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PFA Coaching Policy October 2020

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1 Policy Goals

- A. To ensure the development of competent and capable coaches through pathways of education and accreditation.
- B. To ensure the development of coaches is consistent with FIPJP, PFA, ASC and CIEP standards and techniques and appropriate to the national development of the sport of Pétanque.
- C. To encourage all PFA-affiliated Clubs to have at least one Level 1 Club Coach within their membership.

2 Coach Classification and Requirements


2.1 Classification

- A. All Coaches in Australia are to be classed as follows
 - (a) Educator Level 1
 - (b) Educator Level 2
 - (c) State Coach Level 1
 - (d) National Coach Level 2
 - (e) International Coach Level 3

2.2 Requirements

Coaches must:

- (a) Have a valid Player's Licence issued by the PFA
- (b) Have a valid Umpires Licence issued by the PFA or have attended an Umpire Training Program
- (c) Have a valid Coaches Licence issued by the PFA;
- (d) Comply with all directives and guidelines of the PFA Coaching Commission
- (e) Be classified by the PFA in accordance with the level and requirements set out the following table:


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Level	Licence Requirements
Educator	Recommended by Club to State Coach Complete Umpire exam club level
Level 1 Club	Complete Australian Sports Commission (ASC) Courses:
Level 2 State	1 Play by the Rules – Child Protection - Harassment and Discrimination Australian Sports Commission Training Portal 2 Beginning Coaching General Principles Australian Sports Commission Training Portal Complete CIEP/PFA Level 1 Course
Level 1 State Coach	Recommended by State Coach to Chair of Coaches Commission Complete Level 1 Development Journal Complete Umpire exam State level
Can coach state team in national competition	Complete Australian Sports Commission (ASC) Course: 1 Intermediate Coaching General Principles Australian Sports Commission Training Portal
Level 2 National Coach	Recommended by State Coach to Chair of Coaches Commission Complete Level 2 Development Journal
Can coach Teams in International Competitions	Must hold a State Umpire Licence Complete Australian Sports Commission (ASC) Course: Complete CIEP/PFA Level 2 Course
Level 3 International Coach	Recommended by Chair of Coaches Commission of coaching Complete Level 3 Development Journal Complete Australian Sports Commission (ASC) Must hold National Umpire Licence This certificate can only be delivered by a FIPJP approved trainer

3 Appointment of Coaches

3.1 Chair of Coaches Commission

- (a) The Chair of Coaches Commission for the PFA will be nominated and appointed by the PFA Board of Directors.
- (b) The appointment will be a three-year term with the possibility of renewal twice (the same conditions of appointment for Directors of the Board)

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- (c) The Chair of the Coaches Commission appointment may be revoked by a meeting of the Board of PFA.
- (d) The Chair of the Coaches Commission is expected to demonstrate continuing active coaching roles within their own Club and State.

3.2 State Coach Manager

- (a) State Coach Managers are appointed by the relevant State League and endorsed by the PFA Board.
- (a) State Coach Managers' appointment can be revoked by a meeting of the Coaches Commission for reason of non-performance of duties or improper conduct.
- (b) The State Coach Manager will be an ex officio member of the State League Board or Committee with no voting rights and will be responsible for the appointment of Coaches to officiate at all State League and Club-run events in their State.
- (c) State Coach Managers are expected to demonstrate continuing active coaching roles within their own Club and State.


3.3 National, State and Club Level Coaches

- (a) The Chair of the Coaches Commission will recommend the appointment of Coaches to each level subject to satisfying grade requirements.
- (b) The Coaches Commission will appoint suitably qualified Licenced Players to the position of Level 1 and 2 Coach, subject to recommendations from the relevant State League and FIPJP requirements
- (c) Level 2 qualification can only be delivered by a FIPJP Level 3 International qualified Coach
- (d) Level 3 qualification can only be delivered by the FIPJP.

3.4 The Coach Administrator

The PFA Board shall appoint a Coaching Administrator who will;

- (a) Liaise with the State Coach Manager in each State.
- (b) Implement a reporting system as per PFA Coaches Commission requirements.

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- (c) Administer the “National Register of qualification and activity for all coaches”.

4 The Coaches Commission

4.1 Structure

The Coaches Commission Members shall be composed of

- (a) Chair of the Coaches Commission
- (b) All State Coach Managers
- (c) Other experienced Coaches nominated by the PFA
- (d) The Sports Director and Administrative Director of Coaching from the PFA Board as ex officio members of the Commission.


4.2 Duties and Responsibilities

A. The Coaches Commission will

- (a) Communicate with the PFA Sports Director through the Chairperson of the Commission.
- (b) Assist the PFA in all aspects of coaching
- (c) Supervise and/or direct Coaches’ examinations throughout Australia including issuing Coach Licences
- (d) Recommend to the PFA Coaches for National Teams and International Tournaments as required
- (e) Implement a system of training for new and current Coaches.
- (f) Be the body to determine all disciplinary measures, including classification downgrading and loss of coaching licence for non-performance of duties or improper conduct

B. The Chair of the Coaches Commission will

- (a) Liaise with the State Coach Managers in each State.
- (b) Implement and develop coaching programs.

