

INCLUSIVE COACHING

DEAN WIDDERS

STEVE MEREDITH



RESPECT
LEARN
HEALTH

OVERVIEW PRESENTATION

- **WHY INCLUSION**
- **CULTURAL AWARENESS- AUSTRALIAN INDIGENOUS**
- **TIPS**
- **RESOURCES**



YOU'RE A ROLE MODEL FOR PLAYERS, PARENTS AND SUPPORTERS

As a coach you have an extremely important role to play in:

- Facilitating a **safe and friendly** rugby league **environment**
- The **development of players' skills**
- **Maximising the enjoyment** of all players
- Highlighting the importance of **keeping active, and staying fit and healthy**
- Being a **role model** and ambassador for the game
- **Making a positive difference** in the lives of young players in your care.

Brad Levy- Education, Training & Research Manager, NRL



Vision

Rugby League –
The Greatest Game of All

**The most
entertaining,
most engaging
and most
respected sport**

Mission

**To bring people
together and
enrich their lives**

Values

Excellence

- » Valuing the importance of every decision and every action
- » Striving to improve and innovate in everything we do
- » Setting clear goals against which we measure success
- » Inspiring the highest standards in ourselves and others

Inclusiveness

- » Engaging and empowering everyone to feel welcome in our game
- » Reaching out to new participants and supporters
- » Promoting equality of opportunity in all its forms
- » Respecting and celebrating diversity in culture, gender and social background

Courage

- » Standing up for our beliefs and empowering others to do the same
- » Being prepared to make a difference by leading change
- » Putting the game ahead of individual needs
- » Having the strength to make the right decisions, placing fact ahead of emotion

Teamwork

- » Encouraging and supporting others to achieve common goals
- » Committing to a culture of honesty and trust
- » Motivating those around us to challenge themselves
- » Respecting the contribution of every individual



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WHY INCLUSION ?

- Attract and retain participants: The demographic of Australian communities has changed significantly and will continue to diversify.
- Providing safe, inclusive, welcoming sporting environments is expected by governments and communities.
- People are making decisions on which sport to choose based on those that celebrate diversity and promote inclusion- retention
- The Rugby League team that thrive are those that best cater for our culturally, gender and age diverse communities.
- Social benefits: Rugby League plays an more important role in promoting social inclusion, community health/well-being & anti-discrimination.
- All the inclusion benefits of Rugby League are not automatic, they require constant work by dedicated people.
- Getting the most out of your players



QUALITIES AND SKILLS OF AN INCLUSIVE COACH

Think for a moment about the kind of qualities and skills that everyone would recognise in a competent coach

Qualities include:

- **patience** — recognising that some players will take longer to develop skills or make progress than others
- **respect** — acknowledging difference and treating all players as individuals
- **adaptability** — having a flexible approach to coaching and communication that recognises individual differences.

Skills include:

- **organisation** — recognising the importance of preparation and planning
- **safe practices** — ensuring that every session, whether with groups or individuals, is carried out with the players' safety in mind
- **knowledge** — possessing the ability to utilise knowledge of appropriate practices and how to modify them in order to maximise the potential of every player



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INCLUSIVE COACH

- ❑ Adapting and modifying coaching practices and activities to ensure every participant, regardless of age, gender, ability level, disability and ethnic background has the opportunity to participate if they choose to.
- ❑ Good coaches adapt and modify aspects of their coaching and create an environment that caters for individual needs and allows everyone to take part.



A person in a wheelchair is shown from a low angle, moving across a grassy field. The image is heavily filtered with a yellow-green color and features a prominent white diagonal line that divides the frame. The person's legs and the wheelchair's wheels are visible, suggesting motion.

More than a game..

"Sport has the power to change the world. It has the power to unite in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair. It is more powerful than governments in breaking down racial barriers. It laughs in the face of all types of discrimination."

