

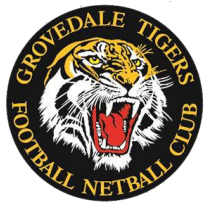


GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

COACHES AND OFFICIALS HANDBOOK:

- CLUB CHILD SAFE DECLARATION
- CHILD SAFE BEHAVIOURAL STANDARDS FOR ALL OFFICIALS
- CODES OF CONDUCT – AFL VICTORIA, AFL BARWON AND CLUB
- CLUB RESOURCES & GUIDES FOR APPROPRIATE BEHAVIOUR AND EXPECTATIONS



GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

Child Safety Declaration

Child safety and wellbeing is a key priority of the Grovedale Tigers Football Netball Club and we hereby declare our commitment to creating an environment that is safe and welcoming for all children and young people to participate in Australian Football.

To achieve this, our Club is committed to implementing the Victorian Child Safe Standards through our Commitment Statement on Child Safety, the Club's Child Safety & Wellbeing Policy, Code of Conduct, Complaints and Reporting Procedure policies. These policies and procedures when applied in practise at our Club will help meet the requirements of the Victorian Child Safe Standards and will:

- **Establish** a culturally safe environment in which diverse and unique identities and experiences of Aboriginal children and young people are respected
- **Embed** child safety and wellbeing in organisational leadership, governance and culture
- **Empower** children and young people so they know their rights, participate in decisions affecting them and are taken seriously
- **Inform** and engage families in respect to child safety and wellbeing
- **Ensure** that equity and diversity is upheld through our policies and practices
- **Engage** volunteers and officials to ensure that they are suitable to work with children and young people
- **Respond** to complaints and concerns promptly, thoroughly and with a child focused approach
- **Educate** staff, game day personnel and volunteers to provide them with knowledge and skills how to create a safe and welcoming environment for children and young people at our Club
- **Understand** and mitigate the risks to children and young people in physical and online environments
- **Review** and improve our child safe policies, procedures and practices regularly
- **Role model** behaviour and actions documented in policies, procedures and practices guiding how our Club is safe for Children and Young People

Our Club has zero tolerance to any form of child abuse or harm and will act quickly and in the best interest of the child or young person should an allegation of harm or abuse occur.

To meet the above expectations, our Club will:

Commit to:

- Discuss and sign this declaration as a committee to formally endorse our commitment
- Promote this declaration and our commitment to creating a safe and welcoming environment for all children and young people through our Club network (Club notice board, social media pages, email and newsletter correspondence)
- Appoint a child safeguarding officer and promote their details to families/members/volunteers

Implement:

- Regular discussion occurs at Club meetings to action the Child Safe Standards

Learn and embed a culture of child safety in our Club through:

- Discussion with children, young people and their families – everyone can “have a say”
- Education through awareness workshops and safeguarding resources
- Regular review of safeguarding policies and procedures with our Club committee



GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

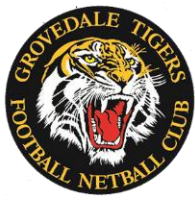
BEHAVIOURAL STANDARDS

A Grovedale Tigers Person means a Football Official, Player, Club member, parent or guardian of a Player, spectator of a Match or any other person reasonably connected to Grovedale Tigers Football and Netball.

Grovedale Tigers Activities includes activities, programs, events, and tasks carried out by a Grovedale Tigers Person.

A Grovedale Tigers Person must:

1. Treat all children and young people with respect and dignity.
2. Wherever possible, ensure that another adult is present when working near or with children and young people.
3. Use disciplinary strategies that are fair, respectful, and appropriate to the developmental stage of the children or young people involved.
4. Wherever possible ensure that all email, text messages and other forms of communication sent to a child or young person are copied to their parent/guardian or a second Grovedale Tigers Person.
5. Ensure that approval has been obtained from a child or young person and their parent/guardian prior to any photograph or film being taken of a child or young person.
6. Ensure that any photograph or film taken of a child or young person is taken in circumstances that are directly relevant to the child's or young person's participation in an Grovedale Tigers Activity and the child or young person is appropriately dressed and posed.
7. Immediately report any concern for the safety or wellbeing of a child or young person.
8. Ensure that all children and young people are appropriately supervised while participating in a Grovedale Tigers Activity while respecting the privacy of children and young people.
9. Limit all interactions with children and young people to the confines of official duties.
10. Complete a risk assessment for any Grovedale Tigers Activity that involves children or young people, prior to commencement.
11. Immediately disclose any charges or convictions affecting their suitability to engage with children and young people to Grovedale Tigers leadership.
12. Immediately declare any conflicts of interest or existing relationships that may impact their ability to fulfil their role and obligations within the club.



GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

An Grovedale Tigers Person must not:

1. Engage in any form of sexual behaviour with or in the presence of children or young people.
2. Engage in any other form of behaviour that may reasonably be considered to be physical, sexual or emotional abuse or neglect.
3. Initiate unnecessary physical contact with a child or young person or do things of a personal nature for them that they can do themselves.
4. Take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating.
5. Use language or behaviour towards children or young people that is inappropriate, harassment, abusive, sexually provocative, intended to humiliate or culturally inappropriate.
6. Consume alcohol, drugs or tobacco when working with any children or young people or supply a child or young person with alcohol, drugs or tobacco.
7. Use a mobile phone, video camera or camera inside a changeroom
8. Use a computer, mobile phone, video camera, camera, or social media to exploit or harass children or young people, or access child exploitation material.
9. Give a gift to a child or young person engaged in a Grovedale Tigers Activity, activity, or service without the permission of Grovedale Tigers committee or leadership and the child or young person's parent/guardian.
10. Transport any children or young people without the permission of Grovedale Tigers senior management and the signed consent child's or young person's parent/guardian.
11. Arrange contact, including online contact, with children or young people outside of Grovedale Tigers Activities.

