



2025



Safe, Clean, Supportive and Inclusive

**Warragul Football and Netball Club
Western Park**

Tarwin St

Warragul Vic 3820

Email: secretary@wfnc.org.au

Warragul Gulls: Your Club | Your Town | Your Family

Introduction

First established in 1879, the Warragul Football and Netball Club has a long history of being a family friendly environment for the youth of Warragul and surrounding communities. For over 146 years, the Club has been reasonably successful, winning twenty 1st Premierships, sixteen 2nd Premierships and since joining the League in 2000, two netball premierships. The teams play in the Gippsland League, which is the highest standard of competition available in our area. In addition, we are committed to providing a competitive and enjoyable opportunity for young football and netball players.

The purpose of the Club Handbook is to provide a resource for our players, members, supporters and stakeholders that will assist in understanding the Club operations and activities for the 2025 season, as well as acting as a directory for key personnel and policies.

The Club Committee has determined the following methods of communication to our community over 2025. These are:

- Email
- Facebook / Instagram
- Club Website

All players, Junior Parents and members will initially receive a copy of this Handbook via email. As Handbook information is subject to change, the Handbook will be updated from time to time throughout the season and available on line via the Club's website.

The Club Committee welcomes any constructive feedback on information that you would like to see included/excluded in the Handbook.

We hope you enjoy the season ahead.



We will:

"Provide a clean, safe, supportive and responsible place for everyone to enjoy".

Our mission at the Warragul Football and Netball Club is very simple.

We aim to create an environment of excellence in which young men and women are assisted in achieving their full potential as footballers, netballers, and people, in an atmosphere which promotes strong family values, excellence and instils qualities of personal development, team pride and sportsmanship in everything we do.

About the Club

Welcome to all new and returning players to the 2025 season. The Warragul Football and Netball Club is committed to providing a competitive and enjoyable opportunity for young football and netball players. We compete in the Gippsland League, which is the highest standard of competition in our region and we aim to conduct ourselves with the highest level of professionalism that is expected in this league. As a family Club, our hope is that all our members (player, parent or sponsor) gain enjoyment from participating in a positive manner.

The Club operates from Council-owned Western Park Recreation Reserve and actively contributes to the Committee of Management. Facilities at the Club available for players to use include a full-size football oval, 2nd oval, two floodlit netball courts, social rooms and a gym facility. Affiliated through AFL Gippsland, we proudly field the following teams in the Gippsland League:

Football

- U16 Football
- U18 Football
- Reserves Football
- Senior Football

Netball

- U13 Netball
- U15 Netball
- U17 Netball
- C Grade Netball
- B Grade Netball
- A Grade Netball



The Club's Junior Development Philosophy and Policy is to ensure Coaches at a junior level are appropriately skilled and accredited so that junior players both enjoy playing football and netball and are given every opportunity to reach their full potential. Senior teams are selected on merit and if junior players are capable of playing at a higher level, they will be given the opportunity to do so.

We also field three teams in the Warragul and District Junior Football League as the Warragul Gulls Junior Football Club

- U8 Football
- U10 Football
- U12 Football
- U14 Football



Club Executive

The Club Executive is empowered to deal with urgent business and any matter requiring consideration or decision between scheduled meetings of the Club Committee. The Executive has primary responsibility for Committee business and planning, policy development and communication.

President	Leigh Sheehan	0403 323 381
Vice President	Graeme Carter	0419 376 241
	David Carpenter	0493 127 605
Secretary	Kim Weller	0437 248 122
Treasurer	Mandy Fennell	0400 235 818

General Committee

The Club General Committee oversees all Club operations, some of which are delivered via Sub Committees. The Committee meets each month, including during the off-season. See the Organisational Structure on the following page which illustrates the Club Governance Structure and roles undertaken by members.

Tanya Barr
Kylie Gray
Tash Kittelty
Dermott O’Leary

Sharon Caia
Brad Hefford
Stuart Maclean
Brendan Sheehan

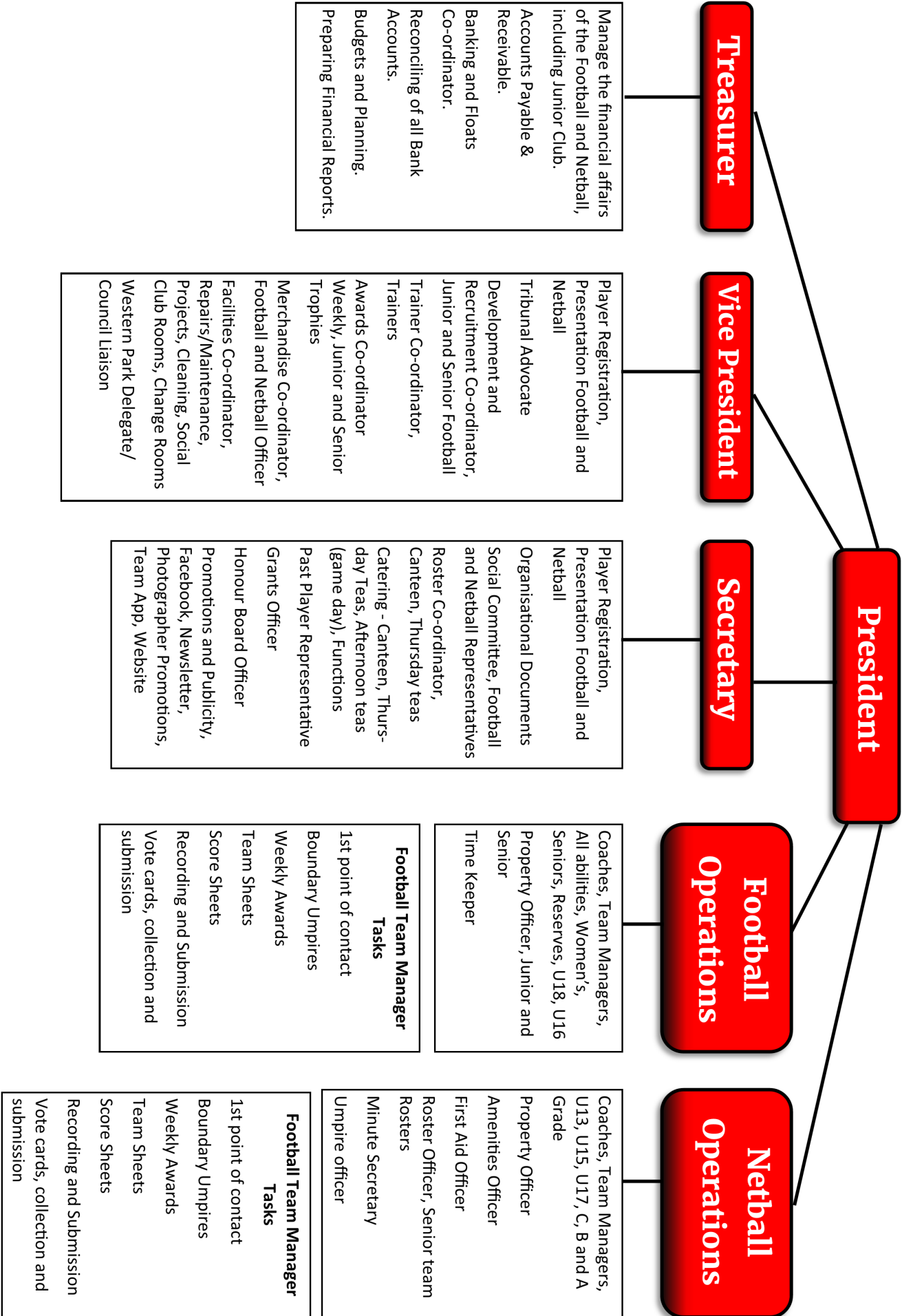
Erin Gleeson
Dean Hendrikse
Troy Notman
John Sheils