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- (c) Implement an activity reporting system for all Coaches.
- (d) Ensure that all Coaches, regardless of Level, comply with and abide by all directives and guidelines of the PFA Coaches Commission.
- (e) Establish performance targets for State Coach Managers

C. The State Coach Manager will

- (a) Administer and co-ordinate all qualified Coaches in their State.
- (b) Liaise with the State League Boards or Committees.
- (c) Implement and develop coaching programs in their State.
- (d) Implement a system of training for new and current Coaches.
- (e) Forward quarterly activity reports to the Coach Administrator and Chair of the Coaches Commission

D. National Team Coaches

National team coaches will be appointed by the PFA Coaches Commission.


Requirements are as follows:

- (a) Have coached teams in PFA National Championships
- (b) Have coached their State sides
- (c) Are active in the coaching field
- (d) Are Level 2 or higher Coach

5 Education

To ensure quality, Coach development programs, PFA will

- (a) Develop a Coach Development Plan to meet the needs of the different levels of Coaches.
- (b) Consult Club Members and State Leagues to assess the state's coaching needs.
- (c) Develop and provide formal instructional education programs for the coaches of the Federation. These education programs shall be in line with the requirements set by the ASC, the FIPJP and the CIEP.
- (d) Develop a Recognition of Prior Learning/Current Competence (RPL/RCC) framework for coaches of the PFA. This framework must ensure coach

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accreditation meets the requirements set by the ASC, the FIPJP and the CIEP

6 Training


- (a) PFA will identify opportunities to provide knowledge, guidance and experience to Coaches through direct training workshops and coaching.
- (b) Fair and inclusive selection criteria will be developed and circulated nationally for the available training opportunities.

6.1 Qualification Workshops

- (a) It is the responsibility of the State Coach Managers to organise a PFA Club Educator Level 1 and State Educator Level 2 Coach workshop for new Coaches as deemed appropriate to the individual needs of clubs within his or her state.
- (b) A State Coach Manager will conduct 1 or 2 PFA Level 1 State Coach workshops per year.
- (c) The PFA Coaches Commission will set dates for workshops for PFA Level 2, Coach Workshops.

6.2 Level Progression

- (a) Any Licenced Player can apply to become a club Coach provided they are a financial club member, by forwarding a written application to the Coaches Commission. After completing the PFA Club Educator Level 1 and State Educator Level 2 Coach Workshop, the online Rules Questionnaire, and the ASC Beginning Coaching General Principles Course, they will then be considered for authorisation to coach at Junior, Beginner and Club levels and assist PFA Level 1 State Coaches.
- (b) Upon recommendation from their State Coach Manager and after completing one full year as an active State Level 1 Coach completing their Level 1 Development Journal and having completed the ASC Intermediate Coaching General Principles Course, the Coach may apply to participate in a PFA Level 2 National Coach Workshop to be conducted by the Chair of the Coaches Commission.
- (c) Upon recommendation from the Chair of the Coaches Commission and after completing one year as a PFA National Level 2 Coach, completing their Level 2 Development Journal, and having completed the ASC Course: Mentor Training and Managing Senior and Representative Teams a Coach can apply to complete the FIPJP International Level 3 Coach Workshop. Candidacy to be submitted by PFA Board

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- (d) At each level of progression, the Chair of the Coaches Commission may apply the PFA RPL/RCC framework to the accreditation of coaches.

7 Conduct, Discipline & Ethical standards


- (a) All Coaches of PFA must commit to the Coaches' Code of Conduct. All coaches are to sign a copy of the relevant Code of Conduct and submit it to the Chair of the Coaches Commission
- (b) All Coaches of PFA must undergo the Working with Children screening process or equivalent for their State and hold a current Working with Children Certificate.
- (c) Any report or complaint regarding the behaviour or performance of a Coach is to be forwarded to the Chair of the Coaches Commission.
- (d) In the case of poor Coach performance, the Chair of the Coaches Commission is to investigate the matter, consult with the PFA Coaches Commission and instigate corrective action and/or report it to the Coaches Commission for hearing and determination.
- (e) In the case of misconduct or violations of PFA Constitution, Policies, Procedures or Codes of Conduct by a Coach, the Chair of the Coaches Commission is to investigate and refer the matter to either the Coaches Commission or the National Hearings Tribunal. (See Member Protection Policy.)

8 Downgrading or Suspension

- (a) As a result of poor performance or disciplinary action, a Coach could be downgraded suspended or have their coach licence revoked.
- (b) If seen to be inactive without valid reason for an extended period, a Coach may be downgraded to a lower level or be required to re-sit and pass an examination in order to retain their current classification and status.
- (c) Coaches are expected to develop themselves to achieve a higher level after a reasonable period of coaching at any given level. Failure to do so may result in their coaching licence being withdrawn.

9 Appeals of Decisions of Coaches Commission

Appeals of any disciplinary matter, decision to downgrade, suspend or revoke a Coaching Licence by the Coaches Commission are to be made to the National Appeals Tribunal and can only be made on the grounds of a denial of natural justice.

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10 Evaluation

- (a) Coaches have the right to receive feedback and a review of their performance relevant to the requirements set by the PFA, the FIPJP, the CIEP, and the ASC Sports Governance Principles in order to continue the process of development.
- (b) Any evaluation by the PFA will follow set criteria to upgrade/measure the competence and compliance of coaches.