



1. WELCOME, PURPOSE & GUIDING VALUES

At Te Puke High School (TPHS), sport is an integral vehicle for developing our rangatahi (youth) holistically. We hold a proud history of regional, national, and international sporting achievement. Whether playing competitively or socially, all student-athletes, coaches, and parents are guided by our school's core values and Sport New Zealand's *Balance is Better* philosophy, which emphasises multi-sport participation and delaying early specialisation.

Respect (Whakawhanaungatanga)

Showing honour to opponents, officials, rules, and spectators on and off the court.

Responsibility (Takohanga)

Demonstrating self-management, punctuality, high attendance, and personal accountability.

Relationships (Whanaungatanga)

Fostering positive connections between staff, student-athletes, coaches, and whānau.

Resilience (Manawaroa)

Building mental toughness, physical conditioning, perseverance, and strong sportsmanship.

Realising Potential (Whakapakari)

Striving for continuous skill development, personal excellence, and growth (*Plus Ultra*).

2. KEY PERSONNEL & CONTACT DETAILS

ROLE	NAME	EMAIL CONTACT
Teacher in Charge (TIC) of Volleyball	James Tulloch	james.tulloch@tepuke.school.nz
Director of Sport	Martin Ash	martin.ash@tepuke.school.nz
Financial Assistance / Litt Fund	Jocelyn Reardon	jocelyn.reardon@tepuke.school.nz

3. PROGRAMME PATHWAYS & DEVELOPMENT

TPHS provides clear development pathways for volleyball players ranging from junior social participation to elite regional and national pathways.

TIER / LEVEL	SCOPE & TARGET COMPETITIONS	FOCUS & EXPECTATIONS
Senior Premier / Senior A	Tauranga SS (Thu), BOPSS Senior Champs (Term 1), NZSS Championships (Palmerston North / Satellite)	High performance, tactical mastery, fitness, merit-based selection, and a results-driven focus. January preseason emphasis.
Junior Premier / Junior A	Tauranga SS (Tue), BOPSS Junior Champs (Term 4), North Island Junior Champs	High performance, core skill progression, tactical mastery, and qualifying for top regional/national divisions. Results driven.
Development & Junior B/C	Tauranga SS (Tue/Wed) & Regional BOPSS fixtures	Skill progression, positional rotation, tactical awareness, and balanced play.
Social Teams	Local Tauranga SS Thursday (Senior) & Wednesday (Junior) leagues	Participation, community connection, fun, and playing with friends.
Beach Volleyball	BOP Beach Champs & North Island Junior Beach Champs (Term 4)	Short-format seasonal entry, quick adaptation, and regional competitive opportunity.

TIER / LEVEL	SCOPE & TARGET COMPETITIONS	FOCUS & EXPECTATIONS
Off-Season & Development	Wednesday "Stay & Play" (5:00-6:30 PM), skill sessions, BOP Reps	Continuous skill acquisition, off-season movement retention, and pathway alignment.

4. STRATEGIC ACTIONS FOR CODE SUCCESS

- **Core Culture & Standards:** All coaches, managers, and players actively embed the five school values. Teams adopt consistent core skills and tactical structures to ensure alignment from junior to senior levels. TIC conducts annual end-of-season student surveys and formal coach/manager review meetings.
- **Senior Programme Execution:** Senior A indoor coaches and players align during Term 4, launching preseason training in early January. Teams are selected by late January/early February to compete in Term 1 BOP Senior Champs and NZSS Nationals. Senior B teams compete in Thursday local leagues.
- **Junior Programme Execution:** Sign-ups occur in early Term 1, with trials held when multiple teams form. Teams compete in the Tuesday Tauranga league. Mid-Term 3 sign-ups and Term 4 week 1 trials determine North Island & BOP Junior Championship rosters.
- **Off-Season & Beach Pathways:** Weekly Wednesday "Stay & Play" sessions (5:00 PM - 6:30 PM) keep junior athletes active and help identify shadow Junior Boys A and B squads. Junior Beach teams form in Term 4 for BOP and North Island events. Capable athletes are encouraged to trial for BOP Representative honours.