- Nelson Mandela

Australia's growing community

FROM **200** COUNTRIES



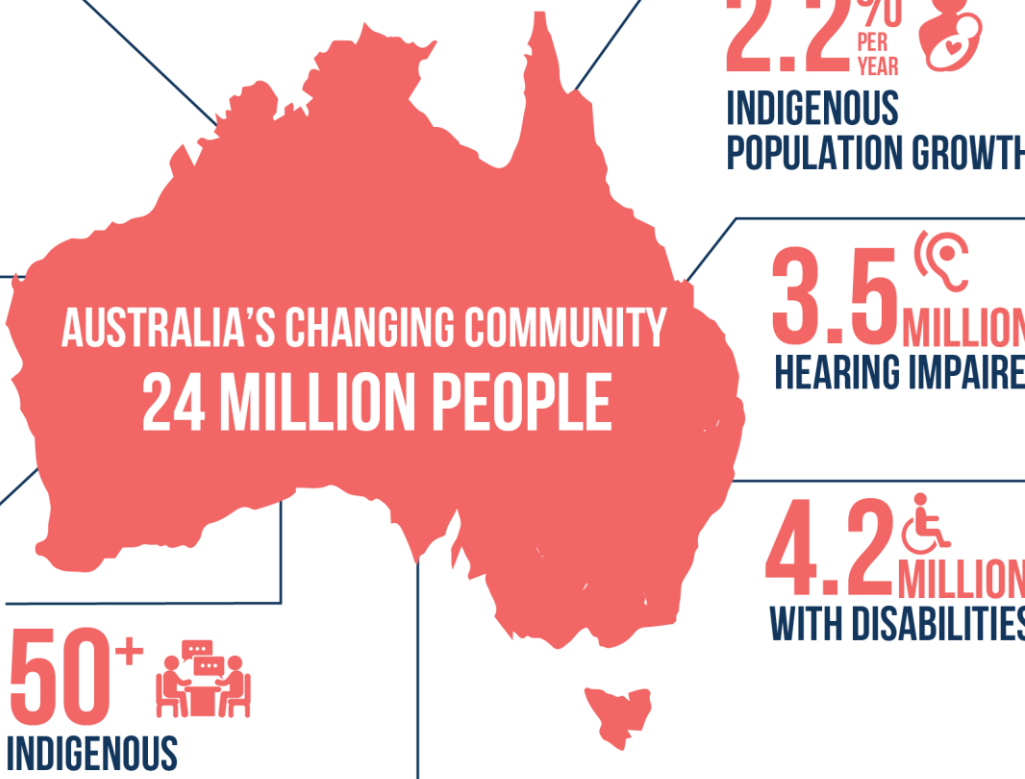
200+ LANGUAGES SPOKEN AT HOME



1 IN 4 BORN OVERSEAS



50+ INDIGENOUS LANGUAGES SPOKEN



2.2% PER YEAR INDIGENOUS POPULATION GROWTH



3.5 MILLION HEARING IMPAIRED



4.2 MILLION WITH DISABILITIES



11 IN 100 OF DIVERSE SEXUAL ORIENTATION SEX OR GENDER IDENTITY



You run like a girl

- 1 in 3 choose a sport based on how safe, fair and inclusive it is.
- If sports don't cater to diversity, people will choose a different sport
- a modern community requires a modern sport (has to keep up with the times)
- Sport isn't the saviour – good people are





Making connection

“WE MUST ACTIVELY AND INTENTIONALLY INCLUDE - IF NOT, THE SYSTEM WILL UNINTENTIONALLY EXCLUDE”



Perceptions/Stereotypes



Greetings



The 'hongi' (traditional Maori greeting).



Eye contact with Elders/ authority



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CULTURAL AWARENESS AUSTRALIAN INDIGENOUS



Dean Widders



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CULTURALLY COMPETENT

- Builds trust
- Respect and understanding
- Greater experiences for everyone
- More inclusive



NATIONS



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WELCOMES

Aboriginal and Torres Strait islander peoples are the traditional owners and custodians of this land and it is important that this unique position is recognised to enable everyone to respect and share in indigenous culture. It also promotes an awareness of the past and ongoing connection to place of aboriginal and Torres Strait Islander people.



