



## **RHENISH GIRLS' HIGH SCHOOL SPORT POLICY**

### **1. Purpose**

The purpose of this policy is to:

- 1.1 Govern the sporting codes offered by Rhenish Girls High School (RGHS) and the manner in which the various sporting codes will be managed;
- 1.2 Ensure at all times that learners are given equal opportunity to participate in their sport of choice, are treated fairly and attain their full potential;
- 1.3 Promote fair play at all times.

### **2. Guiding Principles**

In all age groups and sporting codes, the following guiding principles will be adhered to:

- 2.1 Sporting excellence will be sought ALONGSIDE good sportsmanship;
- 2.2 Fair play, respect, good manners and appropriate dress code in all the sporting codes;
- 2.3 Zero tolerance of foul language and inappropriate behaviour by learners, coaches, staff, parents and spectators at practices and in match situations;
- 2.4 The encouragement of wider learner participation in sport through the provision of appropriate sporting opportunities for less talented learners.

### **3. Structure & Appointment of Coaches**

All sporting codes will be overseen by a Head of Sport who will not be involved in coaching. The Head of Sport will report to the school principal. The Head of sport is responsible for ensuring that the sport policy is effectively implemented and adhered to. The following will apply:

- 3.1 Each team sport will be assigned a liaison educator;
- 3.2 A coach will be appointed to coach each team;
- 3.3 The coach so appointed must have the relevant expertise, knowledge, experience and commitment required to carry out the coaching responsibilities effectively;
- 3.4 Where educators do not have the required attributes to perform the role of a coach or where a special set of skills is required, coaches may be hired from members of the general public;
- 3.5 All coaching positions must be advertised and potential coaches must apply for the coaching position;
- 3.6 The Head of Sport will do the required background and profile check and compile a tentative shortlist. All potential first team coaches will be presented to the Principal(s) and SGB sports representative. Other team's coaches are presented to the Head of that sports code and the Head of Sport. Interviews with the prospective coaches may be requested prior to appointment.
- 3.7 Coaches will be required to sign a contract with the school which will outline the requirements and expectations of the position, including remuneration. This is defined by the Head of Sport.

### **4. Sporting Codes**

The following sporting codes are offered:

<b>Summer</b>	<b>Winter</b>	<b>All Year</b>
Athletics	Hockey	
Tennis	Netball	

Swimming	Squash(Adhoc)	
Water-Polo	Cross Country	
Syncro (Adhoc)	Soccer	Soccer
Indoor Hockey (Adhoc)		Equestrian
Open Water Swimming (Adhoc)		

## 5. Age Grouping

Participation in sport or a cultural activity is seen as a form of development. For Grade 8 and Grade 9 learners it is therefore compulsory to participate in at least one summer sport or cultural activity and one in the winter. The following principles will apply to age grouping:

- 5.1 Learners will play in their correct age group for all team sports;
- 5.2 In exceptional circumstances a learner may participate in an older age group but may not participate in two age groups at the same meeting or tournament. Girls will only be considered for the 1<sup>st</sup> team at the earliest in Grade 9. If they are not in the starting line-up, they will play for their age group and may sit on the bench for the 1<sup>st</sup> team.
- 5.3 Learners considered for higher age groups, must meet the requirements as set out by that sport's code committee, and must be approved by the Head of Sport & Sports committee. This includes the approval of the parents / guardians of the learner to participate in the older age group.
- 5.4 No learner will be pressured into playing in a higher age group; the parents and learners requests will be always adhered to.
- 5.5 In the event of a learner being too young for the grade, she will be allowed to play in her grade appropriate age group if she so wishes;
- 5.6 Should a player who is selected for the first team from a lower age group later be released from the team, the player must return to play for her original age group and not the second team;
- 5.7 Tennis and squash must be played in a ladder format. Any learner wishing to play these sports must challenge each individual player on the ladder in order to move up the rankings.

## 6 Team Selection

- 6.1 All Sporting Teams will be selected at the start of every season.
- 6.2 Learners will be notified timeously of the dates for the different Sporting code trials. Trials could take the form of training camps.
- 6.3 All team sports must go through trials where each player is allocated enough play time and provided with 3 opportunities to play during trials
- 6.4 A player who participates in a summer and winter sport will not be prejudiced should she be unable to attend trials held during season cross over periods. An example is a swimmer who plays hockey but who cannot attend hockey trials held during the summer season as the swimmer is participating in national or interprovincial swimming championships at the time that the trials are held. In these circumstances the player will be given ample opportunity to prove herself;
- 6.5 A panel of 3 selectors (including the coach) will do the team selection & 1 outside selector must be at all trials.
- 6.6 All teams will be selected strictly on merit;
- 6.7 The Head of Sports and liaison educator will not be involved in team selection but will be present in a supportive role for the players;
- 6.8 Teams will be announced and published on the Sporting notice boards.
- 6.9 Selected Players will have 2 days after the publication of the Teams, to accept or decline their selection to a Team. A signature next to their name is required, confirming

that they are accepting their position on the team.

