



# Statement of Values and Philosophy Policy

## PURPOSE

The purpose of this policy is to outline the values to our Junior Football community and explain the vision, mission and objectives of our club.

## POLICY

Mount Evelyn Junior Football Club is committed to providing a safe, supportive and inclusive environment for all players, coaches and members of our community. Our club recognises the importance of the partnership between our club and parents and carers to support players learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe club environment for our players.

The programs and coaching at Mount Evelyn Junior Football Club support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government.
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

This policy outlines our club's vision, mission, values, and expectations of our community. This policy is available on our website.

To celebrate and embed our Statement of Values and Philosophy in our club, we

- promote and show values around our club
- celebrate our values in all that we do around the club
- Discuss our values with players on game day and at training

## VISION

Mount Evelyn Junior Football clubs' vision is to provide a safe and supportive environment for of junior players to participate in the Australian Rules football. We promote inclusivity and make sure everyone is treated with respect and dignity while having fun playing or watch the sport we love.

## MISSION

Mount Evelyn Junior Football Clubs mission contains values and principals which underpin the operations of the Mount Evelyn Junior football club.

All players, parents, coaches and officials are requested to support the Mount Evelyn Junior Football Committee by noting and applying the following:-

- The Mount Evelyn Junior Football Club exists to provide local youth with an opportunity to play Australian Rules football and develop skills in a supportive, community and safe environment.
- We must have a reputation as a caring and professional club which play by the rules and fosters a sense of community.
- Our coach, team official and helpers are volunteers who generously give their time and skills for the benefit of the players. We expect players and parents to respect and cooperate with these people.

- We play team football and promote fair play with a focus on personal effort, player development and enjoyment
- We respect the rights, dignity and worth of all players, team mates and opposition and expect good sportsmanship from everybody attending a match or at training.

## **VALUES**

Mount Evelyn Junior Football club's values are Respect, Belonging and Fun:

*We respect ourselves, our club and each another, and understand that our attitudes and behaviours have an impact on the people around us.*

*We belong to not only our team but to the club. We understand the importance of teamwork and show inclusive behaviour with our team mates as well and support each other in our progress.*

*We have fun playing the game we love, we celebrate our successes and we make sure we enjoy the process of improvement.*

## **BEHAVIOURAL EXPECTATIONS**

Mount Evelyn Junior Football club acknowledges that the behaviour of committee, coaches, parents, carers and players has an impact on our club's community and culture. We acknowledge a shared responsibility to create a positive environment for the children and young people at our club .

As Committee members, we will:

- model positive behaviour and effective leadership
- communicate politely and respectfully with all members of the football club community
- work collaboratively to create a club environment where respectful and safe behaviour is expected of everyone
- behave in a manner consistent with the standards of our club and meet core responsibilities to provide safe and inclusive environments
- plan, implement and review our work to ensure the care, safety, security and general wellbeing of all players at the club
- identify and support players who are or may be at risk
- do our best to ensure every player achieves their personal potential
- respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- inform parents of the club's communication and complaints procedures
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the premise.

As coaches, we will:

- model positive behaviour to players consistent with the standards of our club
- reinforce the values of the club and provide a positive role model
- communicate politely and respectfully with all members of the football club
- proactively engage with parents about players
- communicate with the committee in the event we anticipate or face any tension or challenging behaviours from parents
- treat all members of the football club with respect.

As parents and carers, we will:

- model positive behaviour to our child in the following forms but not limited to: personally, electronically, using social media and in the wider community.

- communicate politely and respectfully with all members of the football club in the following forms but not limited to: personally, electronically, using social media and in the wider community.
- ensure our child attends training and game days on time
- take an interest in our child's sporting endeavours
- communicate constructively with the club and use expected processes and protocols when raising concerns
- follow the club's processes for communication with coaches and making complaints
- treat all committee members, coaches, players, and other members of the club with respect.

As players, we will:

- model positive behaviour to other players
- communicate politely and respectfully with all members of the football club in the following forms but not limited to: personally, electronically, using social media and in the wider community.
- comply with and model club values
- behave in a safe and responsible manner
- respect ourselves, other members of the football club and the club environment.
- actively participate in football training, additional days and game day

As community members, we will:

- model positive behaviour to the club in the following forms but not limited to: personally, electronically, using social media and in the wider community.
- treat other members of the football club with respect
- support committee and coaches to maintain a safe and inclusive environment for all players
- utilise the club's processes for communication with coaches and submitting complaints.

### **UNREASONABLE BEHAVIOURS**

Unreasonable behaviour that is demonstrated by committee members, coaches, parents, carers, players or members of our community will not be tolerated at training, on game days, or during football club affiliated activities.

Unreasonable behaviour includes:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails, social media or text messages
- sexist, racist, homophobic, transphobic or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the committee, coaches or players.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our club.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and Philosophy* may lead to further investigation and the implementation of appropriate consequences by the Junior Football Clubs Executive Committee.

At the Executive Committee's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings

- conditions of entry to football activities
- exclusion from grounds or attendance at activities
- reports to Victoria Police
- legal action

Our *Statement of Values and Philosophy* ensures that everyone in our community will be treated with fairness and respect. In turn, we will strive to create a club that is inclusive and safe, where everyone is empowered to participate and learn.