ACKNOWLEDGEMENT

I, _____ acknowledge my obligations to behave in accordance with these standards (as above) and understand failure to do so be reported to my organisation and may impact my role with Grovedale Tigers Football Netball Club.

Signed: _____ Date: _____

Name: _____

AFL BARWON JUNIOR CODES OF CONDUCT

Coaches Code of Conduct

I, _____ of _____
hereby commit to the best of my ability, to uphold the following requirements of the AFL Coaches' Code of Conduct whilst representing myself and the Australian Football League (AFL).

I understand that as an integral component of my AFL National Coaching Accreditation, I must maintain a standard of behavior and conduct in the best interests of the sport of Australian football and the players and/or staff in my care.

By signing this Code of Conduct, I understand and agree that:

1. I will respect all individuals within the context of my involvement in Australian football, and will refrain from any discriminatory practices including, but not limited to, discrimination on the basis of race, religion, gender, ethnic background, special ability/disability or sexual orientation, preference or identity.
2. I will abide by and teach the AFL Laws of the Game and the Rules of my Club and League/Association.
3. I will be reasonable in the demands I make on the time commitments of the players in my care, having consideration for their health and well-being.
4. I will be supportive at all times and I will refrain from any form of personal or physical abuse and unnecessary physical contact with the players in my care.
5. I will show consideration for varying maturity and levels of ability of my players when designing practice schedules, practice activities and involvement in football competition.
6. Where I am responsible for players in the 5-18 year old age group, I will use best endeavours to ensure that players gain equal playing time.
7. I will monitor and ensure the safety of players in my care.
8. In recognising injury and sickness, I will seek and follow the physician's advice concerning the participation and / or return to training of injured or ill players.
9. I will keep up to date with the principles of coaching and skill development, and of factors relating to the welfare of my players.
10. I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
11. I will display and foster respect for umpires, opponents, coaches, administrators, officials, parents and spectators.
12. I will ensure that players are involved in a positive environment where skill learning and development are priorities and are not overshadowed by a desire to win.
13. I reject the use of performance enhancing substances in sport and will abide by the guidelines in the AFL Anti-Doping policy.
14. I acknowledge that the AFL, or a body affiliated with the AFL, may take disciplinary action against me if I breach any part of this Code of Conduct. I understand that the AFL, or a body affiliated with the AFL, is required to implement a complaints handling procedure in accordance with the principles of natural justice, in the event of an allegation against me.
15. I acknowledge that disciplinary action against me may include de-registration as a Coach and a member of CoachAFL.
16. I have read, understood and agree to be bound by the Terms and Conditions of Accreditation as a coach and member of CoachAFL.

NAME: _____

SIGNATURE: _____

DATE: _____ / _____ / _____



JUNIOR COACHES CODE OF CONDUCT

1. Be familiar with the Laws of Australian football and abide by the rules and conditions of your league and club.
2. Teach your players that rules of the game are mutual agreements which no player should evade or break.
3. Group players according to age, height, skill and physical maturity whenever possible in any competitive practice session.
4. Avoid over-playing the talented players. The 'just average' players need and deserve equal time if not more.
5. Remember that the players involved play for fun and enjoyment and that winning is only part of it. Emphasise the importance of the learning and development of skills and positive attitudes. **Never** ridicule or yell at your players for making mistakes or losing a competition.
6. Ensure that equipment and facilities meet safety standards and are appropriate for the age and ability of the players.
7. The scheduling and length of practice times and competitions should take into consideration the maturity level of the player.
8. Develop team respect for the ability of opponents, as well as for the judgment of umpires and opposing coaches.
9. Follow the advice of a qualified person when determining when an injured player is ready to play or train again.
10. **Make** a personal commitment to keep yourself informed of sound junior coaching principles and developments. Endeavour to attain coaching accreditation and to become an active member of the local branch of the Australian Football Coaches Association.
11. Avoid use of derogatory language, based on gender or race.
12. Support all efforts to remove verbal and physical abuse from junior sport.
13. Promote all activities to make your clubs a child safe environment.

TO BE READ IN CONJUNCTION WITH AFT COACHES CODE OF CONDUCT WHERE APPLICABLE



EXPECTED BEHAVIOURS OF COACHES & VOLUNTEERS

WHAT ARE THE EXPECTED BEHAVIOURS OF ADULTS IN FOOTBALL?

Coaches and volunteers across AFL programs and community clubs are required to follow safeguarding policies, procedures and codes and should make themselves familiar with those relevant to their roles.

Any behaviour from a coach or volunteer that is considered unsafe (and in some cases, illegal) will be addressed by the AFL, a club, league, association or even the police.

This information sheet is not just here to provide you with a guide of how **you** should behave, but it also informs you of how **other adults** should behave, so if you notice something that doesn't seem right, you should call it out.

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.



know what is ok



do what is right



act when you notice something

ALL ADULTS ARE EXPECTED TO ENSURE CHILDREN AND YOUNG PEOPLE ALWAYS FEEL SAFE AND WELCOME IN AUSTRALIAN FOOTBALL



Contact

Physical touch that is normal for football and happens in front of other people and WITH the child or young person's consent.

