



True Sport
Lives Here



Taringa Rovers Soccer Football Club

Behaviour Management Policy



True Sport Lives Here



PART 2 – THE POLICY

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1. RATIONALE

- 1.1 The Taringa Rovers Soccer Football Club is committed to *True Sport Lives Here* for all participants in junior football where individuals are treated with respect and dignity.
- 1.2 The Taringa Rovers Soccer Football Club is committed to providing an environment focused on the rights of young people to enjoy themselves and develop social and physical skills.
- 1.3 The Taringa Rovers Soccer Football Club is committed to a junior football environment which is free of verbal and physical abuse.
- 1.4 The Taringa Rovers Soccer Football Club is committed to providing a supportive environment for administrators, coaches, officials and volunteers to enable them to do their jobs.

2. OBJECTIVES

The objectives of the Taringa Rovers Soccer Football Club Behaviour Management Policy are to:

- 2.1 Provide a fun, safe and fair junior football for children, parents, administrators, coaches, officials and volunteers.
- 2.2 Establish standards of behaviour expected of members.
- 2.3 Establish a procedure for dealing with breaches of the codes of ethics.



3. VALUES OF SPORT

All members of the Taringa Rovers Soccer Football Club are expected to adhere to the following minimum standards in relation to junior sport:

Integrity

Play by the rules and spirit of the sport.

- Participate in the best interest of the sport and other participants, always having regard to governing rules, regulations and standards.
- Set an example for others in the way you conduct yourself in playing, volunteering or spectating and in winning or losing.
- Encourage positive actions and appreciation for people's good behaviour and involvement – always say 'well done' and 'thanks'.
- Advocate a pure sport environment, free of alcohol, performance enhancing and illegal drugs.

Respect

Value the rights, dignity and worth of every individual.

- Everyone has the same value and right to be respected regardless of gender, age, ability, ethnic origin or religion.
- Value and utilise the skills, aspirations and goals of each athlete to help them reach their full potential.

Fun

True sport is fun. Enjoy it!

- Celebrate players, coaches, officials and volunteers 'having a go'. Celebrate their personal achievements.
- Emphasise enjoyment over winning.

Responsibility

The buck stops with you.

- Good sportsmanship starts with every individual acting positively. Take responsibility for your actions, decisions and behaviour.
- Take appropriate steps to protect others from any form of harassment or abuse.

Excellence

Give it your best shot!

- Go for it! Rise to the challenge.
- Enjoy the journey. Discover how good you can become!



4. ROLES AND RESPONSIBILITIES

4.1 Roles of coaches.

The role of junior coaches in the Taringa Rovers Soccer Football Club is to:

- 4.1.1 Prepare and conduct sessions based on sound coaching principles.
- 4.1.2 Develop the fundamental techniques of football.
- 4.1.3 Promote the principles and practices of *True Sport Lives Here*
- 4.1.4 Cater for varying levels of ability and ensure juniors enjoy their experience.
- 4.1.5 Provide equal opportunities for girls and boys.
- 4.1.6 Educate young people and parents on health and safety in sport.
- 4.1.7 Be a positive role model in junior football

4.2 Responsibilities of coaches.

The responsibility of junior football coaches in the Taringa Rovers Soccer Football Club is to:

- 4.2.1 Become accredited with the National Coaching Accreditation Scheme (NCAS).
- 4.2.2 Agree to abide by the Taringa Rovers Soccer Football Club's coaches code of ethics.
- 4.2.3 Undergo a criminal history check (blue card) by the Commission for Children and Young People and Child Guardian.
- 4.2.4 Set realistic standards and objectives for children.
- 4.2.5 Provide a fun, safe and fair environment for training and competition.
- 4.2.6 Keep up-to-date with junior football coaching developments.
- 4.2.7 Enforce this behaviour management policy.



4.3 Roles of parents

The role of parents in the Taringa Rovers Soccer Football Club is to:

- 4.3.1 Support and encourage their child to participate in junior football
- 4.3.2 Allow their child to participate only if they are well and healthy.
- 4.3.3 Encourage their child to participate for the enjoyment of junior football
- 4.3.4 Support their child to develop social and physical skills through junior football.
- 4.3.5 Promote and abide by the Taringa Rovers Soccer Football Club's codes of ethics.
- 4.3.6 Be courteous when communicating with coaches, officials and administrators.
- 4.3.7 Be a positive role model.