The Club Committee welcomes and encourages feedback from members, players and the community on any issue relating to Club activities.

Input is possible by emailing the Club Secretary at: secretary@wfnc.org.au or by contacting a Committee Member.

We strive for a high level of professionalism in everything we do. In 2017 we completed our 2017 – 2021 Strategic Plan which will provide us with a clear and planned direction for the future. Our Strategic Plan is an important foundation for building a strong and sustainable club that is regarded as an important part of the community. Four key focus areas for the plan include; governance and administration, facilities, training and volunteers, and community connections. The strategic plan can be viewed on our website.

Warragul Football Netball Club Organisational Structure



Club Key Contacts

President	Leigh Sheehan
Vice President	Graeme Carter David Carpenter
Secretary	Kim Weller
Treasurer	Mandy Fennell
Football Operations Co-ordinator	Dean Hendrikse
Netball Operations Co-ordinator	Kylie Gray
Sponsorship	Troy Notman / Graeme Carter
Merchandise / Photography	Sharon Caia
Senior Football Coach	Jed Lamb
Development Squad Football Coach	David Carpenter
U18 Football Coach	Brendan Sheehan
U16 Football Coach	Cam Aubrey
A Grade Coach	Kim Weller
B Grade Coach	Becky Dixon
C Grade Coach	Melissa Burton
U17's Coach	Robyn Gray
U15's Coach	Naomi Allardyce
U13's Coach	Kylie Gray / Olivia Barr

Victorian Code of Conduct

The Victorian Code of Conduct for Community Sport outlines behaviours that are expected of every person involved in community sport and active recreation, as well as identifying the types of behaviours that will not be tolerated.

Every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- Inclusion of every person regardless of their age, gender or sexual orientation
- Inclusion of every person regardless of their race, culture or religion
- Opportunities for people of all abilities to participate in the sport and develop to their full potential
- Respect is shown towards others, the club and the broader community
- A safe and inclusive environment for all
- Elimination of violent and abusive behaviour
- Protection from sexual harassment or intimidation.

This code applies to community sport, training and club sanctioned activities.



* Photo by Warragul and Drouin Gazette

WFNC Code of Conduct

Whilst abiding with the Victorian Code of Conduct for Community Sport, in addition, the Warragul Football and Netball Club has further developed a General Code of Conduct as well as a Child Safe Code of Conduct Agreement that applies to all Committee members, officials, players and supporters of the Warragul Football and Netball Club. The Code of Conduct sets out the minimum standards of conduct for those participating in club activities, both on and off the field. Documents relating to coaches and players are available for download on the Club's website.

Committee members, officials, players and supporters shall conduct themselves at all times in a manner that will positively promote and foster the image of the Club within the community as it is important to support your child's involvement in sport and to be encouraging and considerate of all players. Conduct of those involved in the Club will support its aims, which are to:

- Maximise recreation and leisure opportunities for the people of the Warragul and District community.
- Promote, encourage and foster the games of Australian Football and Netball within our community.
- Provide an environment for all, including children and people with disabilities, that is enjoyable, comfortable, safe and rewarding for all people associated with the Club.
- Players and officials are encouraged to wear official club clothing at all Club functions and activities.
- Players and Committee members are required to be financial members of the Club. Supporters are strongly encouraged to become members of the Club.
- Players and Committee members are required to attend fundraising and social functions, and where possible, assist in the organisation of these events.
- Players and Club members are required to comply with all Club policies and guidelines, as outlined in this Handbook and in particular, those relating to on-field behaviour including Racial and Religious Tolerance and respect of umpires and officials.
- Should this Code of Conduct be breached, the Committee will take appropriate action in accordance with the Club Rules of Constitution and/or AFL Country Victoria.

Fees

For insurance purposes, fees need to be paid prior to Round 3 commencing. Please let the Treasurer or your Team Manager know if there are any issues in regards to your ability to pay fees.

Player Fee Schedule:

Senior Footballers	\$330.00
Reserves	\$330.00
Junior Footballers (U16 and U18)	\$240.00
Senior Netballers (A, B and C Grades)	\$220.00 + VNA Fee \$90.00
Junior Netballers (U13, U15 and U17)	\$160.00 + VNA Fee \$90.00

2025 Gate Fees

The Warragul Football and Netball club have various membership and sponsorship packages available. Football clubs don't survive without its members. In 2025 we have reviewed our membership packages to provide a package to suit every budget. Please support the club in the best way possible by purchasing a club membership. If you don't have a membership the gate fees, set by the league are as follows:

Adult	\$12.00
Pensioner	\$6.00
16-18 years old	\$6.00
Child - Under 16	Free

Membership Packages

There are a number of membership packages which offer great value, particularly to families. The benefits of each are outlined below:

Cattle Club - \$370

- Season entry pass to home games (Family of 4)
- Silver Circle Ticket (Double Pass)
- Football Record at home games
- 2 Voting rights at AGM
- Cattle Club Luncheon Family entry pass (Family of 4)
- Name on Acknowledgement Board



Family Membership - \$200

- Season entry pass to home games for
- 2 x Adults
- Unlimited children (under 16 year)

