



Souths United Football Club Inc.

Behaviour Management



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1. RATIONALE

1.1 Souths United Football Club Inc is committed to providing an environment focused on the rights of all people to enjoy themselves and develop social and physical skills.

1.2 Souths United Football Club Inc is committed to a football environment which is free of verbal and physical abuse of any kind. This includes: discrimination, harassment and bullying.

1.2.1 Discrimination

Discrimination occurs when someone is treated unfavourably because of one of his or her personal characteristics.

1.2.2 Harassment

Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or group usually because they are different or perceived to be different from the harasser.

1.2.3 Bullying

Bullying is the repeated use of power and/or oppression (psychological or physical) by a more powerful individual or group or persons against a less powerful person.

Bullying can include but is not limited to:

- Physical and psychological intimidation or abuse
- Verbal abuse especially name-calling
- Cruel teasing
- Removing and hiding belongings
- Threatening or menacing gestures
- Exclusion that is malicious
- Spreading malicious rumours
- Cyber assault (any of the above can occur with the use of technology including telephones, videophones, computers, mobile phones, internet especially social networking sites such as Facebook and Twitter and forums) and other behaviours



For the full version of these policies, refer to The Club's Risk Management Strategy.

- 1.3 Souths United Football Club Inc is committed to providing a supportive environment for administrators, coaches, officials and volunteers to enable them to do their jobs.

2. OBJECTIVE

The objectives of Souths United Football Club Inc's Behaviour Management Policy are to:

- 2.1 Establish standards of behaviour expected of members, players, team officials and spectators.
- 2.2 Establish a procedure for dealing with breaches of the Codes of Fair Play.

3. CODES OF FAIR PLAY

- 3.1 Members, spectators, players, administrators, team officials (coaches/team leaders and managers) will be requested to abide by the Codes of Fair Play, which outline the standard of behaviour expected.
- 3.2 The Codes of Fair Play for Parents, Players, Spectators and Team Officials are displayed on the Club's website, included in the Club's Handbook and displayed around the Clubhouse and grounds.

4. MANAGING AND MONITORING CODES OF FAIR PLAY

- 4.1 Disciplinary action will be taken by Souths United Football Club Inc against anyone who is found to be in breach of the Codes of Fair Play contained in this policy.
- 4.2 Disciplinary action involves a three-phase education process designed for everyone involved in football to better understand their role in football. The three phases dealing with breaches are designed to provide ample opportunity for addressing undesirable behaviour in a continual education process.



4.3 **Phase One – club to counsel member/spectator/player/team official**

Phase One applies to the first breach of a Code of Fair Play.
Procedure for implementing Phase One:

Match Day Incident

- 4.3.1 As soon as possible after the Club is advised of a Breach of a Code of Fair Play, a member of the Management Committee or the Ground Official on duty will speak with the offender and counsel him/her regarding the breach.

Reported Incident

- 4.3.2 The club will keep a record of an incident report advising of a breach of a code.
- 4.3.3 The Club will inform the offender in writing, detailing the breach and the consequences.
- 4.3.4 Where the offender initially could not be identified, the club will assume responsibility and make all efforts to identify the offender and then implement Phase One.
- 4.3.5 The Club will contact the offender within five working days of receiving the breach notice (Clause 7.3.2) to arrange an information session. The aim of the session is to:
- Promote the Club's philosophy;
 - What behaviour discourages and encourages a positive sporting experience; and
 - Revisit the Behaviour Management Policy and Code of Fair Play for Souths United Football Club Inc. The offender will be informed of Phases Two and Three.

Serious Breach

- 4.3.6 If the breach/offending behaviour is deemed to be of a serious nature (for example: obscene language, threatening behaviour, any form of racial vilification or physical acts, harassment of an official), the club may proceed to Phase Two at the discretion of the Club.



4.4 Phase Two – offender suspended from attending games.

Phase Two applies to the second breach of a Code of Fair Play in a 12-month period or current season.

- 4.4.1 The Club will keep a record of an incident report advising of a second breach of the Code.
- 4.4.2 The Club will inform the offender in writing, detailing the breach and consequences.
- 4.4.3 The Club will contact the offender within five working days of receiving the breach notice (Clause 7.4.2) to confirm attendance at a Disciplinary Committee hearing at the Club. Membership of the Disciplinary Committee will be members of the Management Committee and any other persons deemed appropriate by the Management Committee.
- 4.4.4 The Disciplinary Committee will listen to any mitigating circumstances and will reinforce to the offender the essence of the Code of Fair Play and the importance of them. The Disciplinary Committee may also require the offender to attend a workshop or may require the offender to be suspended from attending Club fixtures (home and away).

4.4.5

4.5 Phase Three – membership removed.

Phase Three applies to the third breach of a Code of Fair Play in a 12-month period or current season.

- 4.5.1 The Club will keep a record of the incident report advising of the third breach of the Code.
- 4.5.2 The Club will inform the offender in writing, detailing the breach and the date the offender must meet with the Management Committee.
- 4.5.3 If the offender is a parent of a junior player/s, the player/s are also required to attend.



- 4.5.4 The Management Committee will firstly meet with the offender and explain the charges. The Management Committee will remove the offender's membership of the club. The offender will not be permitted to participate in football affiliated with Souths United Football Club Inc.
- 4.5.5 The Management Committee will then meet with the player/s and discuss the issue and the process thus far. The Management Committee will explain to the player/s that the offender's behaviour is not their fault. The Management Committee will then outline the consequences of the offender's repeated actions and advise the outcome – membership removed. The consequence of this ie player/s can no longer play for Souths United Football Club Inc, will be outlined to the player/s.
- 4.5.6 The member can apply to Souths United Football Club Inc for membership renewal at the start of the next football season. Renewal will be at the discretion of the Management Committee of Souths United Football Club Inc.

