



PORTARLINGTON DEMONS
FOOTBALL NETBALL CLUB INC
Est. 1874

PO Box 75
Portarlington Vic 3223
Incorporated Association No A0018895G

Junior Development Program Handbook

1. Introduction

This document has been prepared to provide the reader with a valuable resource for the season ahead. The document contains information on the following:

- PDFNC Objectives
- Basic Principles
- Junior Football & Netball Subcommittee Roles
- Junior Football & Netball Coaches Role
- Player Responsibilities
- Parent/Guardian Responsibilities
- General Information

It is important to read and understand the contents of this document so that you Thoroughly understand what is required as a: Player, Parent/Guardian, Supporter or Member of the Portarlington Demons Football Netball Club.

2. Registration Requirements for Junior Footballers

The registration process involves completion of the membership application form and payment of the required registration fee.

Football players who are transferring from another club or moving from Auskick into junior football also need to complete a clearance application form.

Any football players, who have never registered at any club before also need to complete the new player clearance application and provide a copy of their birth certificate.

Please consult with your Junior Football or Netball Coordinator to be guided through the process of registration.

***Any questions regarding the online registration process please contact:
BELINDA HARVEY 0404455580 OR
MEMBERSHIP@PPORTARLINGTONDEMONSFNC.COM***

3. Portarlington Demons Football Netball Club Purposes and Values:

See Club Constitution

4. Junior Development

The safety, welfare, health and well-being of all junior players who participate in training and playing is the Club's primary responsibility and priority.

Within this environment the Club will provide an opportunity for junior players to develop their physical, social and intellectual capabilities through sport that considers their motor, cognitive, social and emotional skills.

5. Junior Development Philosophies

The philosophies underpinning our club are:

- To have every junior player get game time and enjoy the games
- To develop physical skills and good sporting behaviours
- To understand the value of teamwork and succeeding as a team. (This is not about a win loss ratio)
- To develop all players in all aspects of the games.

The junior football & netball departments cover the groups from ***Auskick and NetVic to Under 19's netball and Under 17's football.***

6. Junior Subcommittee Roles

The PDFNC is administered by a Committee who meet once a month during and outside the football season. Junior Football & Netball Subcommittees meet once a month and provide monthly reports to their respective Netball Director or Junior Football Director.

The junior football and netball departments are about total development based on team principles, not about individuals or parents' personal expectations. The departments will focus on developing game sense and skills in a positive and fun environment. The focus for the Club is building good club people by instilling respect and commitment.

The Subcommittees will oversee all aspects of the junior program with the emphasis on ensuring all players who are willing to commit and play with PDFNC will get a game of football and netball, and that they will enjoy the experience and be happy to return to the Club year after year.

The Subcommittees organise volunteer coaches and assistants for each team. They will ensure PDFNC have the right people for the right roles. The Subcommittees will

ensure that volunteers who take on roles are trained and assisted throughout the year.

7. Coaches of Junior Teams

All coaches of junior teams will be accredited to the appropriate level with regular updates of accreditation when required. Coaches will base their coaching on the philosophies of coaching as approved by the Junior Football & Netball Subcommittees. Coaches will ensure they provide fun a learning environment for the players.

Each coach will be able to determine and understand the ability of the individual players and foster and develop them in all areas and functions of the game. All coaches will be bound by the Code of Conduct are all parents and players and will ensure that they, their assistants, and other volunteers follow the guidelines.

Most coaches and assistants are likely to be parents of players so the ongoing guidance from other coaches, the junior coordinator and the junior football & netball subcommittees will ensure smooth compliance for fun and learning.

All coaches and team managers are required to have a current 'Working with Children Check'.

Coaches' Code of Conduct

Coaches must maintain a standard of behaviour and conduct in the best interests of the game and the players in their care. They will:

- Respect the rights, dignity and worth of all the individuals that they deal with in the role of Junior Coach
- At all times display and teach appropriate sporting behaviour, ensuring that players understand and practise fair play
- At all time display and foster respect for umpires, opponents, coaches, administrators, other officials, parents and spectators
- Ensure that players are involved in a positive environment where skill learning and development are the priority over desire to win
- Refrain from any discriminatory practices on the basis of gender, race, religion, ethnic background, or special ability/disability
- Abide bid and teach the laws of the game and the rules of my Club and League/Association
- Be reasonable in the demands made on the time commitments of players in their care, having due consideration for their health and well-being
- Refrain from any form of personal abuse or unnecessary contact with the players in their care
- Have due consideration for varying maturity and ability levels of players when designing practice schedules, practice activities and involvement in playing
- Avoid overplaying talented players, aiming to maximise participation and enjoyment for all players regardless of ability. In the 5-12 age group, ensure that all players get equal playing time wherever possible
- Recognise the significance of injury and sickness. Seek and follow the advice of a physician's advice concerning the return of injured or ill players to training

8. Junior Players

Players will come from diverse backgrounds with varying levels of maturity and skills. The Club is committed to ensuring that all players have a fun, safe and positive experience.

