

East Burwood Junior Football Club - Codes of Conduct

Introduction

Whilst football is an exciting time for all involved, emotions can become heightened. It is important that we maintain the encouraging and supportive approach to all games. With this in mind, we take this opportunity to remind all those involved with junior footy at East Burwood of some of the key principles of the AFL 'Kids First' program that we will continue to communicate to all our junior teams:

The basic principles of the AFL Kids First program are:

- Provide guidelines for the behaviour of participants – Officials, Players, Parents/Guardians & Spectators
- Encourage sporting behaviour
- Provide a supportive environment for junior footballers
- Ensure all participants enjoy their involvement in football.

With these underlying principles as a backdrop, the East Burwood Junior Football Club(EBJFC) is proud to promote the following codes of conduct, as drawn from:

National Football Policy provided by the Australian Football League

The Eastern Football League (By-Laws September 2004)

Australian Sports Commission's & AFL's 'Kids First' program

The many & varied policy concepts/codes from several other sporting clubs.

As always, the committee of the EBJFC welcomes the feedback of all.

General Code of Conduct

All persons associated with the East Burwood Junior Football Club should aim to ensure that their conduct at all times is of the highest standard and in accordance with the EFL Code of Conduct as published regularly. Consequently it is expected that all persons associated with the club will:

- Abide by the Laws and Rules of the game, the League and the Club
- not behave in a manner likely to discredit the club.
- Adhere to the club's smoking policy
- Adhere to the club's alcohol policy
- not use foul language at anytime
- not verbally or physically abuse any player or official, especially umpires
- Treat all persons associated with the club with respect and not ridicule or demean any player
- Make themselves available to assist when and where required

NB This Code of Conduct applies equally to visitors to the East Burwood Junior Football Club.

General Code of Conduct Breaches

While education, encouragement, parent & club support will reduce infringements, it is possible that breaches of the Code of Conduct will occur from time to time. Throughout this document, provisions have been set out on how the club will deal with such breaches.

Of equal importance however, it is essential at all times that natural justice and the privacy of the individual are respected and dealt with sensitively, irrespective of the alleged breach of the code.

Smoking Policy

The East Burwood Junior Football Club is strongly opposed to smoking at all Junior Football activities. Whilst we acknowledge the individual right to smoke within the precincts of the Reserve, we do not permit coaching staff to smoke whilst they are actively engaged in coaching. No support staff are to smoke whilst in the presence of children on the ground. There is a total prohibition on smoking within the clubrooms, change rooms and in the coach's box. In view of the consequences of smoking and its effects, all players, members, parents and supporters are urged to adopt and respect this policy.

Alcohol Policy

A total prohibition on alcohol consumption within the Reserve applies during game days, whilst games are in progress. There is also a total prohibition of alcohol on the ground during training nights or other events sanctioned by the Committee. The latter applies to training nights etc held at other grounds (e.g. Eley Park).

Administrators/Officials/Committee

By taking a role in the Junior Committee, each member accepts the collective responsibilities this entails. Each member must ensure that his/her behaviour and demeanour sets an example for others to follow.

Therefore it is expected that Committee members/officials of the East Burwood Junior Football Club will:

- Abide by the Laws and Rules of the game, the League and the Club
- Adhere to the Smoking and Alcohol Policies.
- Ensure all coaches have all necessary resources to ensure all players' needs are met at all times.
- Be available to assist any parent when necessary.
- Receive and give constructive criticism without prejudice.
- Meet a match day dress standard according to the guidelines set.
- Effectively oversee the operation of the club, including all financial and administrative arrangements.
- Support all decisions of the committee and the members of that committee.

Also, officials/committee members are expected to:

- Demonstrate your commitment to the rules. Children learn through copying behaviour.
- Group players competitively.
- Avoid overplaying talented players.
- Maximise fun: place winning in perspective.
- Stress safety always.
- Foster team respect and respect of officials, opponents and umpires.
- Recognise the importance of proper injury treatment.
- Keep up to date with coaching techniques and developments.
- Attain accreditation for coaches and trainers.
- Avoid derogatory language based on gender, race or ability.

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. Written Warning: (By Committee / Delegated Committee Representative)
2. Written Caution: (By Committee - after appearing before a recommended constituted panel - to be comprised of at least two of: Relevant Coordinator, Secretary or delegated Board representatives)
3. Suspension: (decision of Board of Management)

Note: Notices of warnings given are to be provided to the secretary and documented in the minutes of the next committee meeting.

Written appeals against any such decisions can be made and will be taken into consideration at any stage of the process.

PLAYERS

Part of learning how to play the game is learning how to conduct yourself both on and off the field. Players must be aware that East Burwood Junior Football Club demands the highest standards of behaviour. It is therefore expected that all players representing Club will:

- Abide by the Laws and Rules of the game, the League and the Club
- Adhere to the Smoking and Alcohol Policies.
- Report to their team manager at the ground at such time as is requested by coaching staff but at least 1/2 hour before the start of their game.
- Have clean and correct football attire to start the game.
- Co-operate with the coaches, team managers, team mates and umpires at all times.
- never argue with an official nor verbally or physically abuse any official – be that a coach, committee person or umpire.
- Follow directions from medical staff (eg. trainers)
- Show sportsmanship of the highest calibre at all times.
- Wear a mouthguard at all times during the game.

As part of the registration process (from 2007 onwards), junior players will be required to sign a declaration which states:

- I will never argue with an official
- I will control my temper.
- I will work equally hard for myself and my team.
- I will be a good sport
- I will treat all participants in my sport as I wish to be treated
- I will cooperate with my coach, team-mates and club officials
- I will respect the rights and dignity of all participants regardless of their gender, ability, cultural background or religion.