This can include tackling, demonstrating skills and techniques, preventing injury, or keeping them safe, or high fives or a pat on the back to celebrate a win.

Communication

Guidance that is positive, helpful, and focused on the child or young person's football skills and game, not them as a person.

Language that is calm and kind and that they can easily understand.

Online communication that includes a parent or carer and is used with the whole team.

Boundaries

When someone has safe, or good boundaries it means they:

- have made sure children and young people understand their role
- act professionally – friendly but not a friend
- treat everyone in the team fairly
- follow the rules with things like sharing information about a child or young person, or only taking photos of them with their permission and their parents or carer's permission, and when it is about football
- always behave appropriately when around the children and young people that they are responsible for.

Supervision

Coaches who are responsible for supervising children and young people in football should:

- always know where the children or young people are at all times
- give them privacy to use the bathroom or change rooms, but still make sure that they are safe
- wait with them until they have been collected only offer a lift if they have their licence and their car is insured, a parent or carer has provided written consent and another person from the club knows about it.



Contact

Any touch a child or young person does not consent to, or that makes them feel uncomfortable.

Any touch that seems sexual, involves a child or young person's private parts, or embarrasses them.

Any touch that happens in a private place like the changerooms or a car.

Communication

Any language or communication that leaves a child or young person feeling uncomfortable, worried, scared or embarrassed.

Any comment online or in person that is sexual or private.

Any contact that happens outside of training and match day hours (like late at night), or on private chat platforms (like socials or texting), is over the top or excessive, or is about personal stuff, nothing to do with football.

Boundaries

When someone has unsafe, or poor boundaries, it means they:

- favour, isolate or single out one person
- accept or give gifts to children, young people or their families (unless fairly distributed and prior consent has been obtained)
- contact a child or young person and/or their families (or former players) outside of football activities, including through social media unless an established relationship already exists (family or friends) and no boundaries are crossed as part of that contact
- offer to assist a child or young person or their family with things that are outside of their role (help around the house / money / buying them things)
- drink alcohol, take drugs, swear or smoke in front of young people at football.

Supervision

Coaches who are responsible for supervising children and young people in football should not:

- be distracted by their phones or other people
- let young children use a bathroom without making sure there are no risks first
- leave a child or young person alone, even if they are late to be picked up
- drive children or young people around in their car recklessly, under the influence of alcohol or drugs, or without permission.

OK

Environment

A safe environment for children and young people at football looks like:

- a space that people from different backgrounds and abilities can access and are comfortable to access
- football trips that are fun and safe for children and young people to attend
- camps where children and young people are given privacy, made to feel welcome and are able to communicate with home when they need to
- change facilities in grounds that are appropriate for any gender
- online spaces where communication is open and transparent and other adults can monitor.

NOT OK

Environment

An unsafe environment for children and young people at football looks like:

- a space that is difficult for children and young people with disabilities to access or where people from different cultural backgrounds feel left out
- footy trips or events that involve alcohol or drugs and easily get out of hand with no adults keeping an eye out for children and young people
- camps where children and young people are punished, humiliated or made to feel homesick and uncomfortable
- change facilities in grounds where there is no privacy and children, young people and those who identify as transgender or non-binary feel unsafe
- online spaces where communication is one to one and used to share inappropriate material not related to football.

WHAT TO DO NEXT

SAY SOMETHING

Even if you have not spoken directly with a child or young person but you have a **SUSPICION** that something is not right, it is important you say something.



You can:

Speak directly with someone you trust in football like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or a letter.



Use this QR code to raise a concern with the AFL.



For any safeguarding queries email childsafety@afl.com.au

As always if anyone is in immediate danger contact the police on **000**

We want all children and young people in football to be safe, feel safe, play safe.



EXPECTED BEHAVIOURS OF ADULTS IN AUSTRALIAN FOOTBALL

WHAT ARE THE EXPECTED BEHAVIOURS OF ADULTS IN FOOTBALL?

While some adults in football are bound by child safeguarding policies, procedures and codes of conduct, **all adults**, including parents and carers are expected to play their part in keeping children and young people safe in football.

Any behaviour from a parent, carer or adult family member that is considered unsafe (and in some cases, illegal) will be addressed by the AFL, a club, league, association or even the police.

This information sheet is not just here to provide you with a guide of how **you** should behave, but also informs you of how **other adults** should behave, so if you notice something that doesn't seem right, you can call it out.

You have a responsibility to contribute to a safe and inclusive environment for all children and young people in football, not just your own children.

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.



know what is ok



do what is right



act when you notice something

ALL ADULTS ARE EXPECTED TO ENSURE CHILDREN AND YOUNG PEOPLE ALWAYS FEEL SAFE AND WELCOME IN AUSTRALIAN FOOTBALL



OK

Contact

Physical touch that is normal for football and happens in front of other people and WITH the child or young person's consent.

This can include tackling, showing skills and techniques, preventing injury, or keeping them safe, or high fives or a pat on the back to celebrate a win.

Communication

Guidance that is positive, helpful, and focused on the child or young person's footy game, not them as a person.

Language that is calm and kind and that they can easily understand.

Online communication that includes you as a parent or carer or is used with the whole team.

Boundaries

When someone has safe, or good boundaries it means they:

- have made sure children and young people understand their role
- act professionally – friendly but not a friend
- treat everyone in the team fairly
- follow the rules with things like sharing information about a child or young person, or only taking photos of them with their permission and your permission, and when it is about football
- always behave appropriately when around the children and young people that they are responsible for.