Junior Players Code of Conduct

- Play by the rules, they are there for the good of all
- Never argue with an official; if you disagree, discuss the matter with your coach after the game
- Control your temper; verbal abuse or racial or religious vilification of other players or provoking an opponent or the other team is never appropriate
- Be a good sport; applaud all good play by your team, opponent or the other team
- Treat all players fairly; treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player
- Co-operate willingly; co-operate with your coach, teammates, and opponents. Without them, there would be no game
- Play for fun: Play for the “fun of it” and not just to win or please your coaches or parents
- Abide by all the Club’s rules and policies, including the Alcohol Policy.

Junior Player Responsibilities

- Players are to be prepared in their training gear, ready to start at the scheduled time.
- Players are to be on time and attend all sessions where possible and practical.
- If unable to attend training it is the players or parent’s/guardian’s responsibility to notify the coach or team manager as soon as possible.
- All injured players are required to report their injury to their coach or team manager prior to training.
- Seek immediate medical advice for any injury or illness that is likely to affect training or playing.
- Seek medical advice before the player returns to training or playing
- It is part of all players’ responsibility to ensure that club equipment is looked after.
- Players are required to support all team members on match days if they are in attendance at the game but not playing.
 - This includes arriving at matches on time, injured players assisting where possible and helping to provide a physical presence at all games.

Uniforms

All players are responsible for supplying skirts, shorts, socks, appropriate footwear. Note that mouthguards are highly recommended in Junior football grades.

9. Parents, Guardians and Spectators

Parents and spectators are an integral part of the success of any junior sporting environment. They are important in getting the teams to and from training and games and generally helping the coaches, trainers and other volunteers.

Parents/Guardians and Spectators' Code of Conduct

- Remember that juniors play sport for their own enjoyment, not the enjoyment of coaches, parents/guardians or spectators
- Encourage juniors to participate, do not force participation upon them
- Focus on the junior player's efforts and self-esteem rather than whether they win or lose
- Encourage juniors to Always participate according to the rules
- Never ridicule or yell at a junior player for making a mistake or for the team losing a game
- Remember that junior players learn best by example – applaud the efforts of all players in both teams
- Support all efforts to remove verbal and physical abuse in all sporting activities
- Show appreciation of volunteer coaches, officials and administrators – without whom the junior players could not participate
- Respect umpires' decisions and teach the junior players to do likewise
- Smoking and consumption of alcohol at junior games is not acceptable

Please note that it is illegal to smoke within 10 metres of the ovals or netball courts during junior training and games. PDFNC appreciates everyone abiding by this rule.

No alcohol is to be brought and consumed on the ground or court at junior games.

Parents/Guardian's Responsibilities

- Parents/guardians are required to help each team in various ways throughout the season.
- Each player's family will be required to fulfil a specific duty several times during the season. E.g., Umpiring, cutting oranges, timekeeping, canteen duty etc.
- It is an important contribution and is much appreciated by coaches, players, and PDFNC.

10. Complaints

If you have any complaints or concerns, please discuss firstly with your Coach. If you are not satisfied, please see a member of your respective Junior Subcommittee. No verbal, physical or emotional abuse will be tolerated within PDFNC both on and off the field or court.

For any further questions or inquiries please contact:

Club Secretary – Peter Ashton on 0418525474

Appendix 1

The following Cyber Safety Policy is set by AFL Barwon.

CYBER SAFETY POLICY

AFL Barwon has an obligation to maintain a safe physical and emotional environment for league officials, staff, registered players, umpires, coaches, club members, parents, spectators, and sponsors. This responsibility is increasingly being linked to the use of the Internet and Information & Communication Technologies (ICT) and has seen the emergence of several related Cybersafety issues. The Internet and ICT devices/equipment bring great benefits to all users and to the effective operation of the WorkSafe VCFL, individual leagues and clubs.