OR

Family Membership - \$220

- Season entry pass to home games for
- 2 x Adults
- Unlimited children (under 16 years)
- 2 x Beanie, Scarf or Stubby Holder

Single Membership - \$100

- Single season entry pass to home games
- 1 x Adult

OR

Single Membership - \$120

- Single season entry pass to home game
- 1 x Adult
- 1 x Scarf, Beannie or Stubby Holder

Sponsorship Packages

Without the varied support of sponsors, the Warragul Football and Netball Club could not function. The support is not always financial, sometimes it is in-kind, supply of products or providing a helping hand! If you run your own business or know of a company that wants to help our Club become stronger, then contact one of our Committee Members and they can arrange a meeting with our sponsorship representatives to discuss our sponsorship partnerships. The various packages available are outlined as follows:

Major Sponsorship – \$15,000 (inc GST)

- 2 x Membership Passes at home games
- 2 x Sponsor Day Luncheon Passes
- 2 x Silver Circle Tickets
- Advertising in clubroom; TV and Logo Board, Website and Newsletter (Category A)
- Season Naming Rights with Brand Marketing including Social Media
- Award Presentation Naming Rights
- Large sign at Western Park 4.8m x 0.9m sign on fence at Western Park
- 4m x 1m advertising banner placed as windbreak each quarter (home and away)
- Corporate Logo on WFNC uniform



Platinum Sponsorship – \$5,500 (inc GST)

(Monthly Payment Plan \$500/month - \$6,000 per annum)

- 2 x Membership Passes at home games
- 2 x Sponsor Day Luncheon Passes
- Advertising in clubroom; TV and Logo Board, Website and Newsletter (Category B)
- 4 x Game Day Brand Marketing including Social Media
- Large Sign at Western Park
- Corporate Logo on WFNC uniform

Gold Sponsorship – \$2,880 (inc GST)

(Monthly Payment Plan \$250/month - \$3,000 per annum)

- 2 x Membership Passes at home games
- 2 x Sponsor Day Luncheon Passes
- Advertising in clubroom; TV and Logo Board, Website and Newsletter (Category C)
- 2 x Game Day Brand Marketing including Social Media
- One 4.8m x 0.9m sign on fence at Western Park
- Corporate Logo on Polo Tops

Silver Sponsorship – \$1,800 (inc GST)

(Monthly Payment Plan \$175/month - \$2,100 per annum)

- 2 x Membership Passes at home games
- 2 x Sponsor Day Luncheon Passes
- Advertising in clubroom; TV and Logo Board, Website and Newsletter (Category D)
- 2 x Game Day Brand Marketing including Social Media
- One 4.8m x 0.9m sign on fence at Western Park

Bronze Sponsorship - \$900 (inc GST)

(Monthly Payment Plan \$85/month - \$1,020 per annum)

2 x Membership Passes at home games

2 x Sponsor Day Luncheon Passes

Advertising in clubroom; TV and Logo Board and Website

Executive Sponsorship - \$660 (inc GST)

(Monthly Payment Plan \$50/month - \$720 per annum)

1 x Membership Passes at home games

1 x Sponsor Day Luncheon Passes

Advertising in clubroom; TV and Logo Board



Parental Involvement

It is an expectation at Warragul Football Netball Club that all players and parents contribute to the overall operations, particularly on game day. There are many roles that we require assistance with such as Scorers, Boundary Umpires, Managers, Water Carrier, First Aid, Canteen and other jobs behind the scenes. We ask parents to volunteer to help us fill these jobs as well as fulfilling any tasks you may be rostered for to ensure that your child continues to have a well organised club in which to play football and netball.

- **Roster Types**

- Canteen Roster
 - Bar Roster (including Can Bar)
 - Boundary Umpire Roster
 - Goal Umpire Roster
 - Netball Scoring Roster
 - Netball Timekeeping Roster
 - Netball Court Supervisor Roster

- **Thursday Night Teas**

The Warragul Football and Netball Club provides meals in the club rooms on a Thursday evening \$15 per head, following senior and junior training. It is an expectation that all senior and junior players – Football and Netball, make an effort to attend each week.

The evening will include the announcement of senior football and netball teams for the upcoming week and these evenings play a pivotal role in sustaining our great club culture.

All Senior Football and Netball players and junior family members will form the basis of the Canteen Roster, for home games. All Rosters will be distributed prior to the season commencing and if you can help in any other way please let one of the coaches or team managers know as soon as possible.



Gippsland League Fixture - 2025



OFFICIAL FIXTURE SEASON 2025

Round	1	5th April
Bairnsdale	v	Moe
Morwell	v	Drouin
Wonthaggi	v	Warragul
Traralgon	v	Leongatha (T)
Sale	v	6th April Maffra

LOY YANG B MENTAL HEALTH ROUND

Round	2	12th April
Maffra	v	Wonthaggi
Leongatha	v	Sale
Warragul	v	Morwell
Drouin	v	Bairnsdale
Moe	v	Traralgon

Round	3	25th April
Traralgon	v	Morwell
Wonthaggi	v	26th April Drouin
Bairnsdale	v	Leongatha
Moe	v	Maffra
Sale	v	Warragul

Round	4	3rd May
Warragul	v	Bairnsdale
Drouin	v	Sale
Leongatha	v	Moe
Morwell	v	Wonthaggi
Maffra	v	Traralgon

Round	5	10th May
Sale	v	Wonthaggi
Traralgon	v	Warragul
Bairnsdale	v	Maffra
Moe	v	Drouin
Morwell	v	Leongatha

Round	6	17th May
Warragul	v	Leongatha
Moe	v	Sale
Wonthaggi	v	Bairnsdale
Maffra	v	Morwell
Drouin	v	Traralgon

Round	7	24th May
Traralgon	v	Wonthaggi
Warragul	v	Maffra
Morwell	v	31st May Moe
Sale	v	Bairnsdale
Leongatha	v	Drouin

MND - KING'S BIRTHDAY

Round	8	7th June
Drouin	v	Maffra
Moe	v	Warragul
Sale	v	Morwell
Bairnsdale	v	Traralgon
Leongatha	v	Wonthaggi

Round	9	14th June
Maffra	v	Leongatha
Morwell	v	Bairnsdale
Traralgon	v	Sale
Wonthaggi	v	Moe
Warragul	v	15th June Drouin

Round	10	21st June
Moe	v	Bairnsdale
Drouin	v	Morwell
Warragul	v	Wonthaggi
Leongatha	v	Traralgon
Maffra	v	Sale