Supervision

Adults who are responsible for supervising children and young people in football should:

- always know where children and young people are at all times
- give them privacy to use the bathroom or change rooms, but still make sure that they are safe
- wait with them until they have been collected
- only offer a lift if they have their license and their car is insured, written consent has been provided (where possible) and another person from the club knows about it.



NOT OK

Contact

Any touch a child or young person does not consent to, or that makes them feel uncomfortable.

Any touch that seems sexual, involves a child or young person's private parts, or embarrasses them.

Any touch that happens in a private place like the changerooms or a car.

Communication

Any language or communication that leaves a child or young person feeling uncomfortable, worried, scared or embarrassed.

Any comment online or in person that is sexual or private.

Any contact with you that happens outside of footy related activities (like late at night), via private chat platforms (like socials or texting), is over the top or excessive, or is about personal stuff, nothing to do with football.

Boundaries

When someone has unsafe, or poor boundaries, it means they:

- favour, isolate or single out one person
- accept or give gifts to children, young people or their families unless fairly distributed and prior consent has been obtained
- contact a child or young person and/or their families (or former players) outside of football activities, including through social media unless an established relationship already exists (family or friends) and no boundaries are crossed as part of that contact
- offer to assist a child or young person or their family with things that are outside of their role (help around the house / money / buying them things)
- drink alcohol, take drugs, swear or smoke in front of young people at football.

Supervision

Adults who are responsible for supervising children and young people in football should not:

- be distracted by their phones or other people
- let young children use a bathroom without making sure there are no risks first
- leave a child or young person alone, even if a parent or carer is late to pick them up
- drive young people around in their car recklessly, under the influence of alcohol or drugs, or without permission.



OK

Environment

A safe environment for children and young people at football looks like:

- a space that people from different backgrounds and abilities can access and are comfortable to access
- football trips that are fun and safe for children and young people to attend
- camps where children and young people are given privacy, made to feel welcome and are able to communicate with home when they need to
- change facilities in grounds that are appropriate for any gender
- online spaces where communication is open and transparent and other adults can monitor



NOT OK

Environment

An unsafe environment for children and young people at football looks like:

- a space that is difficult for children and young people with disabilities to access or where people from different cultural backgrounds feel left out
- football trips or events that involve alcohol or drugs and easily get out of hand with no adults keeping an eye out for children and young people
- camps where children and young people are punished, humiliated or made to feel homesick and uncomfortable
- change facilities in grounds where there is no privacy and children, young people and those who identify as transgender or non-binary feel unsafe
- online spaces where communication is one to one and used to share inappropriate material not related to football.

SAY SOMETHING

Even if you have not spoken directly with a child or young person but you have a **SUSPICION** that something is not right, it is important you say something.



You can:

Speak directly with someone you trust in football like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or a letter.



Use this QR code to raise a concern with the AFL.



For any safeguarding queries email [childsafety@afl.com.au](mailto:childsafety@ afl.com.au)

As always if anyone is in immediate danger contact the police on **000**

Remember, we want all children and young people in football to be safe, feel safe, play safe.



COMMUNICATING WITH CHILDREN AND YOUNG PEOPLE

POSITIVE GUIDANCE – HOW CAN WE ACTIVELY ENGAGE CHILDREN AND YOUNG PEOPLE?

STRATEGIES



Make it fun

Children and young people have told us that when adults are so focused on winning, they forget that it is supposed to be fun. Australian Football (football) is a place to connect with friends, engage in physical exercise and enjoy the company of their peers and football community. This is a message that you can consistently communicate to them but is also driven through your behaviour, the culture of a football program, club, events, and activities.

.....



Involve them

Encourage children and young people to provide feedback on training, clinics, game days, trips, or social activities. Involving them in decision making increases their sense of belonging, is more likely to keep them engaged and takes some pressure off you.

.....



Use respectful strategies to manage behaviour

At no point in time should a coach ever use harsh physical punishment or derogatory and disrespectful language as a form of discipline. Children and young people are not motivated by fear, in fact the logical part of their brain that helps them follow instructions shuts down completely when they are experiencing fear or high levels of stress. If you are experiencing significant challenges with behaviour, seek support from management, a supervisor (or your club) and involve parents wherever possible.

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.



COMMUNICATING IN PERSON – USE OF LANGUAGE AND TONE OF VOICE

When communicating with children and young people it is important to remember that what you say and how you say it, matters.

Appropriate Communication includes:

- Using tone and language that is:
 - empowering and encouraging
 - simple and clear
 - highlights strengths.

Inappropriate Communication includes:

- derogatory language, including reference to body image, talking about players to other players
- discriminatory, racist, or sexist comments
- language that is belittling, negative, threatening or intimidating
- any language or comment that is sexual in nature.



USE OF ELECTRONIC AND ONLINE COMMUNICATIONS

Using social media to communicate with children and young people has both benefits and risks. It is good practice to use a secure app or program to facilitate communication between coaches and their team, where possible.

Safe Online Communication includes:

- Limiting contact to football related content such as sharing information relating to events.
- Avoiding connecting with young people on online social media platforms through personal profiles.
- Allowing young people to navigate their online world without judgement, prejudice or unsolicited comments from their football connections.
- Where possible, always including a parent/carer or at least one other adult in group communication.
- Always seeking permission to share or upload video or photos of a child or young person, from them and their families.

