



 Tropical Ford

# TROPICAL FORD GLENMORE BULLS CODE OF CONDUCT



# CODE OF CONDUCT

## CLUB VALUES

### **Inclusion & Diversity**

We, the Glenmore Bulls, value the richness and qualities of every player and member of the club for their commitment and contribution. We welcome players of all levels of skills and abilities.

### **Fair Play**

We actively promote good competitive sportsmanship and expect respectful intentions and positive game behaviour on and off the field from every player and club member.

### **Commitment & Persistence**

We strive to encourage new and returning club members to cultivate the culture of our club and to always provide active volunteering and contributions where possible. We encourage players to commit their time and efforts to training and games, to continue developing their skills, fitness, and put in the work. We encourage players to be the best they can be on game day by being ready, prepared, and applying themselves with energy and enthusiasm.

### **Encouragement & Development**

We encourage players, coaches, parents, and spectators to give 100% to develop themselves and to encourage team members and club members.

### **Integrity & Pride**

Each member of the club is held to a high standard of behaviour and conduct on and off the field. We expect respect, honesty, and transparency while adhering to the rules. We wear our club colours with pride and honour, exemplifying everything it means to be a Glenmore Bull – Honour, Determination, Fair play, and Teamwork.

### **Strength & Safety**

As a club that provides AFL for all ages from under 7s to over 50s, we are committed to making our club a physically and emotionally safe space with suitable and appropriate adults participating. We will promote a club culture prioritising a safe space for children and ensuring suitable adults behave in ways that promote safety and protection for children. Children will be informed of their rights and provided with information for safe play behaviour on and off the field.

### **Continuous Improvement**

We challenge ourselves to grow and build our club and our skills. We will endeavour to find new ways to improve and be better than we were the day before.

## BEHAVIOUR

Codes of conduct establish a standard of behaviour that helps build a club's culture and facilitates the handling of conduct and behaviour issues as they arise.

Codes of conduct establish expectations for everyone involved – from administrators, coaches, and officials, to players, parents, and spectators.

Glenmore Bulls is committed to setting the standard for expectations of conduct and behaviour to foster a positive sports and family culture within the club for everyone.

## CHILD SAFE PRINCIPLES FOR SPORTING CLUB

Glenmore Bulls are committed to promoting and protecting the safety and wellbeing of all children and young people who participate in AFL/W activities, programs, services, and/or use AFL/W facilities by fostering a culture where children and young people feel safe and welcome.

To support children, young people, families, as well as coaches, umpires, and those who deliver and support community football, the AFL has created a suite of resources and useful links to help foster a safe and welcoming environment.

Everyone involved in AFL has the right to Be Safe, Feel Safe, Play Safe. Learn more about the [AFL's Safeguarding Children and Young People policies](#).

- All children in Queensland have the right to be safe and protected from harm. The Working with Children Check (QLD Blue Card) is a screening process that assesses your suitability to work with children based on available disciplinary and police information.
- All volunteers and coaches require a current active valid blue card (safe working with children card) or exemption.
- All volunteers and coaches must provide a copy of their blue card or exemption card to the Club President to be linked to the club.
- All volunteers and coaches must report any change in personal circumstances that may impact the status of their blue card or provide any suspension, cancellation, or changes in the status of their blue card.
- All volunteers and coaches must follow the child safety policy, reporting any concerns of safety to children, sexual harm or abuse, and inappropriate sexual conduct to the Club President. This will be escalated through additional channels where required.
- All volunteers, players, supporters, coaches, and individuals associated with the club are expected to follow the responsible service of alcohol and liquor license guidelines.





## CODE OF CONDUCT FOR ADMINISTRATION & OFFICIALS

All associated administration and officials must follow and practice the ethical conduct as outlined below:

- Consider the wellbeing and safety of participants over the development of performance.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Make sure all activities are appropriate to the age, ability, and experience of those taking part.
- Promote the positive aspects of the sport - fair play, teamwork, playing to the best of ability.
- Display consistently high standards of behaviour and appearance.
- Follow all guidelines outlined by the national governing body, AFL Queensland, AFL Capricornia, and the Glenmore Bulls AFC.
- Hold appropriate valid qualifications or be working towards such qualifications and insurance cover.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Never condone rule violations, rough play, or the use of prohibited substances.
- Encourage participants to value their performances and not just results.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Never actively promote anti-social behaviour, lewd acts, excessive drinking, or force any player or club member to take part in such activities.
- Report to the Executive Committee any concern or issue of a breach of the code of conduct, unbecoming behaviour, or criminal activity of any club member or player as soon as practically possible.
- Do not do anything that is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of any gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, or pregnancy.
- Ensure equal opportunities for participation in sports are made available to all children, regardless of ability, size, shape, sex, age, disability, or ethnic origin.
- Ensure rules, equipment, and length of matches and training schedules take into consideration the age, ability, and maturity level of participating players.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials and ensure they can develop appropriate sports behaviour and skill technique.
- Ensure that parents, coaches, sponsors, physicians, and participants understand their responsibility regarding fair play.
- Condemn unsportsmanlike behaviour and promote respect for all opponents.
- Ensure your behaviour is consistent with the principles of good sporting behaviour.



