ST STITHIANS
BOYS' COLLEGE

INSPIRING EXCELLENCE. MAKING A WORLD OF DIFFERENCE

BC Sports Behaviour, Attitude and Work Ethic (BAW) Guidelines and Interpretation

Our first BC Sport departure point is that of our BC Sports Values which should be lived and acted out each time we find ourselves in the sports space.



B stands for **Behaviour:**

- this applies to punctuality, politeness, interaction, manners with other student-athletes and coaches, and general impact on the sporting and coaching environment.

A is for **Attitude:**

- this refers to enthusiasm, interest, participation in the sports practices and fixtures plus conversations and general contribution to a positive sporting environment and the culture of BC Sport
- this refers to putting his team and teammates first and living out the "selfless" value

W is for **Work Ethic:**

- this applies to work/effort completed during the coaching/ match session as well as away from the sports field;
- this indicates that the student-athlete-athlete is focused on the sports session at hand and that his work ethic is aligned to that of the team and BC Sports Values;
- this also reflects that the values of teamwork are non-negotiable and that his consistent contribution to the team is visible for all to see
- this also reflects the additional effort put in away from the formal practice and fixtures reflect a sound effort (i.e. HP Gym and Athletic Development). Practise is usually for 2 hours per day, what is the student-athlete doing with the other 22 hours to better himself and this improves his contribution to the team.

Two goals of the BAW system:

1. The first is to reward/ acknowledge student-athletes who are working above expectations by giving them a Commendation Certificate.
2. The second is to indicate a student-athlete-athlete whose attitude to sport, practice, fixtures, teammates, and exercise and/or whose behavior is of concern.
3. Is to uplift the entire BC Sports Culture through a value-based and team-focused approach.
4. For these behaviors to become healthy and consistent habits in life after school, as we aim to promote values that underpin a healthy and connected life based on values.

BAWs ARE NOT ABOUT SPORTS RESULTS

- A student-athlete-athlete can put in a poor performance during a fixture/ meet but is still working extremely hard and above expectation.
- Student-athlete-athletes can be achieving a level 7 on the sports field or at practice but could still be a disruption to the practice/ team and prevent a BC Sports values-based and enabling environment.

The BAW system is a way for the Masters in Charge/ Coaches to distinguish between:

1. Those who are going the extra mile in the sports space and who deserve credit and recognition for their efforts.
2. Those who are going about their business as expected and in keeping with the Portrait of a ‘Saints Knight’ and BC Sports Values.
3. Those who are functioning below their ability and who are not meeting the expected standard as a result of poor behavior, attitude, or a poor work ethic.
4. Those who need a serious intervention as their actions are impeding not only their own progress but also adversely affecting the development/improvement and team growth of those around them.

There are 3 levels of achievement for the BAWs:

LEVEL	BEHAVIOUR	ATTITUDE	WORK ETHIC
A	● Appropriate use of and positive language on and off the sports field. ● Be considerate of other contributions to a positive sporting environment. ● Arrives on time for training and matches. ● Does not engage in conversations with his teammates when a coach is explaining something. ● Arrives at training and matches with the necessary equipment and correct clothing. ● Does not take out and use their phone during training and matches unless given permission by the coach. ● Does not ridicule other teammates and opposing players. ● Is an ambassador and a true reflection of all BC Sports Values. ● Adheres to the standards set out in the Code of Conduct of the school. ● Greets coach and teammates by name and in a respectful manner.	● Have a sense of pride in his overall appearance. ● Positive body language on and off the field. ● Hair is neat and reflects Saint's code of conduct. ● Respects and upholds the BC Sports clothing policy. ● Helps/ encourages/ supports other student-athletes on and off the sports field during training and matches out of their own. ● Have the determination to do well and give their best all the time. ● Ask relevant questions when it is necessary. ● Show an interest. ● Be an independent sportsman.	● Always meet sporting deadlines. ● Consistently achieves and does more than is required for his team on and off the field. ● Completes all sports-related tasks/ drills/practice sessions timeously. ● Focuses on the tasks at hand. ● Conscientious. ● Listens to the coach's instructions. ● Takes pride in what he does on the field.
B "Typical Saints Boy"	● Uses appropriate language on the sports field. ● Makes a concerted effort to be considerate and contributes to a positive sporting environment. ● Is responsible for his own behavior. ● Has the correct equipment for the right circumstance. ● Arrive for practices on time. ● Is polite and does not need to be reprimanded by the coach or team manager.	● Maintains a good standard of the sports uniform and appearance. ● Is respectful to all people. shows interest at practices. ● Doesn't disrespect the coach/ teammates at practice or matches.	● Never needs to be reminded to attend practices and matches. ● Gives his best. ● Arrives ready for training or a match. ● Focussed the majority of the time. ● Completes most of the training required of him.