LOY YANG B ORANGE ROUND

Round	11	28th June
Wonthaggi	v	Maffra
Sale	v	Leongatha
Morwell	v	Warragul
Bairnsdale	v	Drouin
Traralgon	v	Moe

Round	12	5th July
Drouin	v	Wonthaggi
Leongatha	v	Bairnsdale
Maffra	v	Moe
Warragul	v	Sale
Morwell	v	6th July Traralgon

LOY YANG B INDIGENOUS ROUND

Round	13	19th July
Bairnsdale	v	Warragul
Sale	v	Drouin
Moe	v	Leongatha
Wonthaggi	v	Morwell
Traralgon	v	Maffra

Round	14	26th July
Wonthaggi	v	Sale
Warragul	v	Traralgon
Maffra	v	Bairnsdale
Drouin	v	Moe
Leongatha	v	Morwell

Round	15	2nd August
Leongatha	v	Warragul
Sale	v	Moe
Bairnsdale	v	Wonthaggi
Morwell	v	Maffra
Traralgon	v	Drouin

Round	16	9th August
Wonthaggi	v	Traralgon
Bairnsdale	v	Sale
Maffra	v	Warragul
Moe	v	Morwell
Drouin	v	Leongatha

Round	17	16th August
Maffra	v	Drouin
Warragul	v	Moe
Morwell	v	Sale
Traralgon	v	Bairnsdale
Wonthaggi	v	Leongatha

Round	18	23rd August
Leongatha	v	Maffra
Bairnsdale	v	Morwell
Sale	v	Traralgon
Moe	v	Wonthaggi
Drouin	v	Warragul

THE FINALS

QUALIFYING FINAL	31st AUGUST
ELIMINATION FINAL	1st SEPTEMBER
2ND SEMI FINAL	6th SEPTEMBER
1ST SEMI FINAL	7th SEPTEMBER
PRELIMINARY FINAL	13th SEPTEMBER
GRAND FINAL	20th SEPTEMBER



Away Club Ground Locations

Bairnsdale	Macarthur St, Bairnsdale
Drouin	Sinclair St, Drouin
Leongatha	Roughhead St, Leongatha
Maffra	McLean St, Maffra
Moe	Vale St, Moe
Morwell	Travers St, Morwell
Sale	Palmerston St, Sale
Traralgon	Whittakers Rd, Traralgon
Wonthaggi	Korumburra-Wonthaggi Rd, Wonthaggi

Club Uniform

On game days players are required to wear a Warragul Football and Netball Club polo shirt and/or hoodie upon arrival to and after the game. It is preferred that Footballers wear long black dress pants and black polished shoes, however club shorts or club tracksuit pants with runners are acceptable. Netballers are to wear polo shirt and/or hoodie with club tracksuit pants or skins.

Club Uniform is available for purchase at <https://www.wfnc.org.au/category/all-products>. Football players will be presented with their playing jumper at Jumper Presentation Night. Football socks and shorts are available at Intersport Warragul.

Player Milestones

The following player milestones are recognised through the presentation of a certificate:

- 50 junior football or netball matches and every 50 junior games thereafter.
- 100 senior football or netball matches and every 50 senior games thereafter

Player Safety

In the interests of player safety, the Club recommends players of all grades:

- Wear a mouth guard
- Are Ambulance subscribers
- Are covered by private health insurance
- Wear head protection if applicable

Insurance

Warragul Football and Netball Club insurance cover is incorporated into your fees. Footballers have Platinum Insurance cover which is the highest available. Netballers are covered by VNA Insurance Membership. ***Players are encouraged to have their own private health insurance and especially ambulance membership.*** All football players are required to wear a mouth guard and netballers are encouraged to do so also

First Aid Strapping

First Aid equipment is available in both the Football and Netball Rooms and trainers are available to give advice on injuries or muscle attention. They can also provide Football and Netball players with strapping before the games. They are located in the Football Trainers Room, next to the player's change rooms. There is no charge for this service.

Match Day and Game Times

Please check the Gippsland League Fixture and Club Newsletter as some games may be scheduled on a Sunday or at another time.

Netball

All players need to ***arrive half an hour earlier*** for warm-up and drills. Strapping should already be done if required and is available free of charge by Trainers in the change rooms.

13 and Under	- 9:00am start	C Grade	12:15pm start
15 and Under	- 10:05am start	B Grade	1:25pm start
17 and Under	- 11:10am start	A Grade	2:35pm start

Football

All players need to ***arrive an hour earlier*** for warm-up and drills. Strapping should already be done if required and is available free of charge by Trainers in the boys change rooms.

- Under 16's need to arrive at 8:00am for a 9:00am start
- Under 18's need to arrive at 9:45am for a 10:45am start
- Reserves arrive at 11:30am for a 12.30pm start
- Seniors arrive at 12:30pm for a 2.20pm start

All players participate in a warm-up on the ground and drills in the change rooms before the game.

Team Selections

Football

The Warragul Football and Netball Club aims to attract the highest calibre of players and a squad of players will be selected via a try out system prior to the season. The senior team will be selected on Thursday nights with 21 players permitted in senior team.

Netball

A Senior Squad will field the three senior teams (A, B and C) each week. Teams of 8 - 10 players per team will be selected weekly, with minimal movement between these teams.

For the Junior Grades, U17s, U15s and U13s, a squad of 8 - 9 players per team will be selected via a try out system prior to the season commencing. The nature of netball can at times lead to injury and in the unfortunate event of this occurring, a player may be asked to permanently play in another team at a higher level.

Junior players may be also given opportunities to play at a senior level, dependent upon their ability and the requirements of the senior team(s).

After Game report

Game Day winds up with the announcement of game results in the Social Club Rooms (home games) or at a Sponsor's venue (away games). All are welcome to join the players and supporters for a cold drink and social get-together to finish the day off.



Club Theme Song

**DA DADADADA, DA DADADADA,
DA DADADADA, DA DADADADA**

We are the mighty Gulls

We are the good old mighty Gulls

**We're the team that comes from miles around,
We'll play em at home or any old Ground.**

Some come to cheer us,

While others fear us,

When they are near us,

We will be Premiers

We are the good old Mighty Gulls

(Tune is to the Carlton F.C. theme song)



Club Functions

During the season the Club holds various functions which all players, parents and sponsors are welcome to attend.