4.4 Roles of officials

The role of officials in the Taringa Rovers Soccer Football Club is to:

- 4.4.1 Apply the rules of junior football in a competition situation.
- 4.4.2 Promote and model the principles, practices and values of *True Sport Lives Here*.
- 4.4.3 Ensure the spirit of the game is not lost by the strict application of rules and over-calling of violations.
- 4.4.4 Be a good role model.

4.5 Responsibilities of officials

The responsibilities of a junior official in the Taringa Rovers Soccer Football Club are to:

- 4.5.1 Become accredited with the National Officials Accreditation Scheme (NOAS).
- 4.5.2 Agree to abide by the «*insert organisation name*»'s officials code of ethics.
- 4.5.3 Undergo a criminal history check (blue card) from the Commission for Children and Young People and Child Guardian.
- 4.5.4 Keep up-to-date with rule modifications.
- 4.5.5 Keep informed of sound officiating principles that take account of children's growth and development.
- 4.5.6 Be consistent, courteous and helpful to all participants.
- 4.5.7 Discourage inappropriate behaviour.



4.6 Roles of administrators.

The role of the administrator in the Taringa Rovers Soccer Football Club is to implement this policy by:

- 4.6.1 Ensuring that everyone involved in junior sport emphasises fun, safe and fair play, and not winning at all costs.
- 4.6.2 Providing all members with a copy of this policy and other club information in an easy-to-read format.
- 4.6.3 Ensuring that this policy and other club information is easily accessible to all members.
- 4.6.4 Ensuring that all coaches and officials have the relevant accreditations and have undergone a criminal history check (blue card) with the Commission for Children and Young People and Child Guardian.
- 4.6.5 Providing education and training opportunities for parents, coaches, umpires/officials and volunteers.
- 4.6.6 Helping coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- 4.6.7 Implementing the procedure for dealing with breaches of the codes of ethics.
- 4.6.8 Involving children in an appropriate level of decision-making activities relating to the planning and evaluation of junior «*insert sport or activity*».
- 4.6.9 Creating pathways for children to participate in sport not just as players but also as coaches, officials, administrators and other roles.
- 4.6.10 Ensuring that equipment, facilities and rules are safe and appropriate to the ability level of participants.
- 4.6.11 Keeping informed of game modifications and changing league requirements and informing members including coaches and officials in a timely manner.
- 4.6.12 Making it clear that abusing children in any way is unacceptable and will result in disciplinary action.
- 4.6.13 Respecting the rights, dignity and worth of every child regardless of their gender, ability, cultural background, or religion.
- 4.6.14 Being a positive role model.



5. CODES OF ETHICS – PARENTS AND PARTICIPANTS

- 5.1 Members will be requested to abide by the codes of ethics, which outline the club culture and standard of behaviour expected of members.
- 5.2 Organisations will maintain the club culture outlined in the codes of ethics. Clubs may add additional items to the codes.
 - 5.2.1 Participants' code of ethics – see Appendix 1.
 - 5.2.2 Parents' code of ethics – see Appendix 2.
- 5.3 Organisations may conduct information sessions to inform members of their roles, responsibilities and the codes of ethics.
 - 5.3.1 The information sessions may be a mandatory requirement in the registration process for all members. Attendance may be recorded.
 - 5.3.2 Members may be required to attend an information session prior to signing the registration forms.
 - 5.3.3 Separate sessions may be conducted for players and parents.

6. CODES OF ETHICS – COACHES AND OFFICIALS

- 6.1 Coaches and officials will abide by the codes of ethics as endorsed by the National Coach Accreditation Scheme (NCAS), the National Officials Accreditation Scheme (NOAS) and adopted by the Taringa Rovers Soccer Football Club
- 6.2 Organisations will maintain the club culture outlined in the codes of ethics. Clubs may add additional items to the codes.
 - 6.2.1 Coaches code of ethics – see Appendix 3.
 - 6.2.2 Officials code of ethics – see Appendix 4.
- 6.3 Organisations may conduct information sessions to inform coaches and officials of their roles, responsibilities and the codes of ethics.
 - 6.3.1 Information sessions may be a mandatory requirement in the registration process. Attendance may be recorded.
 - 6.3.2 Coaches and officials may be required to attend an information session prior to signing the agreement to undertake the job.



7. MANAGING AND MONITORING CODES OF ETHICS

7.1 Disciplinary action will be taken by Taringa Rovers Soccer Football Club against anyone who is found to be in breach of the codes of ethics contained in this policy.

7.2 Disciplinary action involves a three-phase education process designed to assist members better understand their role in junior «*insert sport or activity*». The three phases dealing with breaches are designed to provide ample opportunity for addressing undesirable behaviour in a continual education process.

