



Club Objectives

Our aim is:

- To provide the best football and netball experience for junior players and their supporters.

Our strategy is built around four key themes:

- Participation - recognising the Club's heritage and desire to encourage local kids to enjoy and play football at the Club.
- Development – investing in the development of our players to the best of their abilities.
- Governance - ensuring the Club is well managed.
- Community - acknowledging that we are part of the community and that we seek to support the community and strengthen partnerships with local Auskick, Nets-Set-Go, schools and businesses.

Underpinning all of this are our core values:

- Fun
- Fairness
- Respect
- Commitment
- Sportsmanship

The Club, will at all times, endeavor to provide for the health, welfare and well-being of its players, supporters and spectators.

Ultimately, we will know whether we have been successful when we hear Players say 'YGJFNC is an awesome club' (i.e. encouraging participation)

The senior club and recruiters say 'YGJFNC produces talented footballers' and netballers (i.e. developing our players)

The community say 'YGJFNC is a valued member of the community' (i.e. being part of the community)

Parents say 'YGJFNC is a well-run club' (i.e. good governance)

Much of this is said now. However, we don't want to rest on our laurels – we want to ensure we remain a successful Club, providing the best football experience for junior players and their supporters

Executive Committee

The Yarra Glen Junior Football & Netball Club (The Club) is managed by a committee.

The Executive Committee is responsible for: (1) the overall governance of the Club; (2) setting Club policy; (3) appointing coaches and (4) dealing with complaints matters that require consideration by the Committee.

The Executive Committee includes:

Role	Function	2023
President	leadership, policy	Dale Davis
Vice President	Leadership, policy, player and coaching development	Julian Holland
Treasurer	Finance & Operations	Brett Shambrook
Secretary	Membership, Records and Administration	Linda Pears

The Executive Committee is supported by a General Committee, responsible for: (1) providing advice to the Executive Committee and; (2) undertaking operational activities.

Having an effective governance structure is important to become a successful club.



The management committee is the team of volunteers responsible for managing your club on behalf of its members. The committee should:

- Conduct the club's long-term planning
- Provide sound financial management
- Develop policies and procedures
- Manage internal and external relationships, e.g. with local council
- Follow up on member recommendations
- Conduct appraisals on the club's performance and key personnel

General Committee

In order to ensure that the executive committee is not “burnt out” by trying to be “everything to everyone” it is necessary to enlist the support of additional volunteers.

The purpose of the general committee is to provide guidance, advice and support to further develop the Yarra Glen Junior Football & Netball Club.

General Committee members may also take on specific roles including:

1. Child Safety
2. Merchandise
3. Sponsorship
4. Registrar
5. Canteen Operation
6. Social Media
7. Netball Operations
8. Fundraising
9. Property Steward



Player welfare

Irrespective of their age or abilities, player welfare is our number one objective.

The Club has a policy that dictates the wearing of mouthguards by all football players is compulsory. If a football player does not wish to wear a mouthguard, the parent and/or guardian of the player is required to correspond with the secretary to advise indicating that they understand that if an injury occurs that would have been prevented with the use of a mouth guard, the YGJNFC will not be liable for this.

The wearing of helmets is at the discretion of each parent/guardian.

The Club has adopted a code of behaviour which we expect everyone (players, parents and supporters) to comply with and has appointed a Child safety officer to assist where required.

Player welfare is of prime importance to the Club. Any concerns should first be raised with your team manager and or coach. If they can not be resolved at that level they should be referred to the Committee via the Secretary for consideration in accordance with the Issue Resolution Policy.

If you have any questions or comments, please do not hesitate to contact the Club Secretary on yarraglenjfc@gmail.com.

Grievances

Any person who feels aggrieved by the interpretation of the policies or possible failure to comply with the policies may refer the matter to the Committee via the Club Secretary for consideration in accordance with the Club's Issues Resolution Policy.



Behaviour Policy

Yarra Glen Junior Football & Netball Club seeks to provide an enjoyable football and netball environment where we play fairly and respect our team mates, players, coaches, opponents, umpires, parents and visitors.

The Club has adopted a code of conduct for players, parents, coaches, spectators, officials and administrators. All persons associated with the Club must comply with the YGJFNC Code of Conduct. Any breaches should be reported to your Team Manager or to the Club Secretary and will be managed in accordance with the Disputes Resolution Policy.