Some functions are mandatory for the senior players and include Season Launch, Silver Circle and Presentation Night. Information on the functions will be distributed via the Club's Website, Facebook and Instagram pages and Newsletters:

Web page: www.wfnc.org.au
Facebook: [warragulgulls](https://www.facebook.com/warragulgulls)
Instagram: [warragul_gulls](https://www.instagram.com/warragul_gulls)
E-mail: Secretary@wfnc.org.au

Club Policies

Warragul Football and Netball Club have several Club specific policies that enable us to create a positive culture within a family friendly environment. These policies are located on the following pages and consist of:

- Under 16 and Under 18 Football Coaching
- Alcohol Management
- Illegal Drugs
- Child Safe
- Social Media
- Photography

We are always open to new ideas, so if you believe that there is a need for a particular policy that is not covered in the list above, please contact a member of the Executive Committee to discuss further.

Policy – U16 and U18 Football Coaching

Accreditation

All coaches and assistants shall have a valid working with children's permit.

All coaches shall have or obtain an AFL Vic Level 1 accreditation.

Objectives

The highest priority for the Warragul Football Club coaches is to improve skills, discipline and knowledge of every player in a fun and encouraging way that develops good team spirit.

Sportsmanship

The coaches are expected to instil a spirit of sportsmanship within their teams. The following behaviours are expected from coaches, officials and players;

A spirit of fair play
Respect to team mates

Respect to opposition players

Respect to officials

Coaches shall not question or comment on non-favourable umpiring decisions during the game and shall encourage player respect for officials and the decisions they make. Coaches shall not swear during games or training.

Player Numbers

Each age division has the option to cap numbers at 26 per list. With 22 players selected each week a rotation system for additional players should be introduced. Players not selected would carry out club duties of running water and boundary umpiring where required.

Permit Players

Permit players from any other league or association may only play where total available listed player number is less than 22.

Communication

Coaches should communicate via phone, text or email to both players and parents/guardians. Social media to individuals is not to be used as a basis of communication. Ensure clear and regular communication at all times.

Game Day

All officials representing the Warragul Football Netball Club are required to perform their duties with respect to our and other club representatives participating.

Policy – Alcohol Management

The Warragul Football and Netball Club is a family friendly club that seeks to ensure all officials, players, coaches and supporters enjoy the football in a friendly and safe environment. The Club understands and accepts it has a duty of care to provide a safe and healthy environment, with responsible serving of alcohol and free of illegal drugs. This policy reflects a commitment by the club to the health, safety and welfare of all its members.

The Committee of Management of the Warragul Football and Netball Club, as part of the overall corporate governance procedures, has adopted the AFL Victoria Alcohol Management Policy. All players and officials of the Club are to ensure they are aware of this policy and acknowledge the policies content.

This policy has been approved by the Committee of Management of Warragul Football and Netball Club at its meeting of February 2016.

In addition, the Committee of Management of the WFNC also passed a resolution that no one under the

age of 18 at club functions, game day or otherwise will be allowed to consume alcohol on the premises, regardless of parents, guardians or anyone else consent. Any such incident will result in the individual(s) being removed from the Club premises. Furthermore, any individuals caught supplying alcohol to under 18's will also be removed from the Club premises forthwith, and details recorded in the Club's Alcohol Management Incident Register, and additional action considered for those individuals on a case-by-case basis.

The AFL Victoria Alcohol Management Policy

This policy aims to provide a basis for the responsible management of alcohol by the Warragul Football and Netball Club. The club recognises the importance in holding a liquor license in the value it adds to the club, enabling it to generate income and hold social functions, but in doing so the club also accepts the responsibilities and expectations of the community in strictly adhering to the liquor licensing laws.

Serving Alcohol

Alcohol will be served according to the requirements of the club's liquor licence and in accordance with the safety and wellbeing of patrons.

- The club will maintain a current liquor licence.
- The liquor licence will be displayed at the bar.
- Persons under the age of 18 years are not permitted to serve alcohol.
- Only Responsible Serving of Alcohol (RSA) trained members/bar staff will be permitted to serve alcohol.
- The club will discourage excessive or rapid consumption of alcohol.
- Alcoholic drinks will be served in standard drink measures.
- The club will display posters on liquor license regulations and education.
- Promoting the responsible use of alcohol
- The club will actively demonstrate its attitude relating to the responsible use of alcohol.
- The club will educate club members and supporters about the alcohol policy.
- Alcohol advertising will only appear at the bar.

Intoxicated Patrons

- Alcohol will not be served to any person who is intoxicated.
- Servers will follow procedures, provided in their training, for dealing with and refusing alcohol to intoxicated patrons.
- Intoxicated patrons will be asked to leave the club.
- Intoxicated persons will be refused entry into the club.

Underage Drinking

- Alcohol will not be served to persons under the age of 18 years.
- Staff will request proof of age, where appropriate.
- Only photographic ID will be accepted.

Safe Transport

Bar staff shall encourage members and visitors to make alternate safe transport arrangements if they are considered to exceed .05 blood alcohol concentration.

- Telephone calls will be made free of charge to arrange a taxi or other transport.
- Contact telephone numbers for taxi services will be displayed at the bar.
- In specific cases, where a designated driver who has been nominated by the club and that person has accepted the responsibility to drive others home safely, will be provided non-alcoholic drinks free of charge by the club.

Fundraising, Functions and Prizes

Prizes for raffles and fundraising will not have an alcohol focus.

The club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy.

Food

The club will wherever possible actively promote and sell food whenever alcohol is available.

Bar Management

A list of all RSA trained club members will be displayed near the bar. The list will also highlight RSA trained committee members.

- Non and low alcoholic alternative drinks will be available at all times.
- Tap water will be provided free of charge from the bar.
- An incident register will be maintained to record any incidents that may occur in relation to compliance with this policy and the operation of the social rooms bar.
- Bar staff will not be permitted to drink alcohol while serving behind the bar.

Club Committee Responsibilities

The presence of committee members is essential to ensure the operation of the bar and policy compliance. At least two duty committee members who are RSA trained are required to be present at all club functions when the bar is open. Key responsibilities of the duty committee members are to:

- Meet visiting police, cooperate and assist with any inquiries.
- Ensure the admission of members and guests and completion of the visitor's book.
- Compliance in respect of persons under 18 years of age on premises.
- Ensuring intoxicated people are refused service and are asked to leave the premises.
- Ensuring strict compliance with the club policy in accordance with the key provisions of the Liquor Licence.
- Recording any incidents in the incident register.