- Reporting or addressing any online abuse or harassment that you may observe when it involves young people in sport through their parents and / the club.
- Checking in on a young person's wellbeing if you have any reason to suspect that they are experiencing abuse or harassment online.

Unsafe Online Communication includes:

- Liking, sharing, or commenting on personal photos or posts from a young person that is not related to football, or if related to the sport, without their consent and a justified reason to like/share/comment. If you are unsure, don't like, share, or comment.
- Communication that takes place outside of the hours reasonable to the program, service, activity, or event.
- Requesting to meet in person for reasons not related to football.
- Asking the child or young person to keep secrets including in relation to communication.



SOCIAL MEDIA

Using social media to communicate with young people in football has both benefits and risks, just consider the intent and the content.

INTENT

- What are my intentions?
- Are they appropriate?
- Can I justify contacting someone?
- Is it necessary?
- Would another adult have any reason to question my intentions?

CONTENT

- Is the content of my communication relevant to football?
- Is it personal?
- Would I be comfortable if a child or young person's parents read this?
- Would I be happy to read this if it were between my own child and their coach?



STRATEGIES – It is good practice to introduce a secure app or program to facilitate communication where possible. Remember, parents and carers should be included in all communications, where possible. Stick to mainstream apps like TeamApp where your communication can be intercepted if necessary. Remember, transparency is everything.

Ensure your club, league or association is only sharing or posting family friendly material and content to its social media pages. It is a great platform to promote positive messages. Keep an eye on the useful resources available including this:

www.playbytherules.net.au/got-an-issue/social-media/social-media-issues



MY RIGHTS & RESPONSIBILITIES AS A YOUNG PERSON INVOLVED IN FOOTY

WHAT ARE MY RIGHTS IN FOOTY?

As a young person, you have rights, lots of them.

They are called the **UN Convention on the Rights of the Child**, check them out!

Having rights makes sure that you are safe and protected doing the things you love, like playing footy!

We want all kids who participate in footy to be safe, feel safe, play safe. Here are some of those rights that relate to footy:

The right to:

- be treated fairly, no matter what your cultural background, gender or sexuality, or if you have a disability
- be safe from harm or abuse from your peers or an adult in the footy community
- have a say about things that are important to you, and be taken seriously
- have privacy when you are getting changed or showering at events or trips, or just after a game
- choose if you want to have your photo taken or have it shared on the internet
- have your personal information protected and not shared without you and your family knowing.

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.



WHAT ARE MY RESPONSIBILITIES IN FOOTY?

With rights, come responsibilities, but you have probably heard that before. Like school, or work, you are responsible for your own behaviour and how it impacts others around you. When it comes to behaviour in footy, remember to:



PLAY FAIR Show respect to everyone around you – peers, coaches and umpires.

PLAY SAFE Prioritise safety, yours, and the people around you, always.

PLAY KIND Be inclusive, patient, and welcoming, especially to newcomers.

Pretty straight forward huh!?

WHAT ELSE SHOULD I DO?

If we all just followed the rules, everyone would be ok, right? Of course! But life just isn't that simple. Young people often have a bit going on for them, and it is easy to forget the rules some times. Here are three easy steps to keep you in check.

1 CHECK YOURSELF

Check your own behaviour is in line with your responsibilities and that you are not the reason why someone else may be feeling unsafe, uncomfortable, unwelcome, or excluded.

2 CHECK YOUR MATE

Check in on your teammates and your other footy friends, make sure they are doing ok and offer to help where you can.

3 SAY SOMETHING

If you have concerns about your safety or the safety of another child or young person, or have seen or heard something that just doesn't feel right, it is important you say something:



Speak to a parent, carer, family member or trusted adult like a coach, team manager, umpire, official or club representative.



Write down your concerns and pass them onto your club or association via email or letter.



Use this QR code to raise a concern with the AFL.



For any safeguarding queries email childsafety@afl.com.au
Contact Kids helpline on 1800 55 1800 (it's free)
or www.kidshelpline.com.au

As always if anyone is in immediate danger contact the police on **000**

Remember, we want all children and young people in footy to be safe, feel safe, play safe.

IMPORTANT – If your behaviour is impacting on another person's safety and wellbeing, and it has been discussed with you and it continues, or if it is really serious, there may be consequences. This can include warnings from a coach right down to notifying the police.



MAINTAINING PROFESSIONAL BOUNDARIES WITH CHILDREN & YOUNG PEOPLE

PROFESSIONAL BOUNDARIES

Good coaching relationships are important in building a child or young person’s confidence, their skill set and love of sport. It is important that a coach creates a positive and safe environment through having well defined boundaries.

Maintaining professional boundaries protects both the child and/or young person and you from physical, psychological, and emotional harm.

To maintain professional boundaries, you should not:

- Blur your role as a coach so a child or young person doesn’t have a clear understanding of what you can and can’t do for them – **remember: friendly not friend.**
- Favour, isolate, or single out an individual child or young person.
- Initiate contact with children or young people (or former participants) outside of football activities, including through social media, unless an established relationship already exists (family or friends).
- Offer support to a child or young person, or their family, outside of football activities, such as babysitting or financial support.

.....

Unlike the law, or policies, professional boundaries may be applied differently in different circumstances. E.g. providing a lift or socialising with your team outside of football may be unavoidable in small communities or in rural areas with limited transport.

DEFINITIONS

A Child: someone involved in footy who is 12 years or younger – usually a player but may also be a sibling of a player or child of an adult at the club.