ACKNOWLEDGEMENTS

The reason acknowledgements are important is to be able to

Recognise and pay respect to Aboriginal and Torres Strait Islander peoples, cultures and heritage;

Communicate Aboriginal and Torres Strait Islander cultural practices to the broader community to promote respect and understanding;

Demonstrate that Aboriginal and Torres Strait Islander cultures are living and enduring through maintenance and practice of ceremonies and protocols; and

Demonstrate recognition of Aboriginal and Torres Strait Islander peoples' unique position, which will assist in building relationships and partnerships (Pictures of Acknowledgements)

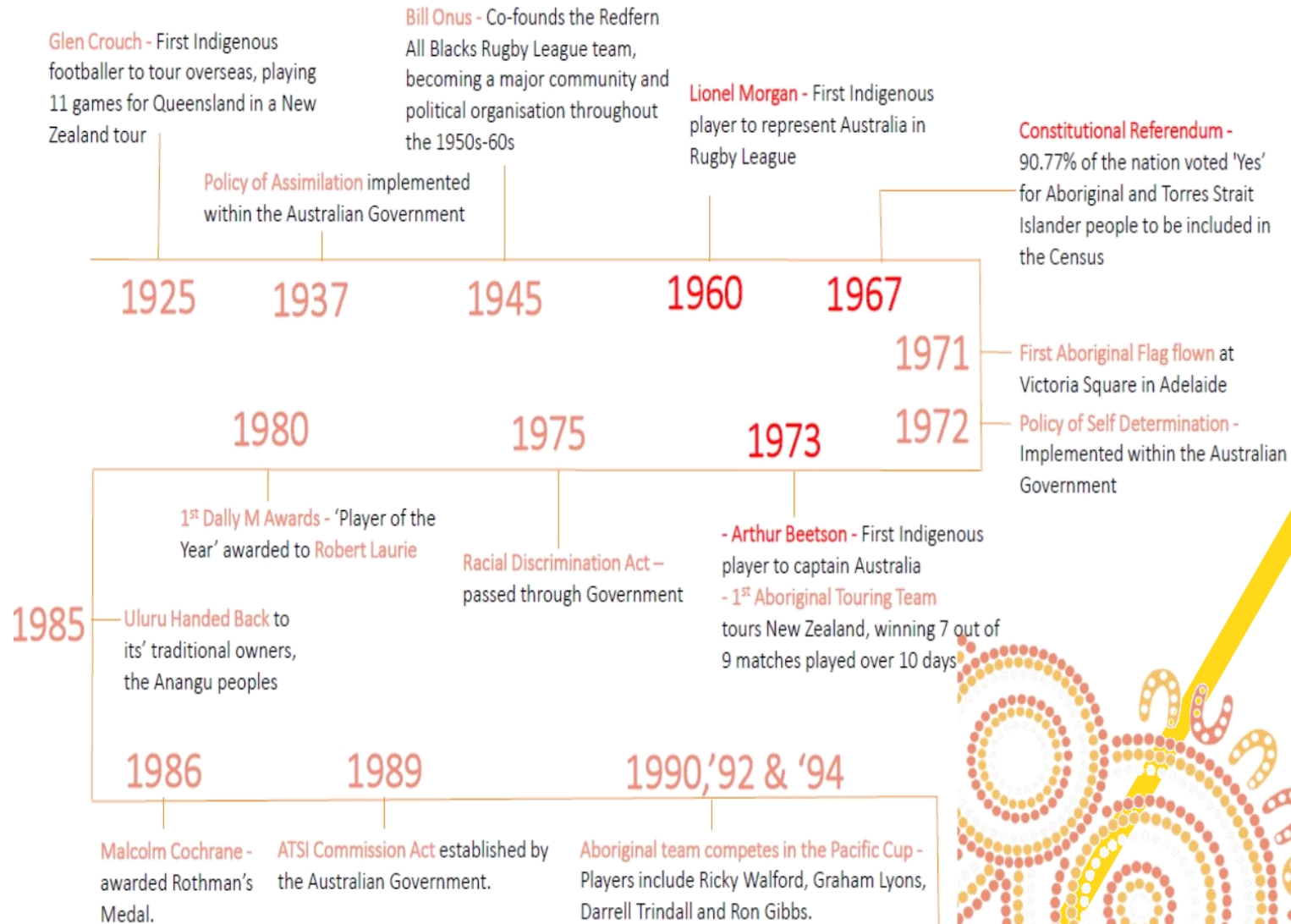


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INDIGENOUS ISSUES

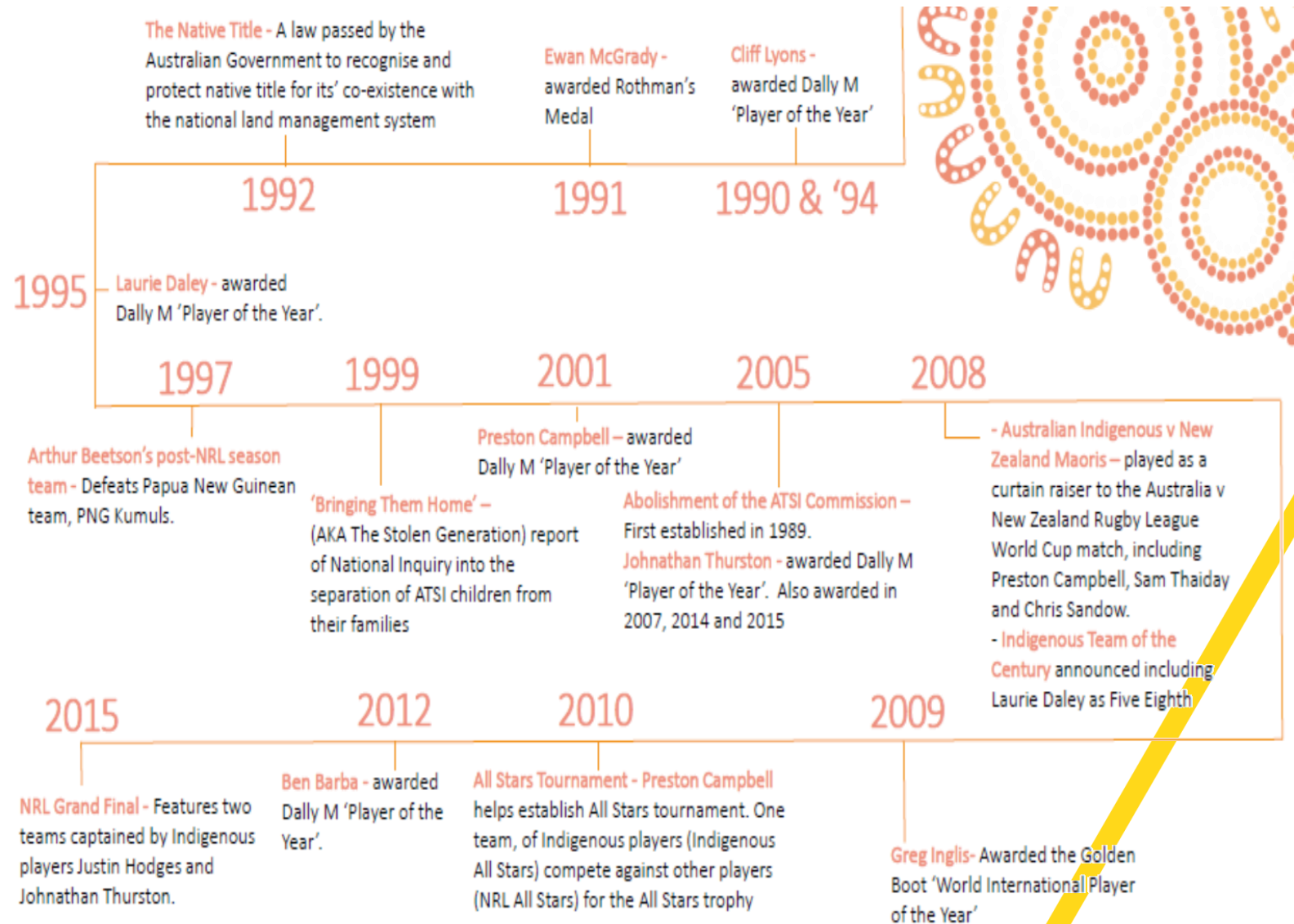
- Shame - removal from the group
- Equality v Equity
- Trauma and trust
- History policies
- Invasion, Assimilation, segregation, Racism.