7.3 Phase one – club to counsel member.

Phase one applies to the first breach of a code of ethics. Procedure for implementing Phase one:

7.3.1 The club will keep record of and/or provide the Football Brisbane/Queensland with an incident report advising of a breach of a code.

7.3.2 The club or the Football Brisbane/Queensland will inform the offender in writing, detailing the breach and the consequences. If managed by an appropriate organisation rather than the club, a copy of this document will be provided to the club to inform them that phase one has been initiated.

7.3.3 Where the offender could not be identified, the club will assume responsibility to identify parents and implement phase one.

7.3.4 The club or Football Brisbane/Queensland will contact the offender within five days of receiving the breach notice (Clause 7.3.2) to arrange an information session. The aim of the session is to:

- promote the *True Sport Lives Here* values;
- educate the offender about why children enjoy sport;
- what behaviour discourages and encourages a positive sporting experience; and
- revisit the Behaviour Management Policy and code of ethics for Taringa Rovers Soccer Football Club. The offender will be informed of phases two and three.

7.3.5 If the breach/offending behaviour is deemed to be a serious nature (for example, obscene language, threatening behaviour, any form of racial vilification or physical acts, harassment of an official), the club or Football Brisbane/Queensland may proceed to phase two at the discretion of the club or Football Brisbane/Queensland



7.4 Phase two – offender suspended from attending games.

Phase two applies to the second breach of a code of ethics in a 12-month period or current football season.

7.4.1 The club will keep record of and/or provide the Football Brisbane/Queensland with an incident report advising of a second breach of the code.

7.4.2 The club or the Football Brisbane/Queensland will inform the offender in writing, detailing the breach and the consequences. If managed by an appropriate organisation rather than the club, a copy of this document will be provided to the club to inform them that phase two has been initiated.

7.4.3 The club or the Football Brisbane/Queensland will contact the offender within five days of receiving the breach notice (*Clause 7.4.2*) to confirm attendance at a Harassment-Free Sport workshop conducted by the Anti-Discrimination Commission of Queensland and/or a *True Sport Lives Here* workshop. The aim of the training is to assist offenders identify harassment, discrimination, abuse, and child protection in sport and identify strategies to positively participate in junior football; The Offender will be informed of phase three.

7.4.4 Offenders issued with a second breach notice must attend either or both the Harassment Free Sport workshop or the *True Sport Lives Here* workshop (upon discretion of the Taringa Rovers Soccer Football Club). These workshops will be conducted on a monthly basis or a needs basis pending regional demand.

7.4.5 Failure to attend the workshop may result in suspension of membership until the attendance requirement is met (upon discretion of the Taringa Rovers Soccer Football Club).

7.5 Phase three – membership removed.

Phase three applies to the third breach of a code of ethics in a 12-month period or current football season.

7.5.1 The club will keep record of and/or provide the Football Brisbane/Queensland with an incident report advising of a third breach of the code.

7.5.2 The club or the Football Brisbane/Queensland will inform the offender in writing, detailing the breach and the consequences. If managed by an appropriate organisation rather than the club, a copy of this document will be provided to the club to inform them that phase three has been initiated.



7.5.3 Once membership has been removed the offender and the associated member (young participant) will not be permitted to participate in any junior football or activity affiliated with Taringa Rovers Soccer Football Club.

7.5.4 The member can apply to Taringa Rovers Soccer Football Club for membership renewal at the start of the next junior football season. Renewal will be at the discretion of Taringa Rovers Soccer Football Club.

7.6 **Monitoring and reporting**

7.6.1 Clubs will provide all incident reports (Appendix 5) to Taringa Rovers Soccer Football Club on a weekly basis.

7.6.2 Clubs will provide a monthly summary sheet to Taringa Rovers Soccer Football Club on the first Monday of every month using the template provided at Appendix 6.



8. CHILD PROTECTION

- 8.1 Taringa Rovers Soccer Football Club is committed to ensuring the safety, welfare and well being of children is maintained at all times during their participation in activities run by members and service providers. Taringa Rovers Soccer Football Club aims to promote a fun, safe and fair environment for children and to assist members and service providers to recognise, report and prevent child abuse.
- 8.2 Any person involved in the instruction, leadership, management and/coaching of any participants 17 years and under will be required to undergo a criminal history check (blue card) by the Commission for Children and Young People and Child Guardian.
- 8.3 Taringa Rovers Soccer Football Club will refer allegations involving abuse, suspected abuse of children promptly to the Department of Communities and the Queensland Police Service who are the only statutory authorities in Queensland with the power to investigate allegations of sexual abuse.