6.10 By accepting a position on a Team an athlete commits to the following for the sporting code season:

- 6.10.1 Attendance of all required and scheduled practices, unless otherwise communicated and agreed with the relevant Coach
- 6.10.2 To acquire and wear the required sports kit for training and school matches / Competitions
- 6.10.3 In instances where tours are included in the Sporting calendar for a particular team, to participate in all the tours
  - The cost of sport tours will be for the account of the Athlete's parents. The School will not be responsible for the sponsorship of tour fees, nor will it be added to the school fees for that particular year.
  - The cost of tours will be finalised and communicated 30 days before departure.

6.11 **Relegation from a Team:**

6.11.1 An Athlete is not guaranteed a position in a Team for the duration of the season. Rhenish prides itself in being a competitive sporting school, and to this end, Players must anticipate that there will be movement of players within teams, within a season.

6.11.2 It is acknowledged that the relegation of an Athlete is an impactful decision and requires transparent communication and interaction with the Athlete. Therefore, should an Athlete be considered for a move to a lower team, the following procedure will be followed, before the change:

- 2x meetings will be held with the Athlete, discussing the areas of development that the Coach requires for improvement – these meetings will be held with the Athlete, Coach and Head of that Sporting code.
- Following no improvement in the above, a final meeting will be held with the Athlete where it will be communicated that the Athlete will move to the lower team.
- The meetings will be documented, and a copy of minutes will be made available to the Athlete and her Parents.
- the time period for the Relegation procedure will be no more than 4 weeks, from start to end.
- Any dispute of the final decision must be referred to the Head of Sport
- Factors that will determine/ be considered whether an Athlete is relegated will include, but not be limited to:
  - Attitude and sportsmanship on and off the field:
  - Team cohesion
  - Form and Performance
  - Academics
  - The best interest of both the player and the team
  - Injury

6.12 The selection of substitutes for team sports may vary depending on the availability of players and will be left to the discretion of the coach.

6.13 Individual sport selection will be based on times and individual performances

6.14 Individual players or swimmers that train at club level will be considered for school selection even if they are excused from school practices. They must make themselves available for school representation

6.15 Team matches will take preference over individual sports, unless there is an exception as in the case of provincial representation. A week's notice to the coach must be made in such circumstances;

6.16 Once a learner has been selected for a team, she must commit herself for the full duration of that season.

- 6.17 Learners are only allowed to participate in one team sport per season.
- 6.18 If a learner is unable to attend trials due to injury or illness, they will be included in an appropriate team based on previous performance. This team should rather be a lower team after which the learner can be promoted based on their performance.

## **7. Practice Attendance**

Attendances at practice are compulsory and the following will apply:

- 7.1 Learners must notify their coach in writing, text or e-mail if they want to be excused from practice. A relevant reason must be included;
- 7.2 Learners must be present for practice 10 minutes before the start;
- 7.3 A learner that has missed practice during the week without being correctly excused may NOT be considered for matches for that week;
- 7.4 A learner that is absent from school, because of illness, may not attend practices on that day;
- 7.5 A learner that is absent from school, because of illness, on a Friday may not play matches/sporting fixtures that afternoon or on the Saturday morning. Similarly, if absent on the day of the sporting fixture/match the learner may not play that afternoon/evening or the next day.

## **8 Code of Conduct**

All coaches and players will adhere to the code of conduct attributable to them, namely:

### **8.1 Coaches**

- 8.1.1 Coaches must be present 10 minutes before practice times and 40 minutes before the start of a match;
- 8.1.2 No sports practice may be cancelled. In the case of inclement weather, a theory/match strategy session will take place in the team's liaison teacher's classroom.
- 8.1.3 If a coach is unable to attend practice or a match, 24 hours' notice must be given to the Head of Sport so that an alternative arrangement can be made;
- 8.1.4 No smoking or the use of cell phones during practice or matches will be allowed;
- 8.1.5 The coach is obliged to play the substitutes of the team for half of the match time in order to promote the development of all players;
- 8.1.6 Coaches will be expected to dress appropriately for practices and matches;
- 8.1.7 Good sportsmanship and respect for the players, opponents and the referee are essential;
- 8.1.8 No public or private criticism of the referee will be allowed. Such behaviour could result in the coach being removed from the position as coach.
- 8.1.9 No coach is allowed to be added to a parent Whatsapp group that has been established for the purpose of the team

### **8.2 Players**

- 8.2.1 All players are to be committed and reliable
- 8.2.2 Good sportsmanship and respect for fellow players, the coach, opponents and the referee are essential;
- 8.2.3 Any disagreement with the referee can only be addressed through the team captain on the field of play or after the match;
- 8.2.4 Players must dress according to the school's dress regulations for practices and matches. If players are not dressed in the correct attire, they will not be allowed to participate in the match. No jewelry of any sort will be accepted.
- 8.2.5 NO foul language or slandering of fellow players, coaches, opponents or the referee will be allowed;
- 8.2.6 Players will report as stipulated by the coach for practices and matches;

- 8.2.7 Players who do not adhere to the code of conduct could be removed from the team and not be allowed to participate in any school sports
- 8.2.8 **Matrics & Sport**  
Matrics will be expected to follow the sport programme as per the policy until the end of Term 3.