HISTORY



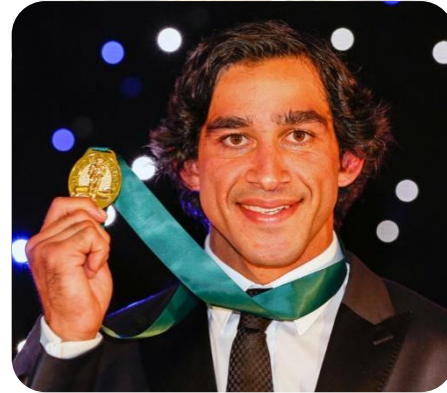
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HISTORY



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GREAT THINGS PLAYERS HAVE DONE



THE DIFFERENCE THE GAME CAN MAKE IN A COMMUNITY

- Healing
- Crime rates
- Mental health
- Education
- Employment
- Family



VOICE AGAINST VIOLENCE WORKSHOP

The Game's Community Approach to Preventing Domestic and Family Violence

Workshop designed for Junior League players aged 16-18 years includes:

Face to face workshops delivered by trained NRL Ambassadors and staff

- High performance field session & interactive education session
- Development of team commitment to prevent violence against women & their children
- Youth presented with commitment cards & unique code to access members only online portal

Post workshop

- Youth to register commitments online through unique code
- Teams complete their commitment. Eg. VAV Round, fundraiser for Crisis Centre.
- VAV Club Of The Year Award Recognising a participating Club for their positive commitment to the prevention of violence against women and their children

NRL.COM/VOICEAGAINSTVIOLENCE
For more information visit our website

If your Club can commit to hosting these activities please register your interest by email to vav@nrl.com.au

Use your Club's VOICE!

"Using our common language of rugby league to deliver key messages to our community"
— Neil Topley, NRL Ambassador

Stand Up Speak Out Take Action

A photograph of NRL Ambassador Neil Topley holding a Steeden rugby ball. He is wearing a dark polo shirt with the NRL logo.

THE SCHOOL TO WORK PROGRAM

A graphic logo for 'THE SCHOOL TO WORK PROGRAM'. The text is in bold, yellow and orange colors. A gear and a pencil are integrated into the design.

WHAT'S YOUR STATE OF MIND?

Mental illness doesn't discriminate. 1 in 2 people are affected by mental illness, and at the crisis end, suicide is the largest killer of individuals aged 15-44. Join the NRL and take action now!

A photograph of several NRL players in action on the field, wearing their respective team jerseys.

Governing Body of the Year Award
for the Indigenous School to Work (S2W) program

BEYOND SPORT AWARDS 16 WINNER

IT STOPS WITH ME

RACISM. IT STOPS WITH ME IS A CAMPAIGN WHICH INVITES ALL AUSTRALIANS TO REFLECT ON WHAT THEY CAN DO TO COUNTER RACISM WHEREVER IT HAPPENS.

A close-up portrait of a man with a beard and short hair, looking directly at the camera.

RUGBY LEAGUE READS

A logo for 'RUGBY LEAGUE READS' featuring the text in green and white, with an open book icon integrated into the word 'READS'.

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TIPS FOR YOU AS A COACH



PLANNING FOR INCLUSION

The acronym CHANGE IT provides a tool that can be used to help modify the activity to meet the individual needs of the participant:

- Coaching style — e.g. Demonstrations, or use of questions, role models and verbal instructions
- How to score or win
- Area — e.g. Size, shape or surface of the playing environment
- Number of participants involved in the activity
- Game rules — e.g. Number of passes
- Equipment — e.g. Hit Pads, or larger balls, or lighter
- Inclusion — e.g. Everyone has to touch the ball before the team can score
- Time — e.g. ‘How many ... in 30 seconds?’

TREE

T	Teaching / Coaching Style
R	Rules / Regulations
E	Environment
E	Equipment



PRACTICAL STRATEGIES IN WORKING WITH PEOPLE FROM CALD GROUPS.

1. Provide an integration of explicit and implicit methods of coaching
2. Conduct 'organisational cultural diversity audits' where appropriate
3. Engage parents/guardians through effective communication channels
4. Give regular positive appraisal
5. Implement cultural specific modifications into activities
6. Increase cultural awareness for coaching staff/parents/volunteers
7. Make genuine attempts in name pronunciations and learn basic terminology
8. Develop a 'nutrition plan' with players and parents
9. Develop relevant community networks
10. Establish a comfortable welcoming culture



QUESTIONS

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References

- Inclusive coaching, Australian Sports Commission
- Playnrl.com
- Lakisa. D, (2011), *The Pacific Revolution: Pasifika & Maori in Australian Rugby League*, Southern Cross University