9. CONFIDENTIALITY

The Taringa Rovers Soccer Football Club management and officers responsible for implementing this behaviour management policy will keep confidential the names and details related to breaches of the codes of ethics unless disclosure is necessary as part of the disciplinary or corrective process.

10. BEHAVIOUR MANAGEMENT POLICY AND APPROVAL

- 10.1 The Taringa Rovers Soccer Football Club Management Committee approves this policy on *1st January 2009*
- 10.2 The Taringa Rovers Soccer Football Club Junior Coordinator is responsible for this behaviour management policy will ensure an appropriate review of the policy is conducted regularly.



True Sport Lives Here



APPENDIX 1: CODE OF ETHICS – PARTICIPANTS

As a True Sport athlete, I represent my team and my sport. This means other people, such as my team mates and/or junior players, look up to me to set a good example.

I am committed to *True Sport Lives Here* by:

- respecting others and treating them with dignity, regardless of their gender, ability, ethnicity or religion
- celebrating personal growth and the love of the game as much as winning
- supporting all participants, including athletes, coaches, officials, regardless of skill level
- honouring the spirit of the sport, playing by the rules and prioritising the safety and welfare of all participants
- acting with fairness and integrity in the pursuit of sport excellence, advocating against abuse of alcohol and performance enhancing and illegal drugs
- accepting responsibility for all my speech, actions and behaviour
- treating other participants as I would like to be treated

I, _____ accept Taringa Rovers Soccer Club's rules, policies and procedures governing events and competitions in which I participate. I comply with the reasonable requests of Taringa Rovers Soccer Club and accept I am a champion for football and Taringa Rovers Soccer Club. I understand sport is for fun and personal growth and each person should be treated with respect.

I agree to abide by the *True Sport Lives Here* Code of Ethics for Participants provided above. I acknowledge the Taringa Rovers Soccer Club may notify the Football Brisbane/Queensland and take action if I breach the Code of Ethics.

If under 18 years of age, parent/guardian

Signature: _____

Signature: _____

Date: _____

Date: _____



True Sport Lives Here



APPENDIX 2: CODE OF ETHICS – PARENTS

As a True Sport, I am a positive role model for my child, all participants and spectators. I agree to act with respect towards all those I come into contact with through sport. This means I will:

- respect others and treat them with dignity, regardless of their gender, ability, ethnicity or religion
- appreciate that the majority of coaches and officials are dedicated volunteers who have given up their time to serve my family and community
- commit to supporting them through encouragement and positive feedback
- celebrate personal growth and fun as much as winning and support all participants, regardless of skill level
- respect the skills, decision-making and judgement of coaches, officials, other volunteers and participants
- honour the spirit of the sport and prioritise the safety and welfare of all participants, including athletes, officials, coaches, spectators and volunteers
- be a positive example and promote good sportsmanship by:
 - having zero tolerance of comments or behaviours which are abusive, offensive, racist, sexist or otherwise demeaning to others
 - taking responsibility for my speech, actions and behaviour
 - promoting enjoyment of the game and advocating against abuse of alcohol and performance enhancing and illegal drug use

I, _____ accept Taringa Rovers Soccer Club's rules, policies and procedures governing events and competitions in which my child participates. I comply with the reasonable requests of Taringa Rovers Soccer Club.

I agree to abide by the *True Sport Lives Here* Code of Ethics for Parents provided above.

I acknowledge the Taringa Rovers Soccer Club may take disciplinary action if I breach the Code of Ethics.

Signature: _____

Date: _____



True Sport Lives Here



APPENDIX 3: CODE OF ETHICS – COACHES

As a True Sport, I am a positive role model for the athletes in my team and all other sporting participants and spectators. I agree to uphold the values of *True Sport Lives Here* and act with respect towards all those I come into contact with through sport. This means I will:

- respect others as persons and treat them with dignity, regardless of gender, ability, ethnicity or religion
- be fair, considerate and honest with athletes and give each athlete equal attention and opportunity
- operate within the rules of the sport and in the spirit of fair play, advocating against alcohol and performance enhancing and illegal drug use
- respect the skills, decision-making and judgement of coaches, officials and other volunteers
- promote participation in sport for enjoyment and celebrate personal growth and fun as much as winning
- be professional and accept responsibility for my actions, decisions and behaviour
- protect athletes from any form of harassment and abuse
- seek continual professional development and strive for personal excellence in coaching
- be a positive example through a healthy and active lifestyle
- ensure time spent with athletes is a positive experience for them

I, _____ accept Taringa Rovers Soccer Club's rules, policies and procedures governing events and competitions in which I participate. I comply with the reasonable requests of Taringa Rovers Soccer Club and accept I am an ambassador for football and Taringa Rovers Soccer Club. I refrain from any action which might bring the football or Taringa Rovers Soccer Club into disrepute.