Players Code of Conduct

- Abide and play by the rules of the game and the rules set down by the AFL Yarra Ranges/ Lilydale & Yarra Valley Netball Association (LYVNA), your Club and Coach.
- Never argue with an Official (coach and coaching team), do not question Officials and Umpires judgement and never question their honesty.
- Control your temper. Verbal abuse of Officials or other Players, deliberately distracting an opponent is not accepted or permitted in any other sport.
- Swearing and/or Bullying will not be tolerated.
- Work equally hard for yourself and your Team. Your Team's performance will benefit and so will you.
- Never ridicule or yell at Players for making mistakes. Your involvement is to play for fun and enjoyment and winning is only part of it. Be a good sport; applaud all good plays whether they are from your Team, your opponent or the other Team.
- Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player. Always conduct yourself in a manner that is expected of your Team mates, Club or Family.
- Co-operate with your Coach and Team mates, and respect the ability of your opponents. Without them there would be no game.
- Place in proper perspective the isolated incidents of unsporting behaviour rather than make such incidents the "highlight" of the game.
- Players must not assault or attempt to assault an Umpire, another Player, Officials or Spectators.
- Be proud to walk off the ground/court after each game knowing that you have given your best effort and never involve yourself in an argument with opposing Player, Umpires or Officials.

Parents Code of Conduct

- If Children are interested, encourage them to participate. However, if a child is not willing, do not force him or her.
- Focus on the child's efforts and performance rather than the overall outcome of the game. This assists the child in setting a realistic goal related to his or her ability by removing the emphasis on winning.
- Teach children that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
- Encourage children to always participate according to the rules.
- Never ridicule or yell at a child for making a mistake or losing a game.
- Remember that children are involved in organised sport for THEIR enjoyment, not yours.
- Remember that children learn best from example. applaud good plays by all Teams.
- If you disagree with an official, raise the issue through the appropriate channels (the coach, team manager and/or the secretary) rather than question the officials judgement and honesty in public.
- Remember, most officials give their time and effort on a voluntary basis for your child's involvement.
- Support efforts to remove verbal and physical abuse from sporting activities
- Recognise the value and importance of volunteer coaches. They give up their time and resources to provide recreational activities and deserve your support.

Coaches Code of Conduct

- Be familiar with the laws of Australian Football/Netball Victoria and abide by the rules and conditions of your Competition League and Club.



- Teach your players that rules of the game are mutual agreements which no player should evade or break.
- Group players to age, height, skill and physical maturity whenever possible in any competitive practice session.
- Avoid over-playing talented players. "The just average" players need and deserve equal time..
- Remember that players involved play for fun and enjoyment and that winning is only part of it. Emphasize 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.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
- The scheduling and length of training times and competition should take into the consideration of the maturity level of the player.
- Develop team respect for the ability of opponents as well for the judgement of umpire, and opposing coaches.
- Follow the advice of a qualified person when determining when an injured Player is ready to play or train again.
- Make a personal commitment to keep yourself informed of sound junior coaching principles and developments. You must attain coaching accreditation and it is recommended that you become an active member of the local branch of the Coaches Association.
- Avoid use of derogatory language based on gender or race.

Spectators Code of Conduct

- Children play organised sport for fun. They are not playing for the entertainment of spectators only nor are they miniature professionals.
- Applaud good performances and efforts from each team. Congratulate all participants upon their performance regardless of the game's outcome.
- Respect the officials' decision. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach the children to do likewise.
- Never ridicule or scold a child for making a mistake during competition. Positive comments are motivational.
- Condemn the use of violence in any form, be it by spectators, coaches, officials or players.
- Show respect to your teams' opponents. Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
- It is the responsibility of the spectator/parents club to ensure all spectators/parents follow this code of conduct, Failure to do so may result in a fine of up to \$500.00
- Any breaches of these Code of Behaviours could result in the spectator being reported and result in being summoned before the OEFN independent tribunal.

Officials Code of Conduct

- Ensure rules and regulations are interpreted to match the skill level of Children and their needs.
- Compliment all participants on their efforts.
- Be consistent, objective and courteous in calling all infringements.
- Condemn unsporting behaviour and promote respect for all opponents.
- Use common sense to ensure the "spirit of the game" for children is not lost by over emphasizing errors.
- Actions speak louder than words. Ensure that your behaviour and performance is consistent with the principle of good sporting behaviour.
- Make a personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of children.