Non-compliance

All club committee members will enforce the alcohol management policy and any non-compliance will be managed according to the following process;

- Explanation of the club policy to the person/people concerned, including identification of the section of policy not being complied with.
- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the club facilities or function.

Promoting the “Alcohol Management Policy”

The club will promote the alcohol management policy regularly by;

- Distributing a copy to all club members.
- Displaying a copy of the policy in the club social rooms.
- Periodic announcements to members at functions.

The club recognises the importance of educating club members, particularly players in the benefits of implementing an alcohol management policy and will endeavour to provide information to assist this process.

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects both community expectations and the provisions of the Liquor Control Reform Act, the policy will be reviewed annually.

Policy – Illegal Drugs

The Warragul Football and Netball Club understands and accepts it has a duty of care to provide a safe and healthy environment, with responsible serving of alcohol and free of illegal drugs. This policy reflects a commitment by the club to the health, safety and welfare of all its members. This policy has been approved by the Committee of Management of Warragul Football and Netball Club Inc. at its meeting of February 2016.

The Warragul Football and Netball Club are committed to:

- Encouraging and assisting members to realise their full potential within an environment that actively promotes their health, safety and well-being.
- Preventing alcohol and other drug related harm to individuals, property and the reputation of the club.
- Ensuring a supportive and inclusive environment for all members.
- Providing support to members who wish to address their patrons of alcohol and/or illegal drug use.

- Meeting legal requirements in relation to alcohol and illegal drugs.
- Encouraging moderation and a responsible attitude to the consumption of alcohol.

Purpose

The purpose of this policy is to ensure club members understand the club's position regarding illegal drugs and explain how the club will respond to a drug-related incident within its jurisdiction.

Definitions of Illegal Drugs

Illegal drugs are used by many people in the community, including young adults, so it is likely that some members of our club will have access to them. Currently there are two distinct but related illegal drug issues confronting sporting clubs:

- performance enhancing drugs
- illegal drugs used for social purposes (e.g. at parties, raves, in the home, at the club, etc.).

These two categories are not mutually exclusive. Some illegal drugs used for social purposes (such as amphetamines, e.g. speed) may be used to enhance sporting performance.

Club Jurisdiction

The Club jurisdiction extends to the club premises and all activities organised by or for the club at any location or venue.

Club Confidant (Chaplain)

The Club will designate an appropriate individual to act as the Club Confidant. This person may, but does not have to be the Club President or another office bearer and will be responsible for the management of all illegal drug related incidents. The Club will support this person to carry out their duties whenever required.

Illegal Drug Use

The possession, use, distribution or selling of illegal drugs for any purposes on club premises or at any function or activity organised by the club is prohibited. In the case of an incident involving an illegal drug, the initial actions and responses will focus on the safety and welfare of those directly and indirectly involved. All responses and actions will reflect the club's duty of care to members, visitors and all other people. The club will investigate all apparent or alleged breaches of this policy and determine a course of action after all relevant facts and circumstances are known. The club may refer a member who is involved in illegal drug use to a medical or health service for assistance or, if the club deems it necessary in the circumstances, to the police.

Managing Illegal Drug Incidents

Where a club member becomes aware that illegal drug use is occurring at the club or within its jurisdiction, the member should pass on this information to the President and/or Club Confidant. Should the need arise the Club will sanction the individual(s) in line with the club's rules and policies.

The Club Confidant will:

- Speak to the individual(s) in private, expressing concern about their drug use;
- Remind the individual(s) of the club policy and asked for a commitment that it will not happen again;
- Offer options for support and referral for counselling or other help;
- Leave the door open for further communication with the individual(s) concerned;
- Inform the Club President in the event of non-compliance.
- If an individual(s) is under the influence of a legal or illegal drug at the club, the club will:
- Ensure the health and safety of the individual(s);
- Keep the individual under supervision and monitor them at regular intervals;
- Call for medical assistance if required;
- Arrange safe transport to take them home, unless this involves further risk;
- Take control of any remaining drugs in their possession, unless this involves further risk;
- If the person becomes violent or aggressive, contact police to ensure the safety of all;
- Inform the Club President (and Club Confidant) as soon as possible.
- Drugs found at the club or in the possession of an individual

If illegal drugs are found at the club or in the possession of an individual, the President and/or Club Confidant will be contacted as soon as possible.

The Club will:

- Take possession of the drug if safe to do so.
- Place the drug in a clean (preferably “snap lock”) plastic bag.
- Seal the plastic bag with masking tape to ensure it stays closed.
- The finder and/or club president should sign and date the tape/bag.
- Record details in an incident register.
- Contact local police and request they attend the club to collect the drugs.
- Store the plastic bag in a secure place until collected by police.
- Obtain the signature of attending police for the incident register to show the drugs have been taken into their possession.
- Ask the person suspected to be in possession of the drugs to leave the premises immediately (assuming it is safe for them to do so), if they deny possessing drugs or refuse to relinquish possession of the drugs to the club.
- Supplying Illegal drugs
- If it is suspected or known that a member is supplying illegal drugs to other members of the club, the Club Confidant will:
- Speak to the individual to determine if they are supplying illegal drugs to others.
- If this is verified, or there is a strong belief this is occurring, the club will contact Crime Stoppers on 1300 333 000.

If it is unable to be verified, the club will monitor the situation and warn the individual that the matter will be reported to the police if the club has continued concerns.

Privacy

Subject to its right to contact the police if necessary, the Club will maintain the privacy of those involved where possible. The Club will act with discretion when absolute confidentiality cannot be guaranteed. Club personnel will be informed on a need to know basis only.

Contacting Parents

In the interests of health and safety, the Club will contact the parents or guardian of a minor where apparent or suspected illegal drug use has occurred (unless by doing so it will place the safety of the individual at risk of greater harm).

The Club will inform all members aged under 18 years that parents will be notified if the club is aware (or strongly believes) they are using or supplying illegal drugs. If the member is aged over 18 years, the club will determine each case on its merits and decide whether contacting parents or guardian is in the best interests of the individual.

Contacting Police

If the Club is aware that a member is supplying illegal drugs to other members, they will notify Crime Stoppers of this activity. In the case of apparent or alleged illegal drug use, the club may report a person to, or seek the advice of the police.

Medical Emergency

The Club understands that medical assistance may be required if a person has been using drugs.

Media

- The Club will designate a club official to communicate with the media on behalf of the club should the need arise.
- The Club may seek advice from the league/association prior to communicating with the media.
- No other member of the club will communicate with the media on this issue, unless specifically requested by the club official.