### **8.3 Parents**

Parent support and attendance at sporting events forms an important part of the RGHS sporting ethos. Parents are therefore expected to:

- 8.3.1 Support school sport in a positive manner;
- 8.3.2 Not to use foul language, smoke in the vicinity of players, criticize the players, coaches, opponents or the referee;
- 8.3.3 Actively demonstrate good sportsmanship at all times.

## **9 Channels of Communication**

### **9.1 Protocol for learners and parents re: sporting concerns**

STEP 1: The learner makes an appointment to see his coach and/or team liaison teacher to discuss the issue in person.

STEP 2: If the matter cannot be resolved, the learner makes an appointment to see the Head of Code and Head of Sport.

STEP3: If the learner is still unsatisfied with the process, she and her parents should make an appointment to see the Head of Sport, ideally with the coach, Head of Code and Liaison teacher.

If the matter remains unresolved it could be discussed with the principal and Head of Sport.

### **9.2 Protocol for coaches re: sporting concerns**

STEP 1: The coach makes an appointment to see the Head of Code and discuss the issue in person.

STEP 2: If the matter cannot be resolved the coach makes an appointment to see the Head of Code and the Head of Sport.

If the matter remains unresolved it could be discussed with the principal and Head of Sport

## **10 Strength and Conditioning Coach**

The Strength and Conditioning Coach will provide oversight of the full strength and conditioning programme at the school. The S & C coach will work closely with the Head of Sport and coaches. Developing children's athleticism – that is the physical qualities of power, speed, mobility, agility, balance, coordination and endurance – has long term benefits and will be the focus of the strength and conditioning programme. The S & C specialist will need to develop and adapt this programme according to the various sports codes and submit to Head of Sport for approval. The S & C coach will put in place a workload monitoring programme for all teams up to first team level.

## **11 Tours**

A touring team is first and foremost representing RGHS. At all times the strongest team in the various age groups must be selected. The following will apply to tours:

- 11.1 Any request for teams to take part in festivals or go on tour must be made through the Head of Sport who must then obtain approval for the tour from the School Management Committee, Finance Committee and SGB;
- 11.2 For local tours the approval must be obtained at least 3 months prior to the proposed departure date; for international tours the approval must be obtained at least 12 months prior to the departure date;
- 11.3 The financial implication of international tours is significant – for parents and for other school fundraising events - and must be seen as the exception rather than as the rule;
- 11.4 The approval process for each tour must include (but may not be limited to) an itinerary, a budget showing the full cost of the tour, a detailed plan of how the funds are to be raised and which educators and coaches (team management) will be leading the tour party;
- 11.5 In respect of international tours, the team management leading the tour must depart and return with the touring party.
- 11.6 In selecting the team management to lead the touring party, preference will be given to educators and coaches involved in the sporting code. No nepotism will be condoned;
- 11.7 No smoking or consumption of alcohol will be allowed by any member of the team management in the presence of the players and under no circumstances are any players allowed to smoke or consume any alcohol. This includes whilst being transported to the tour destination;
- 11.8 Where it is feasible, the entire touring party should be accommodated together and at all times the team management is required to know the whereabouts of each and every player;
- 11.9 It is recognized that touring teams may be hosted by host families. In such circumstances the team management must ensure that they know where each learner will be staying and they have a contact number of the host family;
- 11.10 Local tours can be arranged for any age group as festivals and tournaments are arranged by age group category. Generally, players within the touring age group are eligible for selection;
- 11.11 International tours are self-funded and are therefore privilege tours. Trials are held, normally on a Saturday and teams are chosen on merit from across all age groups.
- 11.12 Players who enjoy a full or partial School Fees exemption and / or who are in arrears with paying their school fees will not be eligible to be selected for international tours;
- 11.13 Where local tours require road transport in excess of 800 kilometers, air travel should be considered for safety reasons.

## **12 Sports Awards**

Sports awards should be carefully considered and approved by a Sports Awards Committee. The Sports Awards Committee shall comprise the Principal, Deputy Principals and Head of Sport. Sports awards should be awarded in accordance with the criteria contained in Annexure A. These should be assessed and updated annually.

## **13 Sports facilities**

- 13.1 Players, coaches and spectators to respect all Rhenish Girls' High Schools facilities and equipment
- 13.2 No unsupervised entry will be allowed. No girls will be permitted into the Aquatic center unless under strict adult supervision approved by Sports department.
- 13.3 Players and coaches are to ensure that they keep all sporting facilities neat and tidy.
- 13.4 Players, coaches and spectators are to adhere to all the rules and regulations as stated on the Rules board, outside all the facilities.

### **13 Conclusion**

The sport policy must be assessed and updated annually and the SGB must consider suggestions or positive criticism that is brought to its attention by staff, coaches, learners or parents. The sport policy must be available to all learners, parents, staff and coaches.

**PLEASE NOTE:**

Deviation from the sports policy and the sports awards criteria will only be considered in exceptional cases. All parties concerned must be consulted with and the proposal must be to the benefit of the learner as well as the school. The principal of the school will make the final decision.