A Young Person: someone involved in footy who is between the ages of 13 and 18 years old – usually a player but could also be an umpire or in another role at the club, or a sibling or child of a player.

Adult: someone involved in footy who is over the age of 18 – this could be a coach, manager, umpire, club official, AFL staff member, volunteer, and/or a parent.



TIP – Having a uniform and wearing it whether it is your AFL polo, or your club gear is a good way to help determine your boundaries – uniform on when you are in your professional role and off when you are not.

It is also a good way to explain it to children and young people.



GIVING GIFTS

As a coach it is important you are not favouring one child or young person over another. Avoiding gift giving or incentives is a good way of maintaining these boundaries, unless you are distributing these fairly between all children and young people in your team and they are proportionate to the circumstances e.g. buying ice creams for everyone at the end of the season is both fair and proportionate. Taking one child

or young person to the AFL Grand Final is neither fair nor proportionate.

When accepting gifts from children and young people or their families always ensure a supervisor, a manager or someone in your club is aware, transparency is key and again, consider if the gift is proportionate to the circumstances.



USE, POSSESSION OR SUPPLY OF ALCOHOL OR DRUGS

While supervising or interacting with children or young people, adults in football must not:

- use, possess or be under the influence of an illegal drug
- use or be under the influence of alcohol
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs
- supply alcohol or drugs (including tobacco) to children or young people

- smoke cigarettes, vape or use e-cigarettes during football activities.

Assume a child or young person is watching or listening and behave in a way that models respectful, responsible, and lawful behaviours.



REMEMBER – We want all children and young people in football to be safe, feel safe, play safe.



PHOTOGRAPHS OR FILMING OF CHILDREN AND YOUNG PEOPLE

When can we take and use photos and images of children and young people?

Children and young people may only be photographed or filmed:

- when they state they are happy to have their photo taken and give consent
- with parent or carer consent and the parent is informed of how the images are going to be used and stored
- in a context that is directly related to football
- when the child or young person is appropriately dressed
- in the presence of other adults related to football.



If a child or young person does not wish to be photographed, or their parent/carer has not provided permission for them to be filmed, they should not be singled out or made to feel excluded. There may be reasons to opt out of photos that a parent/carer does not want to share, and they should have the right to opt out without judgement.

This could include serious risks of family violence from another parent or family member that may escalate if a child's whereabouts is exposed through the sharing of photos online. Remember you never know what someone else might be experiencing.

Football clubs, leagues and associations should ensure that:

- Any image of a child or young person is de-identified before publishing in any format (unless consent is obtained to publish identifying information) and must not be published without parent or carer consent, including in annual reports or on social media.
- Where possible, images are taken on a work device rather than a personal device.
- Images are stored in a manner that prevents access from an unauthorised person, in a locked drawer or cabinet if the images are in hard copy or in a password protected folder if the images are digital.

- Images taken by coaches or managers are to be destroyed or deleted as soon as they are no longer required.



STRATEGY – Whenever you take or share a photo or video of a child or young person ask yourself: would I be ok with someone else taking and sharing this if it were my own child?



PHOTO AND VIDEO CHECKLIST

- Have you asked the child or young person if they are ok to have photo or video taken of them?
- Do you have consent from a parent or carer?
- Is the context related to football?
- Is everyone appropriately dressed?
- Is there another adult at the football club aware that photos or video are being taken?
- Is there a professional photographer taking photos?
- Do you have permission to share it publicly? From parents and from the child or young person
- Do you have permission to share identifying information with the photo or video (name / football club – *never share personal contact details of any child or young person publicly*)?
- If you have taken photos or videos on your phone, have you forwarded them on to your club, league or association and/or stored them securely? (On a hard drive, not on your phone)
- Have you deleted all photos and video from your phone?
- Have you applied the 'my own child' rule?

Community Club Photography Guidelines

As a photographer for your club, team or league you have a duty of care to the participants in which you are capturing. This document provides advise and guidelines which are general in nature for a volunteer/paid photographer that may be engaged to capture content.

Safety First: Stay at a safe distance to avoid interfering with the game or causing accidents.

Seek Consent: Always ask for permission from players to be photographed, especially in private or amateur games. Players in most instances when registering to play have agreed to the [terms and conditions of registration for participants](#) to allow this however it is recommended that you seek this permission directly.

Non-intrusive Approach: Blend in with the environment to capture candid shots without disrupting the game.

Respect Privacy: Avoid capturing vulnerable or compromising moments that could harm the player's reputation.

Selective Editing: Enhance images while maintaining their authenticity and the spirit of the game.

Respectful Sharing: When sharing images, consider the players' privacy and rights.

Avoid Misrepresentation: Refrain from altering images in a way that misleads viewers about the actual events.

Cultural Sensitivity: Be aware of cultural norms and sensitivities when photographing diverse sports or athletes.

Safeguarding Children & Young People: Keeping Children and Young People safe is the number one priority we have as a community- and nothing is different at footy clubs. It is recommended that all photographers both in a volunteer capacity and paid have your state/territory relevant working with children check if operating and taking images of anyone under the age of 18 and adhering to the relevant policies and guidelines which [can be found here](#).

These guidelines aim to help capture compelling sports photographs while respecting the athletes, the game, and ethical considerations. Flexibility and adaptation are key-every sport and situation might require slight adjustments to these guidelines. Further information [can be found here on the Play by the Rules website](#).



GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

Safeguarding Children and Young People REPORTING PROCEDURES

PURPOSE: This sets out the procedure that all Grovedale Tiger's people must follow to in relation to identifying, reporting, and responding to any concerns about, or incidents of, Child Abuse or other inappropriate behaviour towards Children or Young People in our club. It is connected to our policy commitments and codes.

1. IMMEDIATE HARM or DANGER

Overriding these procedures, if you believe a Child or Young Person is at imminent risk of harm or in immediate danger, you are required to report directly to Police - CALL '000'.

2. WHAT IS TO BE REPORTED

If you think something isn't right, report it. Any behaviours observed or suspected in relation to any Child or Young Person involved SJFNC activities, programs or services must be reported as per these procedures. These include but are not limited to: Child abuse, Harm, Neglect, or any other inappropriate behaviour such as Grooming or Bullying to a Child or Young Person (Emotional or Psychological, Physical or Sexual); and any breaches of the Policy or Code of Conduct.

3. MINIMUM REQUIREMENTS WHEN RESPONDING TO DISCLOSURES

When a reporting person is receiving a disclosure of Child Abuse from a Child or Young Person, please follow the below guidelines:

DO LISTEN, REASSURE AND RESPECT

- Actively listen to the Child or Young Person.
- Reassure the Child or Young Person that they have done the correct thing by reporting.
- Respect the Child or Young Person may only reveal some details.
- Let the Child or Young Person use their own words.
- Ask open ended questions.
- Explain to the Child or Young Person that other people may need to be told.

DO NOT

- Ask leading questions
- Make your own judgement or assessment
- Press for detail, a minimal account will suffice in their own time
- Make promises you cannot keep
- Make your own enquiries/investigations in relation to the allegations made
- Share information with others *Excl. Police, Child Protection, AFL ISD, Mana

Distribute the numbers below for further support:

- Lifeline: 24 Hours Australia Wide | Phone: 13 11 14 | Web: www.lifeline.org.au
- Beyond Blue: 24 Hours Australia Wide | Phone: 1300 224 636 | Web: www.beyondblue.org.au
- Kids Helpline: 24 Hours Australia Wide | Phone: 1800 55 1800 | Web: www.kidshelpline.com.au
- Headspace: 9am – 1am AEST Everyday | Phone: 1800 650 890 | Web: www.headspace.org.au



GROVEDALE TIGERS

FOOTBALL NETBALL CLUB

HOW TO REPORT AN INCIDENT, CONCERN OR SUSPICION

STEP 1

Child is thought to be in imminent danger or immediate risk

YES

CALL POLICE 000

NO

STEP 2

CONTACT: Child Safety Officer at
csogrovedaletigersfnc@gmail.com

OR

Report directly to AFL Integrity Unit

<https://eafl.austfoot.com.au/afl-makeareport/#/landing>

STEP 4

Complete the Child Safety Incident Report Form (Found on our website)

STEP 4

Report to AFL Integrity Department
Report to
<https://eafl.austfoot.com.au/afl-makeareport/#/landing>

Plan follow up needed by club to further mitigate risks.



AFL BARWON

COACHING BOX CARD POLICY

WHITE CARD

BARWON

February 2024

1 General

1.1 Introduction

- a) AFL Barwon is committed to enacting measures that ensure the match day environment for all players, coaches, volunteers, umpires, and spectators is safe, inclusive and a positive experience.
- b) This AFL Barwon Coaching Box Card Policy (“the Policy”) is established in accordance with Rule 8 “Coaches” and 17.3 “Officials of the AFL Barwon Handbook and sets out the objectives and application of a process aimed at addressing **unacceptable behaviour directed at umpires from the Coaching Box Area**.
- c) The Policy recognises the influential role that a Coach plays in establishing the behavioural standards of a team and places responsibility on that Coach to manage the behavioural conduct of those persons in the Coaching Box Area in accordance with the Code of Conduct provisions.

1.2 Objectives

- (A) The objectives of this Policy are to:
- I. Provide a safe, inclusive, and positive environment for our Umpires;
 - II. Provide a ‘real time’ mechanism for Umpires and Coaches to address unacceptable behaviour coming from the Coaching Box Area;
 - III. Promote recruitment and retention of umpires through reduction in the incidence of Umpire Abuse.

Unacceptable Behaviour	Any of the following behaviours arising from the Coaching Box Area that are heard or observed by the Field Umpire(s) <ol style="list-style-type: none">i. Continually questioning/disputing any umpiring decisions;ii. Abusing, threatening, or insulting any umpire or making inappropriate comments about them;iii. Using inappropriate language or gestures towards or about any umpire.
-------------------------------	---

2 Procedure

2.1 Process Overview

- (A) Where a field umpire(s) hears or observes any unacceptable behaviour emanating from the Coaching Box, a three-phase system, as summarised in Table 2, will be undertaken by the Field Umpire(s) via the use of white and red cards to stop such behaviours in ‘real time’.

Table 2 – Three Phase System

Phase	Action Overview
Phase 1	Play immediately stopped. A free kick awarded against the offending team. A first warning (white card) shown to the offending team’s Coach
Phase 2	Play immediately stopped. A free kick and 50m penalty awarded against the offending team. A second warning (white card) shown to the offending team’s Coach
Phase 3	Play immediately stopped. A free kick and 100m penalty awarded against the offending team and a RED Card (ejection from Match) issued to the Coach.