## CODE OF CONDUCT FOR PLAYERS – ON & OFF THE FIELD

All associated players must follow and practice the ethical conduct as outlined below:

- Recognise and appreciate the efforts made by coaches, parents, match officials, and administrators in providing the opportunity for you to play the game and enjoy the sporting environment.
- Ensure the game is played and conducted in accordance with discipline and sporting behaviour and acknowledge that it is not sufficient to rely solely upon that match officials to maintain those principles.
- Do not breach the laws of the game.
- Players will accept and observe the authority and decisions of match officials and all other disciplinary bodies.
- Promote the reputation of the game and take all possible steps to prevent it from being brought into disrepute.
- Do not ingest or take performance-enhancing substances.
- Do not use foul or abusive language or gestures towards match officials or spectators.
- Do not use violent behaviour that is not considered to be in the spirit of the game.
- Do not do anything that is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of any gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, or pregnancy status.
- Arrive for training and matches in good time to prepare thoroughly.
- Display consistently high standards of behaviour.
- Turn up with the appropriate kit for the activity.
- Always warm up and cool down properly.
- Play for fun and enjoyment.
- Learn and play by the rules.
- Recognise and applaud all good play.
- Be a good sport - win with modesty, lose with dignity.
- Cooperate with coaches, teammates, and opponents.
- Thank officials and opponents after the competition.
- Senior Players are expected to lead by example and understand they are role models for younger players on and off the field. They must demonstrate behaviour in accordance with the player behaviour and exhibit positive and encouraging sports-like behaviour.
- Players are expected to pay the agreed registration fee by the time agreed with the president or treasurer. Game Day Expectations
- Dress standard – club Colours, club shorts, enclosed shoes, neat and presentable.
- Stay hydrated and well-fuelled before your game and manage fatigue.
- No alcohol to be consumed prior to, or during any games for anyone in any official game day role or as a registered player.
- Glenmore Bulls has a zero tolerance for other drugs or violence. Anyone who is reasonably considered to be under the influence, or has in their possession any substances, or behaves in a way to violate the law, assault, or injure another person will be referred to the code of conduct breach process, and may be asked to leave the club grounds immediately and may be referred to the Police.

### Off Field

- Players, whether in club uniforms or not, will adhere to high integrity behaviour in line with player code of conduct. They will not bring their own behaviour into question, that of their team and club.



## CODE OF CONDUCT FOR PARENT & SPECTATORS

All associated parents, supporters, and spectators must follow, and practice ethical conduct as outlined below:

- Do not use profane language or harass physically or verbally, players, managers, coaches, match officials, or other spectators.
- Applaud all good play by your own team and the other team.
- Show respect for your team's opponents. Without them, there would be no game.
- Do not ridicule or scold a participant for making a mistake during a game.
- Do not condone the use of violence and verbal abuse.
- Respect the match officials' decisions. Remember, he/she is only human with the same feelings as you and, like you, sometimes makes an honest error.
- Encourage players to always play according to the Laws of the Game.
- Know the Laws of the Game to better understand what you are looking at and commenting on.
- Do not do anything that is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, or pregnancy status



## CODE OF CONDUCT FOR COACHES

Coaches are to uphold the core values and integrity of Glenmore Bulls AFC, by behaving in ways that are inclusive, honest, and accountable.

- Arrive with plenty of time to set up your activities and ensure safety at training and games.
- Keep yourself informed about sound coaching practices.
- Be reasonable in your demands on participants' time, energy, and enthusiasm.
- The successful coach invests in the wellbeing and interests of their players, not their win/loss record.
- Teach your team that honest effort is more important than victory, so the result of each game is accepted without undue disappointment.
- Do not ridicule or shout at a participant for making a mistake or losing.
- Coaches will teach players to be fair, to follow the rules and encourage respect for all players and game officials.
- Divide your time equally between all standards of players.
- Check you have adequate skills, training, and insurance cover for the coaching you are undertaking.
- Ensure you and your players have respect for their opponents, the officials, and opposing coaches and supporters.
- Follow advice from a professional when determining if an injured player is ready to play or train.
- Take responsibility for the young people in your care until they have safely left the activity.
- Do not do anything that is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, or pregnancy status.
- Work to create an inclusive environment, accepting ideas and feedback where appropriate
- Clearly explain to all players, parents, guardians your philosophy and expectations on:
  - Team selection for finals and season games
  - Captains and leadership selection
  - Training commitment
  - Game results
  - Player development
  - Team communication channel
  - Team issue resolution process





## VOLUNTEER MANAGEMENT

Volunteers are to uphold the core values and integrity of Glenmore Bulls AFC, by behaving in ways that are inclusive, honest, and accountable.

- Always work in the best interests of others and set a positive example.
- Show respect for leadership, follow club guidelines, processes, reasonable decisions, and directions.
- Support club administration in their duties and assist them as necessary.
- Read, and ensure they understand, all information and instructions, and seek advice if in doubt/
- Ensure appropriate stewardship in the use of club resources. Avoid waste or extravagance and cooperate with measures to protect the environment. Volunteers should treat everyone with respect, courtesy, honesty, and fairness, taking care to protect the interests, rights, beliefs, and welfare of others.
- Actively promote cultural safety and inclusion. Be respectful and inclusive by embracing diversity including age, cultural background, sexual orientation, language, disability, religion, gender identity or any other status.
- Assist in creating an environment free from fear, harassment, racism, or exploitation.

## BREACH OF CODE PROCESS

If a breach of the code of conduct has been identified, the process will be managed by the Footy Operations Group and Executive Committee.

Complaints Process

If there is a complaint, please attempt the following in chronological order. If at the end of the process, the complaint has not been resolved, additional support will be sought from governing or outside bodies.

1. Attempt to resolve within the team.
2. Attempt to resolve with coaching staff.
3. Attempt to resolve with Footy Operations Group.
4. Attempt to resolve with the Executive Committee.