4.6 Monitoring and Reporting

- 4.6.1 Souths United Football Club Inc will provide, to Football Brisbane, details of any member or player whose membership rights have been removed or is suspended from attending games.
- 4.6.2 Any breach of a Code of Fair Play will be reported at the next Management Committee meeting.

5. CONFIDENTIALITY

Souths United Football Club Inc's Management Committee who is responsible for implementing this Behaviour Management Policy, will keep confidential the names and details related to breaches of the Codes of Fair Play unless disclosure is necessary as part of the disciplinary or corrective process.



6. BEHAVIOUR MANAGEMENT POLICY REVIEW

- 6.1 The Management Committee of Souths United Football Club Inc will ensure that an appropriate review of this Behaviour Management Policy is conducted regularly.



APPENDIX 1

PARENTS CODE OF FAIR PLAY

Encourage children to participate, if they are interested. However, if a child is not willing, do not force them.

Focus upon the child's efforts, performances and skills rather than the overall outcome of the event ie winning or losing. This assists the child in setting realistic goals related to his/her ability by reducing the emphasis on winning. Children should be encouraged to be *process driven* rather than *result driven*.

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 and to settle disagreements without resorting to hostility and violence.

Never ridicule or yell at a child for making a mistake or losing a game.

Remember, children are involved in organised sports for their enjoyment, not yours.

Remember that children learn best from example. Applaud good performances and skilful plays by all participants.

If you disagree with an official, raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for your child's involvement.

Support all efforts to remove verbal and physical abuse from all football activities.

Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition. The Club requires written confirmation from the player's physician BEFORE the player resumes training/competition.

Respect official's decisions and teach children to do likewise.

Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.

Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.



APPENDIX 2

PLAYERS CODE OF FAIR PLAY

Play by the rules.

Never argue with a referee or assistant referee. If you disagree, have your captain, coach or manager approach the official on your behalf.

Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in football.

Work equally hard for yourself and your team. Your team's performance will benefit, so will you.

Be a good sport, recognise all good plays whether they are part of your team or the opposition.

Treat all participants in football as you would like to be treated. Do not bully or take unfair advantage of another competitor.

Co-operate with your coach, teammates and opponents. Without them, there would be no game.

Participate for your own enjoyment and benefit and not just to please parents and coaches.

Avoid use of derogatory language and gestures.

Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural backgrounds or religion.



APPENDIX 3

TEAM OFFICIALS CODE OF FAIR PLAY

Be punctual at all times and have training nights and game days pre-organised.

Set a good example to all of your players. Display control, respect and professionalism to all (coaches, officials, administrators, opponents, parents, spectators) involved with the game of football. Encourage your players to do the same.

Develop ground rules for your players and parents.

Attend all in-house coaching seminars.

Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young players – Coaches/Team Leaders.

Respect the Club's equipment at all times and return the equipment at the end of the season. Ensure that the equipment and facilities meet safety standards and are appropriate to the age and ability of all players.

Remember that junior players participate for pleasure and winning is only part of the fun.

Never ridicule or yell at junior players for making a mistake or for not winning.

Be reasonable in your demands on players' time, energy and enthusiasm.

Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition. This must be confirmed by a letter from the player's physician.

Enjoy your role as Coach/Team Leader or Manager.

Operate within the rules and spirit of the game and teach your players to do the same.

Ensure that the time players spend with you is a positive experience. All junior players are deserving of equal attention and opportunities.

Avoid overplaying the talented players; the just average need and deserve equal time.

Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Encourage the players to be *process driven* rather than *result driven*.

Understand learning ability of the age you coach and set appropriate training sessions.

Remember learning and development is a long process. It is not up to you to teach everything about football in the one year.



APPENDIX 4

SPECTATORS CODE OF FAIR PLAY

Remember that young people participate for their enjoyment and benefit, not yours.

Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.

Respect the decisions of officials and teach junior players to do the same.

Never ridicule or scold a player for making a mistake. Positive comments are motivational.

Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.

Show respect for your team's opponents. Without them there would be no game.

Encourage players to follow the rules and the official's decisions.

Do not use foul language, sledge or harass players, coaches or officials.

Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.



APPENDIX 5

ADMINISTRATORS CODE OF FAIR PLAY

Involve young people in planning, leadership, evaluation and decision making related to the sport of football.

Give all young people equal opportunities to participate.

Create pathways for your people to participate in sport not just as a player but as a coach, referee, administrator etc.

Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.

Provide adequate supervision and instruction for junior players.

Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.

Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.

Give a Code of Fair Play sheet to spectators, officials, parents, coaches and players and encourage them to follow it.

Remember, you set an example. Your behaviour and comments should be positive and supportive.

Support implementation of the National Junior Sport Policy.

Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.

Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.



APPENDIX 6: INCIDENT REPORT FORM

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): <ul style="list-style-type: none"><input type="checkbox"/> Code of Fair Play - Parents<input type="checkbox"/> Code of Fair Play - Players<input type="checkbox"/> Code of Fair Play - Coaches<input type="checkbox"/> Code of Fair Play - Spectators	
Brief overview of the incident: Example: Mr Joe Parent was heard yelling loudly at opposition players while attending to watch his son play in an Under 10's match.	

Steps taken at the time of the incident to correct the behaviour:
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.

Action Taken

Date:	
Time:	
Forum: Example: Regular Club meeting: special disciplinary hearing	
Details of action taken (as per Section 7 of Behaviour Management Policy): Example: Mr Parent was advised he had committed a Phase One 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.	
Status (tick one): <input type="checkbox"/> Dealt with at Club level <input type="checkbox"/> Referred to Football Brisbane Inc	
Name of delegated officer:	
Position:	
Signature:	