2.2 Phase 1

- (A) If, on the **first** occasion during a match, a Field Umpire hears or observes any Unacceptable Behaviour arising from the Coaching Box Area, regardless of whether an individual offending person can be identified, the Field Umpire is to:
- i. Blow the whistle to immediately stop play;
 - ii. Move within 20m of the offending Coaching Box Area; and
 - iii. **Hold up a white card.**
- (B) A field umpire that is not issuing the card shall take control of the football at the spot on the field where play was stopped and then once the card has been issued, will resume play by awarding a **free kick** against the offending team.
- (C) It is incumbent on the Coach to immediately address any unacceptable behaviour identified within the Coaching Box Area
- (D) If any abuse or dissent is forthcoming from the Coaching Box Area during the card issuing process, a 50m penalty shall be imposed.

2.3 Phase Two

- (A) if, on a second occasion during a Match, a field Umpire(s) hear or observes any Unacceptable Behaviour arising from the same Coaching Box Area, regardless of whether an individual offending person can be identified, the Field Umpire is to:
- i. Blow the whistle to immediately stop play;
 - ii. Move to within 20m of the offending Coaching Box Area; and
 - iii. **Hold up a white card.**
- (B) A Field Umpire that is not issuing the card shall take control of the football at the spot on the field where play was stopped and then once the card has been issued, will resume play by **awarding a free kick and a 50m penalty** against the offending team
- (C) If any abuse or dissent is forthcoming from the Coaching Box Area during the card issuing process, the existing 50m penalty shall be upgraded to a 100 penalty.

2.4 Phase Three

- (A) if, on a **third** occasion during a Match, a Field Umpire(s) hears or observes any Unacceptable Behaviour arising from the same Coaching Box Area, regardless of whether an individual offending person can be identified, the Field Umpire is to:
- i. Blow the whistle to immediately stop play;
 - ii. Move to within 20m of the offending Coaching Box Area; and
 - iii. **Hold up a red card** to the Coach.
- (B) A Field Umpire that is not issuing the card shall take control of the football at the spot where play was stopped and then once the card has been issued and the Coach ejected, they will resume play by **awarding a free kick and a 100m penalty** against the offending team.
- (C) If any abuse or dissent is forthcoming from the Coaching Box Area during the card issuing process, the existing 100m penalty shall be upgraded to a 150m penalty

2.5 Reasons for Card

- (A) The Field Umpire shall not engage in any conversation when undertaking any phase of the process and shall not answer any questions that come from the Coaching Box Area.
- (B) **If a club wants clarity as to why a white or red card was issued, the offending "team Captain" can respectfully approach the Field Umpire(s) in-between quarters to obtain an explanation.**

Guidance Note: *This is not an avenue for the Captain to debate the decision. It's simply an opportunity to gain an understanding as to why a card was issued.*

2.6 Coach Ejection

- (A) Any Coach who receives a red card must either:
 - i. Go sit beside the Ground Managers desk until the Match is completed and both team's have left the playing field; or
 - ii. Leave the venue and not return until the Match is complete and both Team's have left the playing field.
 - iii. The Coach cannot in any way shape or form continue coaching their Team once they have been red carded.
- (B) The Coach cannot nominate someone else to leave the Coaching Box Area in their place, regardless of whether someone else's behaviour led to the red card.
- (C) Any Coach who receives a red card shall be referred directly to the MRP.
- (D) Any Coach who receives a red card may also be issued with a Coaching Citation.
- (E) Where the Coach refuses to vacate the Coaching Box Area, the Field Umpire shall stop the Match and report the Coach on a charge of *serious misconduct* which will be referred directly to the Tribunal.

2.7 White and Red Card Reporting

- (A) The timekeeper(s) will be responsible for noting the time and quarter of any white card or red card issued and to which team, and record of all cards issued must be listed on the official timecard.
- (B) The Umpire shall check with the Timekeeper(s) at the next quarter break to ensure the white card or red card has been recorded.
- (C) The Field Umpire is to record details of any card issued in the prescribed Umpire Match Report.

2.8 Reportable Offences

- (A) Nothing in this Policy prevents an Umpire from reporting a Player or Official for any act that is considered a 'Reportable Offence'.
- (B) Where a Player or Official in the Coaching Box Area is reported for Abuse or Dissent toward an Umpire, the umpire will still proceed with issuing the relevant white or red card.
- (C) Any circumstances involving the issuing of a red card under this Policy will be referred to the MRP regardless of whether the Coach has been reported.

2.9 Spectators

- (A) In the event a Team receives a card and they determine such behaviours have come from a person(s) outside of the Coaching Box Area:
 - i. It is incumbent on the Club to immediately seek to address the behaviour of that person(s); and
 - ii. It does not negate the issuing of the card or free kick and/or penalties.

2.10 MRP Policy Breach Review

- (A) Where a phase 1 or phase 2 card is identified in an Umpire Match Report, the matter will be referred to the MRP to determine if any further action is to be taken against an individual or Club in accordance with rule 8 “Coaches” and 17.3 “Officials” (‘Policy Breach’) of AFL Barwon Rules/By-Laws.
- (B) Where a phase 3 card is identified in an Umpire Match Report and the MRP determines there is no reportable offence, the matter will be referred to the MRP to determine if any further action is to be taken against an individual or Club in accordance with Rule 8 “Coaches” and 17.3 “Officials” (‘Policy Breach’) of AFL Barwon Rules/By-Laws.

BETTER BEHAVIOUR MATTERS



SEE IT



CALL IT OUT



CHANGE IT



A MESSAGE FROM



UMPIRES