Non-compliance

All club committee members will enforce the illegal drug policy and any non-compliance will be handled according to the following process:

- The designated Club Confidant (and President) will be informed of the breach of policy.
- The individual(s) concerned will be reminded of the club policy.
- Issue a warning of future sanctions for continued non-compliance.
- The Club Confidant and President will use their discretion as to the action taken for non-compliance, based on:

- Whether it involved use or supply
- Whether the use or supply takes place within the club's jurisdiction or in private
- Age of the persons involved
- In general, and depending on any other rules of the club, should an individual(s) continue non-compliance with this policy, the following will occur:
- Suspension for a designated time
- Expulsion from the club.

Policy review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Responsibility

As a player and/or member of the Warragul Football and Netball Club, it is everyone's responsibility to implement this policy.

Policy – Child Safe

Definition

Child abuse includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect and a child's exposure to family violence.

Our Commitment to Child Safety

At Warragul Football and Netball Club we have a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. The Club regards its child protection responsibilities with the utmost importance and is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture. We demonstrate this through the implementation of a Code of Conduct, a Child Safety Policy, clear reporting guidelines and the following:

Warragul Football and Netball Club is committed to child safety.

- We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- Warragul Football and Netball Club is committed to preventing child abuse and identifying risks early, and removing and reducing these risks.
- Warragul Football and Netball Club has robust recruitment practices for all staff and volunteers.

- Warragul Football and Netball Club is committed to training and educating our staff and volunteers on child abuse risks.
- We support and respect all children, as well as our staff and volunteers. We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

If you believe a child is at immediate risk of abuse phone 000.

Our Children

This policy is intended to empower children who are vital and active participants in our Club. We will involve them when making decisions, especially about matters that directly affect them. We listen to their views and respect what they have to say.

We promote diversity and tolerance, and people from all walks of life and cultural backgrounds are welcome. In particular, we will:

- promote the cultural safety, participation and empowerment of Aboriginal children
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds
- ensure that children with a disability are safe and can participate equally.

Our Staff and Volunteers

This policy guides our staff and volunteers on how to behave with children at our Club.

All of our staff and volunteers must agree to abide by our code of conduct which specifies the standards of conduct required when working with children. All staff and volunteers, as well as children and their families, are given the opportunity to contribute to the development of the code of conduct. The Code of Conduct is contained within our Club Handbook and distributed to everyone involved with the Club at the start of each season. The Handbook is also available on the Club's website.

Training and Supervision

Training and education is important to ensure that everyone at our Club understands that child safety is everyone's responsibility.

Our culture aims for all staff and volunteers (in addition to parents/carers and children) to feel confident and comfortable in discussing any allegations of child abuse or child safety concerns. We support our staff and volunteers through ongoing supervision to:

- develop their skills to protect children from abuse
- promote the cultural safety of Aboriginal children
- the cultural safety of children from linguistically and/or diverse backgrounds
- the safety of children with a disability

New staff and volunteers will be supervised to ensure they understand our Club's commitment to child safety and that everyone has a role to play in protecting children from abuse, as well as checking that their behaviour towards children is safe and appropriate (please refer our Code of Conduct to understand appropriate behaviour further). Any inappropriate behaviour will be reported through the appropriate channels, including the Department of Health and Human Services and Victoria Police, depending on the severity and urgency of the matter.

Recruitment

We will take all reasonable steps to employ skilled people to work with children. We will develop selection criteria and advertisements which clearly demonstrate our commitment to child safety and an awareness of our social and legislative responsibilities. Our organisation understands that when recruiting staff and volunteers we have ethical as well as legislative obligations.

We will actively encourage applications from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds and people with a disability.

All people engaged in child-related work, including volunteers, are required to hold a Working with Children Check and to provide evidence of this Check. Please see the Working with Children Check Website for further information: www.workingwithchildren.vic.gov.au.

We will carry out reference checks and police record checks to ensure that we are recruiting the right people. Police record checks are used only for the purposes of recruitment and are discarded after the recruitment process is complete. We will only retain individual records if an applicant is appointed. These records will be kept securely and confidentially on our Google Drive, via the Club Secretary.

If during the recruitment process a person's records indicate a criminal history then the person will be given the opportunity to provide further information and context.

Fair Procedures for Personnel

The safety and wellbeing of children is our primary concern. We are also fair and just to personnel. The decisions we make when recruiting, assessing incidents, and undertaking disciplinary action will always be thorough, transparent, and based on evidence.

We will record all allegations of abuse and safety concerns using our incident reporting form, including investigation updates as they occur. All records will be securely and confidentially stored on our Google Drive by the Club Secretary.

If an allegation of abuse or a safety concern is raised, we will provide updates to affected children and families on progress and any actions, we as an organisation, take.

Privacy

All personal information considered or recorded will respect the privacy of the individuals involved, whether they be staff, volunteers, parents or children, unless there is a risk to someone's safety. We have safeguards and practices in place to ensure any personal information is protected. Everyone is entitled to know how this information is recorded, what will be done with it, and who will have access to

it.

Legislative Responsibilities

Our organisation takes our legal responsibilities seriously, including:

Failure to disclose

Reporting child sexual abuse is a community-wide responsibility. All adults in Victoria who have a reasonable belief that an adult has committed a sexual offence against a child under 16 have an obligation to report that information to the police.

Failure to protect

People of authority in our organisation will commit an offence if they know of a substantial risk of child sexual abuse and have the power or responsibility to reduce or remove the risk, but negligently fail to do so.

Any personnel who are **mandatory reporters** must comply with their duties.

Risk Management

In Victoria, organisations are required to protect children when a risk is identified (see information about failure to protect above). In addition to general occupational health and safety risks, we will proactively manage risks of abuse to our children.

We have risk management strategies in place to identify, assess, and take steps to minimise child abuse risks, which include risks posed by physical environments (for example, any doors that can lock), and online environments (e.g. no Coaching Staff or Volunteer is to have direct one-on-one contact with a child via social media).

Regular Review

This policy will be reviewed every two years and following significant incidents if they occur. We will ensure that families and children have the opportunity to contribute. Where possible we do our best to work with local Aboriginal communities, culturally and/or linguistically diverse communities and people with a disability.