Administrators Code of Conduct

- Remember you are administrating sport involving children. Lead by example in all aspects of your involvement, whether at club or competition level.
- Ensure that equal opportunities for participating in sports are made available to all children, regardless of ability, size, shape, sex, age, disability or ethnic origin.
- Equipment and facilities must be safe and appropriate to the level of participating children.
- Rules, equipment, lengths of games training schedules should take into consideration the age, ability and maturity level of participating children.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skill technique.
- Remember as children participate for enjoyment, downplay the importance of rewards.
- Avoid the game becoming primarily spectator entertainment. Focus on the needs of the participants rather than the



enjoyment of the spectators.

- Provide clinics aimed at improving the standards of coaching and officiating, with the emphasis on appropriate behaviour and skill technique.
- Ensure that Parents, Coaches, Officials and Players understand their responsibilities regarding fair play. Distribute a Code Of behaviour to Spectators, Officials, Parents, Coaches, Players and the Media.

Inclusion

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that s/he knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

The Club is bound by the Racial and Religious Tolerance Act 2001 (Vic), the Racial Discrimination Act 1975 (Cth), and the Equal Opportunity Act 1995 (Vic) (the legislation). This Policy is consistent with the legislation but not in substitution of the legislation.

All persons associated with the Club must comply with these requirements. Any breaches should be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

Victimisation

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club should victimise another person.

A person will victimize another person (the victim) if:

- (a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or
- (b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

All persons associated with the Club must comply with these requirements. Any breaches should be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

Gender

Yarra Glen Junior Football & Netball Club actively encourages girls to play football.

In accordance with the Equal Opportunity Act 1995 (Vic.) ("the Act"), people aged under 12 years of age cannot be excluded on the basis of sex or gender identity from participating in a competitive sporting activity.

Pursuant to section 66 (1) of the Act, people of one sex or gender aged 12 and over can be excluded from participating in competitive sporting activities in which the strength, stamina and physique of competitors is relevant.

As a member of AFL Victoria, the OEFN excludes females who reach 14 years of age as at 1 January in the year of play from playing in any competition that is not a 'female competition'.

All persons associated with the Club must comply with these requirements. Any breaches should be reported to your team manager or to the Club Secretary and will be managed in accordance with the Issue Resolution Policy.

Reported players

It can be a very traumatic experience for a junior player to be reported or to be the victim of a reportable incident. The Club will endeavor to ensure that the distress associated with this event is minimised. To ensure this happens, the following needs to occur:



The Coach and Team Manager need to manage the situation in a calm and supportive manner. Often a report may occur as a result of a heated incident. It is the responsibility of the two (2) Club officials to ensure:

- a. The player is removed from the ground for the coach to be able to talk to the player about the incident and point out the outcomes of such an incident.
 - i. That the bench and player/s remain calm, ensuring that no further incidents grow out of the particular case.
 - ii. That supporters, and in particular, the parents of the reported player remain calm and do not incite a further incident
 - iii. Ensure that all details of the incident are immediately noted, as this may be needed as evidence at the tribunal.
- b. After the game, the coach and team manager, in consultation with the player and parents (if they are able to contribute in a positive manner) will discuss the timing and actions to be taken
- c. The secretary of the club needs to be notified of the report and the decision of the coach, team manager and player regarding the taking of the *Set Penalty*. If the case goes to the tribunal, the Secretary will then contact the President, who will then commission the services of the clubs official advocate.
- d. The advocate will then take charge of the defence. It would be expected that the coach would still take a very active role in the moral support for the player. At the tribunal it is recommended that the parents do not attend.
- e. In the event of one of our players being required to give evidence, then all steps will be followed except those related to Set Penalty.
- f. A player who has been on the receiving end of a reportable incident and is required to give evidence needs to be well supported especially morally.
- g. Disciplinary Action may be imposed upon any individual / player associated with the Club if found guilty by the Executive Committee with respect to misconduct or bringing the game or the Club into disrepute. This action may be taken even if a report has not been made.

It should also be noted that the Club in certain circumstances might impose penalties or suspensions outside the findings of the League / Tribunal. These decisions will be at the discretion of the Executive Committee.

All incidents / outcomes should be recorded on an incident report form and should be filed by the Secretary.