	● Adheres to the code of conduct. ● Does not ridicule other teammates or opposing players.	● Can train independently if required.	
C	● Is disruptive to training sessions and/or matches. ● Tends to irritate the other teammates. ● Talks while the coach is talking. ● Contributes to a destructive team environment and culture ● There is concerning interactions with the coach and/or teammates. ● Completely disrespects and is the antithesis of the BC Sports Values. (with examples) ● Vandalizes the sports equipment. ● Is aggressive and volatile. ● Goes against a code of conduct.	● Is inconsiderate of teammates at training and matches. ● Rude. ● Belligerent. ● Manipulative. ● Dishonest. ● Shifts blame to teammates. ● Does not follow the uniform policy. ● Has poor body language. ● Has a “don’t care” attitude. ● Cannot train independently.	● Does not work well in training. ● Fails to be on time for training and match days. ● There are demonstrable examples of a poor to non-existent work ethic. ● Not arriving at training and matchdays on time- which is to be recorded by the coach and or team manager.

Some examples of interpretations of BAWs received:

- AAA is excellent, a top boy, in the top 20% in that code in terms of BAWs received;

- AAB, ABA, BAA: this combination of symbols represents a very good student-athlete-athlete who deserves a Commendation Certificate but who still has room for improvement in Behaviour, Attitude, or Work Ethic;

- ABB, BBA, BAB: this combination of symbols indicates a good student-athlete-athlete who is performing above expectation in one of the categories of Behaviour, Attitude, or Work Ethic;

- AAC and other variations of these symbols reflect a good student-athlete-athlete who performs well in two components of the BAWs but does not do so in one of the others e.g. puts in the effort on the sports field/ gym, is polite, is interested in the practice session/ fixture, is punctual but does not do required training sessions. A ‘C’ symbol should reflect that at least 3 strikes/demerits have been given by which stage the coach/age group coordinator has been alerted and the student-athlete-athlete has completed a reflection form or there has been a recorded conversation. A ‘C’ symbol indicates that a Student-athlete-athlete has had a discussion with his MIC/DOS and with his coach and has been issued with one or more reflection forms;

- BBB represents a good to average student-athlete-athlete, but there is some room for improvement;

- BBC, BCB, and other variations of these symbols indicate an average Student-athlete-athlete about whom there is some concern. A 'C' should reflect at least 3 strikes/demerits have been given by which stage the MIC/ DOS has been alerted and the Student-athlete-athlete has completed a reflection form. A 'C' symbol indicates that a Student-athlete-athlete has had a discussion with his MIC and with his coach and has been issued with one or more reflection forms;

- CCC means that the student-athlete-athlete is a concern and has had a discussion with the coach/MIC and DOS and has completed a reflection form. (i.e. 3 strikes/demerits or more);

- A subsequent CCC represents a student-athlete-athlete whom the coach/MIC/DOS feels has made no effort to comply with expected standards of Behaviour, Attitude, or Work ethics despite constant interventions and discussions with all relevant parties. The student-athlete-athlete shows no interest in his training/ fixtures and creating and enabling sporting environment, has a very poor attitude on and off the sports field and his behavior is unacceptable. His attitude is one of utter disregard and disrespect for the BC Sports Values, Honor Code, Saints Character, and his sports team.

Important to note:

- Once a coach/MIC has assigned BAWs to a student-athlete-athlete s/he must be able to defend/justify them, with examples as pertain to each category.

BC Sport
Adrian Carter