5. CODES OF CONDUCT & EXPECTATIONS

Player Code of Conduct

- **Academic & Behavioural Eligibility:** Players must maintain an 80% minimum school attendance record and exhibit positive classroom behaviour to remain eligible.
- **Commitment:** Attend all scheduled trainings and matches. Communicate any unavoidable absences to coaches well in advance.
- **Substance Policy:** Strict adherence to TPHS rules regarding alcohol, vaping, and banned substances at all times.
- **Fair Play:** Show respect to all officials and opponents. Swearing, foul language, or abuse towards teammates, opponents, or referees will not be tolerated.

Spectator & Whānau Code of Conduct

- **Positive Sideline Culture:** Cheer positively; remember that school sport is played for the enjoyment and development of the students.
- **Respect Officials:** Never argue with, harass, or verbally abuse referees, linespeople, or coaches.
- **Zero Tolerance:** Physical or severe verbal altercations will result in immediate removal from the courts and a ban from future matches.

6. TEAM SELECTION & TRIALS

Trial Procedures & Transparency:

1. **Notice:** Trial dates, expectations, and criteria are publicly announced prior to the season.
2. **Multiple Windows:** Players participate in structured trials or shadow selection sessions. Maximum roster limit is set at 12 players per team.
3. **Assessment Panel:** Evaluations are conducted by the Head Coach, TIC, and designated evaluators to eliminate bias.
4. **Sign-Off:** Senior rosters are strictly provisional until reviewed and signed off by both the TIC and Director of Sport.

Selection Protocols & Rules:

- **Senior A / National Roster:** Selected pre-season (late Jan/early Feb). Roster doubles as the Senior A team in local and national fixtures. Preference and selection priority align with senior student merit when capabilities are equal.
- **Game Time Equity:** For all non-Premier/1st Teams, coaches are mandated to give every player meaningful court rotation and game time per fixture.

- **Conflict of Interest:** Selectors or coaches with family ties to a trialist must declare the relationship and recuse themselves from scoring that athlete. Tie-breakers rest solely with the TIC and Director of Sport.

7. DISPUTE RESOLUTION & COMPLAINTS PROCEDURE

TPHS enforces a strict, staged procedure for addressing team selection enquiries or sideline complaints:

STAGE 1 – THE 24-HOUR RULE

Parents, carers, and students must wait 24 hours after team announcements or match completions before lodging a complaint or requesting feedback. Immediate sideline or post-trial confrontations are strictly prohibited.

STAGE 2 – INFORMAL RESOLUTION (TIC LEVEL)

The student or parent contacts TIC James Tulloch via email (james.tulloch@tepuke.school.nz). The TIC will consult with the coaching staff and arrange a meeting to provide constructive feedback and developmental steps.

STAGE 3 – FORMAL COMPLAINT (DIRECTOR OF SPORT)

If procedural unfairness or code of conduct breaches persist, a written complaint must be submitted to Director of Sport Martin Ash. The Director will review selection scoring, interview selectors, and provide a formal written resolution within 5 school days.

8. LOGISTICS, UNIFORMS & HEALTH SERVICES

- **Playing Uniforms & Facilities:** Official playing gear is issued directly from the TPHS Sports Office. Custom team gear must go through the Sports Department—unauthorised use of school logos is prohibited. Gym priority is allocated in Terms 1 & 4 via the TIC.
- **Physiotherapy & Health:** Free on-site ACC physiotherapy operated by Boutique Physiotherapy is available Mondays and Fridays (8:00 AM - 12:00 PM). Parent consent forms must be submitted at school reception.
- **Safety & Police Vetting:** All adult volunteers, managers, and coaches involved in regular duties, EOTC events, or overnight tournament trips must complete a police background check and EOTC safety briefing.

Fees, Payment & Financial Assistance

Tournament travel and entry fees vary.

Bank Account: 12-3217-0084683-02 | **Reference:** [Student Name/ID & Volleyball]

Confidential financial assistance is available via the **A. Lionel Litt Memorial Education Fund** by contacting

jocelyn.reardon@tepuke.school.nz .