I agree to abide by the *True Sport Lives Here* Code of Ethics for Coaches provided above.

I acknowledge that Taringa Rovers Soccer Club may notify the Football Brisbane/Queensland and take action if I breach the Code of Ethics.

If under 18 years of age, parent/guardian

Signature: _____

Signature: _____

Date: _____

Date: _____



True Sport Lives Here



APPENDIX 4: CODE OF ETHICS – OFFICIALS

As a True Sport, I am a positive role model for all participants and spectators in the competition and set an example for others by:

- promoting the values of sport, good sportsmanship and respect for all persons above winning and losing
- honouring and respecting the spirit of the sport
- prioritising the safety and welfare of participants
- respecting the rights, dignity and worth of all persons involved in the game regardless of their gender, ability, ethnicity or religion

I am committed to providing a quality service through:

- striving for personal excellence in officiating and seeking continual self-improvement
- keeping up to date with the latest 'laws of the game', trends and principles of their application
- being consistent, objective, courteous and timely in my decision-making
- acting with fairness and integrity in the pursuit of sport excellence, condemning the abuse of alcohol and use of performance enhancing and illegal drugs
- accepting responsibility for all my decisions and actions
- clearly communicating expectations of behaviour and outlining the rules and penalties before the game begins
- refraining from comments and actions which are abusive, offensive, racist, sexist or demeaning to others

I, _____ accept Taringa Rovers Soccer Club's rules, policies and procedures governing events and competitions in which I participate. I comply with the reasonable requests of Taringa Rovers Soccer Club and accept I am an ambassador for football and Taringa Rovers Soccer Club. I refrain from any action which might bring the football or Taringa Rovers Soccer Club into disrepute.

I agree to abide by the True Sport Lives Here Code of Ethics for Officials provided above. I acknowledge that Taringa Rovers Soccer Club may notify the Football Brisbane/Queensland and take action if I breach the Code of Ethics.

If under 18 years of age, parent/guardian

Signature: _____

Signature: _____

Date: _____

Date: _____



APPENDIX 5: INCIDENT REPORT FORM

Taringa Rovers Soccer Football Club

OFFENDER'S DETAILS

Name:	
Club (if relevant):	
Team (if relevant):	
Address:	
Contact phone:	

INCIDENT DETAILS

Date of incident:	
Time of incident:	
Location/venue:	
Which code was breached (tick one): <input type="checkbox"/> Code of ethics – Participants <input type="checkbox"/> Code of ethics – Parents <input type="checkbox"/> Code of ethics – Coaches <input type="checkbox"/> Code of ethics – Officials	
Brief overview of the incident: <i>Example: Mr Joe Parent was heard yelling loudly at opposition players while watching his son play in an under-10's match.</i>	
Steps taken at the time of the incident to correct the behaviour: <i>Example: Mr Club President, who was present at the match, quietly advised Mr Parent that his behaviour was inappropriate and in breach of the club's behaviour management policy.</i>	



Taringa Rovers Soccer Football Club
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ACTION TAKEN

Date:	
Time:	
Forum: <i>Example: Regular club meeting; special disciplinary hearing.</i>	
Details of action taken (as per Section 7 of Behaviour Management Policy) <i>Example: Mr Parent was advised he had committed a phase 1 breach of the Behaviour Management Policy. He was counselled about his actions by the club president and advised that future breaches could result in him not being allowed to attend games or having his membership revoked.</i>	
Status (tick one): <input type="checkbox"/> Dealt with at organisation level <input type="checkbox"/> Referred to governing body	
Name of delegated officer:	
Position:	
Signature:	



APPENDIX 6: MONTHLY BREACH SUMMARY SHEET

Taringa Rovers Soccer Football Club
«insert month and year»

Breach codes:

1. Code of ethics – Participants
2. Code of ethics – Parents
3. Code of ethics – Coaches
4. Code of ethics – Officials

Date of incident	Name of offender	Breach code	Action taken
<i>Example:</i> 10/10/03	<i>Mr Joe Parent</i>	<input checked="" type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	<i>Mr Parent was counselled about his actions by the club president and advised that future breaches could result in him not being allowed to attend games or having his membership revoked.</i>
		<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
		<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	
		<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4	

Name of delegated officer:	
Position:	
Signature:	