



EAST BURWOD JUNIOR FOOTBALL CLUB – CODE OF CONDUCT

INTRODUCTION

Whilst football is an exciting time for all involved, emotions can become heightened. It is important 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 football 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 and Spectators
- Encourage sporting behaviour
- Provide a supportive environment for junior footballers
- Ensure all participants enjoy their involvement in football

With those underlying principles as a backdrop, the East Burwood JFC 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 and AFL's 'Kids First' program
- ❖ The many and 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 is at all times of the highest standard and is 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

***NOTE:** This code of conduct applies equally to all visitors to the East Burwood Junior Football Club.*

General Code of Conduct Breaches

Parental and club support will reduce infringements, however 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 that at all times 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 on 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 junior 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 also applies to training nights etc held at other grounds as well. (e.g. - Eley Park)

ADMINISTRATORS/ OFFICIALS/ COMMITTEE

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

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

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

Also, Officials/Committee Members are expected to:

- i. Demonstrate your commitment to the rules. Children learn through copying behaviour.
- ii. Group players competitively.
- iii. Avoid overplaying talented players.
- iv. Maximise fun and place winning in perspective.
- v. Stress safety always.
- vi. Foster team respect and respect of officials, opponents and umpires.
- vii. Recognise the importance of proper injury treatment.
- viii. Keep up to date with coaching techniques and developments.
- ix. Attain accreditation for coaches and trainers.
- x. 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 the club will;

- 1) Abide by the Laws and Rules of the game, the League and the Club
- 2) Adhere to the smoking and alcohol policies
- 3) Report to their team manager at the ground at such time as is required by coaching staff but at least ½ hour before the start of the game
- 4) Have clean and current football attire to start the game
- 5) Co-operate with the coaches, team managers, team mates and umpires at all times.
- 6) Never argue with an official nor verbally or physically abuse an official – be that a coach, committee person or umpire
- 7) Follow directions from medical staff (e.g. Trainers)
- 8) Wear a mouthguard at all times during the game.

As part of the registration process (from 2009 onwards), junior players will be required to sign a declaration which states;

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

Possible Consequences of Breaches of the Code (Graded)

1. (a) 'Formal' Verbal Warning; (Coach) – Coach to handle the initial on/off field misdemeanours. (b) Written Warning : (Committee / Delegate)
2. Written Caution: (By committee – after appearing before an appropriately constituted 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 Junior Football Club teams will:

- 1) Abide by the Laws and Rules of the game, the League and the Club
- 2) Adhere to the smoking and alcohol policies
- 3) Be at the ground at least 1 hour before the start of their game
- 4) Not criticise any umpiring decision at any time
- 5) Ensure any injured player receives the best available medical attention
- 6) Prepare and present the best possible team of players available at all times
- 7) Ensure that the best possible training equipment is provided to the players
- 8) Keep abreast of the latest coaching principles and techniques

Junior coaches will also:

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

****Note:**

Coaches of the Under 9-10 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 to be weighted towards participation and experience)

Coaches of the Under 11-13 teams shall strive to give all players the opportunity to play at least $\frac{3}{4}$ of the game time. Whilst the committee recognizes that these teams are now playing competitive football, a strong emphasis on participation and experience should exist. Records of game time should be kept.

Coaches of the Under 14-17 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 at least $\frac{1}{2}$ of the game time whilst still considering the match outcome. (At this level, the emphasis is weighted more towards the result of the game.)

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

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. Warning : (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 : Team Co-ordinator and two other relevant officials, as 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 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 into disrepute.

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

- 1) Abide by the Laws and Rules of the game, the League and the Club
- 2) Adhere to the smoking and alcohol policies
- 3) Ensure that their child arrives at the ground at least ½ hour before the start of the game and has the correct, clean football attire.
- 4) Offer assistance to the team manager/junior co-ordinator on at least 4 occasions during the season and /or participate in any published duty roster.
- 5) Provide assistance where required when requested to do so by an official of the club
- 6) 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.
- 7) Ensure that all fees are paid as promptly as possible.

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

- i. I/We will never ridicule or yell at a child for making a mistake or losing a Competition
- ii. I/We will support all efforts to remove verbal and physical abuse from all Sporting activities.
- iii. I/We will respect officials decisions and teach children not to do otherwise
- iv. I/We will remember that my/our child is participating for their enjoyment not for mine/ours

- v. I/We will show respect and appreciation for the volunteer coaches, officials and administrators
- vi. I/We will respect the rights, dignity and worth of every player and official regardless of their gender, ability, cultural background or religion.
- vii. If I/We have an issue with any aspect of the East Burwood Junior Football Club we will follow the correct line of procedures through the committee or board and assist their work by complying with any ultimate decisions or directions made by them.

POSSIBLE CONSEQUENCES OF BREACHES OF THE CODE (Graded)

1. Warning : (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 : Team Co-ordinator and two other relevant officials, as approved by the relevant committee)
3. Suspension (By Junior Committee)

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 must therefore:

- 1) Ensure that within budgets constraints, the best possible equipment and facilities are provided to all players for their use.
- 2) Provide for all activities that will provide a "one club" atmosphere, enhancing mutual respect and trust.
- 3) Consider the needs and desires of all members of the club when taking any decision
- 4) 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
- 5) Strive to enhance the image of the East Burwood Football Club in the wider community
- 6) Enforce the club's Code Of Conduct

**I/We have read fully and agree to abide by the East Burwood Junior Football Club
CODE OF CONDUCT and accept fully the consequences of any breach of the code.**

SIGNED

Parent/Guardian A:

Parent/Guardian B:

Player: