policy can be accessed via this link.

<https://s3-ap-southeast-2.amazonaws.com/netball-wp-assets/wp-content/uploads/sites/4/2013/10/06143442/Netball-NSW-Code-of-Behaviour-Policy-V5.pdf>

Athlete Development

MW Sapphires are committed to the holistic development of each athlete in our pathway.

MW Sapphires Head Coaches, supported by Assistant coaches and Managers are responsible for the High Performance training program at Manly Warringah Sapphires which aims to foster and develop a culture of excellence through a performance-driven, athlete-focused and coach-led system that supports more than the physical wellbeing of our athletes. This culture also fosters cognitive wellbeing by inspiring athlete motivation and encouraging persistence toward individual and team goals. Emotional wellbeing is enhanced by opportunities to reflect and self-evaluate, to obtain constructive feedback and to provide support and encouragement to teammates. A sense of belonging to the MW Sapphires and working together as teammates will support athletes to feel connected and to experience positive relationships.

MW Sapphires team management and our athletes will work together to develop a positive, supportive team culture that aims to support individual athletes to achieve personal goals and each team to achieve mutually agreed team goals. We take a holistic approach to programming thus, endeavouring to educate our athletes on all facets required to perform at an elite level

This will be achieved through:

- Modelling positive communication by Team Management
- Team bonding sessions
- Team camps/workshops
- Team goal setting
- Team reflection and game analysis
- Individual goal setting with input from coaches

- Opportunities for team and individual feedback, reflection and evaluation of progress with coaches
- Liaison with High Performance coaches in the NSW pathway who are also involved with our athletes.
- Education sessions relating to nutrition, training/playing load management, balancing other aspects of lives (eg: school, uni, work commitments) with

Injury Management

Manly Warringah Sapphires Head Coaches will liaise with treating professionals (Partner Physiotherapists, NSW physiotherapists for athletes in NSW High performance/academy programmes and private physiotherapists or doctors engaged by an athlete) to ensure that injury management, rehabilitation and return to court play is optimised.

Players are encouraged to advise Head coaches of any injury concerns as soon as practical.

Load management/Life balance/Mental health support

MW Sapphires Head Coaches, supported by Assistant coaches and Managers will meet with individual Athletes to discuss their management of training load and other life commitments (eg:school, uni, work, high performance involvement) in order to understand and assist athletes to balance their competing priorities. Athletes will be encouraged to alert their coaches or manager at any time if they feel they are having difficulty managing their competing commitments. Coaches and managers will monitor players for signs of fatigue, anxiety or changes in mood or behaviour and provide appropriate support when needed.

Manly Warringah Sapphires Head Coaches will liaise with relevant coaches/physios for athletes in NSW High performance/academy programmes with regard to training and playing loads

Athletes will be supported to access appropriate Mental Health support when required. Further information about appropriate support options can be obtained from the Sports Administrator.

Athletes will be supported through any rehabilitation and return to training/playing programme recommended by the treating professional.

Raising Concerns

Athletes (or parent/carer if athlete less than 18 years) are encouraged to raise any issues of concern with any member of the MW Sapphires Team Management (Head Coach, Assistant Coach or Manager).

If preferable, an athlete may raise an issue of concern with the **MW Sapphires Sports Administrator**.

Every attempt will be made to resolve any issues to the satisfaction of those involved via listening, understanding, taking appropriate next steps and mediation where required.

Where an issue is not resolved at team management level the following options are available:

- Option 1: If the concern is a Grievance or Dispute issue athletes should refer to the MW Sapphires Grievance Policy which can be found under policies on the MW Sapphires site.

Examples of a Grievance/Dispute include Selection of teams, selection of players, players on court time, conduct of members, application of policies

- Option 2: If the concern is a Member Protection issue - athletes should refer to the NNSW Member Protection Policy - Complaint handling procedure. MW Sapphires adopt the Netball NSW Member Protection Policy in dealing member protection issues

Examples of Member protection issues include Child Protection, Child Abuse, Child Neglect, Use of Images, Discrimination, Bullying, Sexual Harrassment, Victimisation, Inappropriate sexual relationship, Cyber bullying and inappropriate conduct.

Link to the NNSW Member Protection Policy - Complaint handling procedure:
[https://nsw.netball.com.au/sites/nsw/files/2020-01/14.%20NNSW%20MPP-%20Attachment%20B%20-%20Complaints%20Handling%20Procedures %20Jan2019.pdf](https://nsw.netball.com.au/sites/nsw/files/2020-01/14.%20NNSW%20MPP-%20Attachment%20B%20-%20Complaints%20Handling%20Procedures%20Jan2019.pdf)

Contacts

For questions about this policy contact the MW Sapphires Sports Administrator
Details on the MW Sapphires website.