AFL Barwon places a high priority on the acceptable use of ICT devices/equipment which will benefit members however? it recognises that the presence in the sporting arena of these technologies can also facilitate anti-social, inappropriate, and even illegal behaviour and activities. AFL Barwon aims, therefore, to maximise the benefits of these technologies, while at the same time to minimise the dangers and manage the risks.

Underlying Principles

The policy is written considering the Mission Statement of AFL Victoria Country Football whereby WorkSafe AFL Victoria Country aims to: Develop, Foster, Co-ordinate and Sustain Australian Football at PDFNC and League level throughout Country Victoria.

Policy

AFL Barwon and its member clubs will develop and maintain rigorous and effective Cybersafety practices which aim to maximise the benefits of the Internet and ICT and allow for the effective operation of AFL Barwon and member clubs, whilst minimising and managing any risks.

These Cybersafety practices will aim to not only maintain a cyber safe sporting environment but also to address the needs of the league officials and club members to receive education about the safe and responsible use of present and developing information and communication technologies.

Associated issues the League will address include the need for relevant education about Cybersafety for AFL Barwon and its clubs, the need for ongoing funding for Cybersafety practices through inclusion in the annual budget, implications for the design and delivery of the cybersafety program, the professional development and training, disciplinary responses to breaches of the cybersafety policy and the availability of appropriate professional support.

AFL Barwon takes seriously its responsibility in providing robust policy, guidelines, and education for its members in relation to what is deemed acceptable and appropriate online behaviours. The League and/or club name, motto, crest, logo and/or uniform must not be used in any way which would result in a negative impact for the league or club and its members. Members of AFL Barwon and its clubs have a responsibility to ensure that all online communications are in keeping with the league's expectations in relation to appropriate and respectful interactions with officials, coaches, umpires, players, parents, spectators, and sponsors. Players will not post inappropriate comments about individual AFL Barwon officials, umpires, players, club, or club members? which it said in person during the playing of a game would result in disciplinary action being taken.

“Cyber bullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others.” (Belsey 2007)

Cyber bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, racially vilifying, or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites e.g., Facebook or blogs) and the sending, receiving and/or possession of naked or sexually explicit images of a person. Club members must also be aware that postings from their individual accounts, whether done by themselves or another person will remain the responsibility of the account owner.

All members of AFL Barwon and individual clubs must be aware that in certain circumstances where a crime has been committed, they may also be subjected to a criminal investigation by Police over which the league and/or club will have no control. This particularly applies to 'sexting' where the image is of a person under the age of 18 years whereby Police will be informed immediately a club becomes aware of the situation. This policy applies to AFL Barwon Senior & Junior competitions.

PROCEDURE

AFL Barwon and/or club officials or members who feel that they have been the victims of such misuses of technology should save and store the offending material on their computer, mobile phone, or other device. They should then print a copy of the material and immediately report the incident to the relevant club/league representative.

All reports of cyber bullying and other technology misuses will be reported to AFL Barwon Operations Manager.

AFL Barwon will investigate the matter, and where it believes a breach of the Cyber Safety Policy may have occurred AFL Barwon may, after considering the evidence, offer a sanction to the offender/s. Should this sanction be accepted by the offender/s the sanction will be applied immediately and the sanction entered the players Tribunal history. Where it considers it to be required, AFL Barwon may notify the Police of the incident. Should the sanction not be accepted, AFL Barwon will

investigate the matter in accordance with AFL Victoria Country Rule 5.0 and may result in a notification to Police where AFL Barwon or club is legally obliged to do so, and the allegations will be forwarded to AFL Barwon Investigation Officer. If there is evidence, charges will be laid and the complaint will proceed to the league's Independent Tribunal, the same as if the investigation relates to physical violence or other reportable offences.

PENALTIES

Any proven charges will automatically lead to a minimum of a two (2) match suspension for a registered player. In deciding the final penalty, consideration will be given to the seriousness of the act, the impact on the victim, the impact on PDFNC/league/WorkSafe VCFL and the prior good history or otherwise of the player.

Players charged with these types of offences for a second or subsequent time and where a suspension has been previously imposed will face deregistration.

Any player presented before the tribunal for the first or subsequent time on a cyber bullying offence must be aware that the penalties available to the tribunal members will cover the complete range including deregistration. In the case of a non-playing club member being proved to have engaged in harassment or bullying, PDFNC employing, engaging, or otherwise associated with the person at the time of the conduct shall be deemed to be vicariously liable for the conduct of the person and shall pay to the League a penalty to be determined by the league.