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. (a) 'Formal' Verbal Warning: (Coach) - Coach to handle the initial on-field misdemeanours. (b) Written Warning: (Committee /Delegate)
2. Written Caution: (By Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and/or committee representative, Team Manager, Coach, Team Captain)
3. Suspension: (By committee - as per constitution*).
4. Deregistration: (By committee - as per constitution*).

Note: Notices of warnings given are to be provided to the secretary and documented in the minutes of the next committee meeting.

Written appeals against any such decisions can be made and will be taken into consideration at any stage of the process.

* Constitution currently under re-development

COACHES

Coaches should understand the responsibilities their position entails. A coach is mentor, role model, teacher and counsellor to players. Parents and players therefore should expect that the behaviour and demeanour of coaches is not only exemplary but beyond reproach. As such, it is expected that all coaches of East Burwood Football Club Teams will:

- Abide by the Laws and Rules of the game, the League and the Club
- Adhere to the Smoking and Alcohol Policies.
- Be at the ground at least 1 hour before the start of their game.
- Not criticise any umpiring decision at any time.
- Ensure any injured player receives the best available medical attention.
- Prepare and present the best possible team of players available to them at all times.
- Ensure that the best possible training equipment is provided to the players.
- Keep abreast of the latest coaching principles and techniques

Junior coaches will also:

- Provide equal opportunities to all players under their direction, as per club guidelines. (see below **)
- Take into consideration principles of growth and development of children when planning training sessions.

****Note:** Coaches of the under 9 - 11 teams are to provide all players an opportunity to play as much of the game as possible. As far as possible, it is expected that all players will get roughly equal game time, and experience in a number of positions over the course of the year. (Emphasis weighted towards participation and experience)

Coaches of the under 12 & 13 teams shall strive to give all players the opportunity to play at least 3/4 of the game time. Whilst the Committee recognizes that these teams are now playing competitive football, a strong emphasis towards participation and experience should exist. Records of game time should be kept.

Coaches of the under 14 - 16 teams are to provide as many players as possible with the opportunity to be part of the best possible team Coaches should strive to have all players play in at least ½ of the game time whilst still considering the match outcome. (At this

level, the emphasis is weighted more towards the result of the games.)

Note: the above guidelines for all teams must be considered in light of EFL regulations, number of available players and injuries.

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. Warning: (Football Manager / Committee Representative)
2. Written Caution: (By Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and two other relevant officials, approved by the Junior Committee)
3. Suspension (as per constitution)

Note: Notices of warnings given are to be provided to the secretary and documented in the minutes of the next committee meeting.

Written appeals against any such decisions can be made and will be taken into consideration at any stage of the process.

PARENTS OF JUNIOR PLAYERS

Parents of players at East Burwood Junior Football Club have the right to expect that the club will provide a safe, harmonious and enjoyable environment for their child to play football. The club in return expects that parents will ensure that their behaviour does not bring the club in disrepute.

Therefore, it is expected that parents of players from the East Burwood Junior Football Club will:

- Abide by the Laws and Rules of the game, the Association and the club
- Adhere to the Smoking and Alcohol Policies
- Ensure that the child arrives at the ground at least 1/2 hour before the start of the game and has correct, clean football attire
- Offer assistance to the team manager/junior co-ordinator on a least 4 occasions during the season and/or participate in any published roster
- Provide assistance where required when requested to do so by an official of the club
- Refrain from airing any grievances in public, instead raising the issue with the appropriate officials, or at the next appropriate committee meeting (in writing), without prejudice
- Ensure that the fees due are paid as promptly as possible

Further junior parents will be required as part of the registration process to sign the following declaration:

- I/We will never ridicule or yell at a child for making a mistake or losing a competition
- I/We will support all efforts to remove verbal and physical abuse from sporting activities
- I/We will respect officials' decisions and teach children not to do otherwise
- I/We will remember that my/our child is participating for their enjoyment not mines/ours.
- I/We will show respect and appreciation for the volunteer coaches, officials and administrators.
- If I/We have an issue with any aspect of the East Burwood Football Club we will follow the correct line of procedures through the Committees or Board and assist their work by complying with any ultimate decisions or directions made by them.
- I/We will respect the rights, dignity and worth of every player and official regardless of their gender, ability, cultural background or religion.

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. Warning: (By Team Co-ordinator / Committee representative)
2. Written Caution: (By Committee - after appearing before an appropriately constituted panel - to be comprised of at least two of: Football Manager and two other relevant officials, approved by the relevant Committee)
3. Suspension: (By Junior Committee)

Note: Notices of warnings given are to be provided to the secretary and documented in the minutes of the next committee meeting.

Written appeals against any such decisions can be made and will be taken into consideration at any stage of the process.

BOARD OF MANAGEMENT/EXECUTIVE

The Board of Management, as the overseer of the club's administration, finance and marketing, has the ultimate responsibility to promote the game in the wider East Burwood Community and to ensure these opportunities to play the game are continued to be provided for this community.

The Board therefore must:

- Ensure that, within budget constraints, the best possible equipment and facilities are provided to all players for their use

- Provide for activities that will promote a "one club" atmosphere, enhancing mutual respect and trust
- Consider the needs and desires of all members of the club when taking any decision
- Ensure that the club is run in a financially sound manner and effectively manage the finances of the football club such that no section of the club is disadvantaged by the other
- Strive to enhance the image of the East Burwood Junior Football Club in the wider community
- Enforce the club's Codes Of Conduct