Allegations, Concerns and Complaints

Our Club will take all allegations seriously and has Child Safe Reporting Guidelines in place to investigate thoroughly and quickly. We have nominated Child Safety Officers and will ensure that they are trained to deal appropriately with allegations. We work to ensure all children, families, staff and volunteers are aware of our Child Safe Reporting Guidelines so that they know what to do and who to tell if they observe abuse or are a victim, and if they notice inappropriate behaviour. We all have a responsibility to report an allegation of abuse if we have a reasonable belief that an incident took place (see information about failure to disclose above). If an adult has a **reasonable belief** that an incident has occurred, then they must report the incident. Factors contributing to reasonable belief may be:

- a child states they or someone they know has been abused (noting that sometimes the child may in fact be referring to themselves)
 - behaviour consistent with that of an abuse victim is observed
 - someone else has raised a suspicion of abuse but is unwilling to report it

Policy – Social Media

This Policy is about the tools that the Warragul Football and Netball Club will use in as part of its communications.

This Policy is not about the tools that individuals use in their day-to-day communication; however, the Club's Code of Conduct will be enacted as a result of any individual issue or behaviour arising that is considered to place the Club into disrepute.

Social Media - A Definition

The term 'Media' is generally defined as an instrument of communication – for example newspaper, radio, television or film is commonly known as 'Industrial Media'. This form of communication is generally a one-way street where you can read a newspaper or listen to a report on television, but you have very limited ability to give your thoughts on the matter.

In contrast, 'Social Media' is a social instrument of communication – it is a two-way street that gives you the ability to communicate too. In Web terms, this would be a website that doesn't just give you information, but interacts with you while giving you that information. This interaction can be as simple as asking for your comments or letting you vote on an article, or it can be as complex as Filister recommending movies to you based on the ratings of other people with similar interests. Any website that invites you to interact with the site (to share information and resources; and can include text, audio, video, images, podcasts, and other multimedia communications), and could include the interaction with other visitors, falls into the definition of Social Media.

Social Media may include (although is not limited to):

- social networking sites (e.g. Facebook, Myspace, LinkedIn, Bebo, Yammer)
- Social video and photo sharing websites (e.g. Flickr, YouTube, Picasa)
- blogs, including corporate blogs and personal blogs
- blogs hosted by media outlets (e.g. 'comments' or 'your say' feature in major newspapers)
- micro-blogging (e.g. Twitter)
- wikis and online collaborations (e.g. Wikipedia)
- forums, discussion boards and groups (e.g. Google groups, Whirlpool)
- vod and podcasting
- online multi-player gaming platforms
- instant messaging (including SMS)
- geospatial tagging (Foursquare)

Context

The Warragul Football and Netball Club supports the following guidelines when using social media:

Do's:

- Use common sense
- Always respect the Gippsland League, its clubs, competitors, players, fans and sponsors
- Tweet and update your Facebook status regularly
- Promote positive stories about you and your club with links
- Interact with your followers and friends
- Follow each other and chat with each other
- Talk about life outside footy
- Have fun

Don'ts:

- Never act like everything you upload is private
- Don't forget the Gippsland League and its clubs follow you
- Don't abuse the Gippsland League, its clubs, fans, competitors and sponsors
- Ignore haters – don't respond to them.
- Never post photos that are inappropriate (i.e. over-drinking, nudity, etc.)

Breaches of Use

The Warragul Football and Netball Club Inc. hereby announces that it has a 'Zero Tolerance' on any breaches -there is to be no bringing the Club into disrepute, no racial and/or religious vilification; no derogatory remarks towards our Club, other Clubs, the Gippsland League, and/or individuals.

Inappropriate use of electronic communication includes but is not limited to making or posting inappropriate comments against players, clubs (ours and others), club officials, match officials, league itself or its delegates – which is hurtful, discriminatory or offensive in nature. Any person who believes that they have been the victims of inappropriate electronic communication should report the matter to any member of the Executive Committee (either in writing or verbally) along with any evidence that may assist the Club in investigating the concern.

The Club will undertake to investigate the concern at its discretion. Matters which are deemed by the Executive to be more serious in nature may be reported to external authorities (i.e. the Police). Should this need to occur, it will be done so by the Club President.

Non-compliance with the general outline above will result in disciplinary action for any violations - as outlined in the Club's Constitution and Club's Code of Conduct. A rule of thumb is: "If you don't have something positive to say, then do not say anything at all."

Responsibility

As a player and/or member of the Warragul Football and Netball Club, it is everyone's responsibility to implement this Policy.

Respectful Conversations and Information

The Warragul Football and Netball Club also recognises that as providers of information we have a duty of care to convey information to all players and members in a respectful and courteous manner -both verbally and in written form.

The Warragul Football and Netball Club Executive and General Committee understand and accept its

responsibility to this effect; and to abide by the Club's Code of Conduct. Equally, it is imperative that all players and parents/guardians and friends also abide by the Clubs Code of conduct.

This Policy aims to provide a basis for the responsible use of Social Media (including applications such as the Club's Facebook and TeamApp); recognise and identify the shortcomings of the use of Social Media; and to develop strategies and guidelines to mitigate against issues arising.

Facebook Use at The Warragul Football and Netball Club

Facebook will be used as an authorised two-way communication strategy from the Club Executive and General

Committee to all players and members with the aim to:

- Use Social Media to provide immediate information to players and members;
- A quick, inexpensive and very effective way to communicate with players and members;
- Drive players and members to use the website even more than it is currently used;
- Further promote our sponsors;
- Further promote our Club to increase our member base (and thus increase exposure to our sponsors);
- Market club merchandise;
- Promote come-and-try days; and
- Post photos and calendar events.

Policy Review

This Policy will be reviewed annually to ensure it remains relevant, practical and that it reflects community expectations and legal requirements. The Policy will be reviewed in the first instance by March 2021; and thereafter annually.

Policy – Photographs

Warragul Football and Netball Club operates an **Opt-Out Policy**. This means that if you do not want your child's photo printed in Club material or put onto our Website and Facebook pages, it is your responsibility to inform via email to: secretary@wfnc.org.au

Most of our game photos, both football and netball are taken by Sharon Caia and uploaded to a group on Facebook called Warragul FNC Photos of which you are welcome to join. Please contact Shaz on 0418 107 841 if you have any concerns about the content of the group or the photos uploaded.

WARRAGUL FOOTBALL AND NETBALL CLUB MANDATORY AND ENFORCEABLE CODES OF CONDUCT FOR COACHES, PLAYERS, PARENTS, SUPPORTERS AND OFFICIALS

The Club Code of Conduct applies to all of our officials, volunteers, members and supporters.

PLAYERS CODE OF CONDUCT

We acknowledge that;

- Play by the rules – the rules of your club and the laws of the game
- Never argue with an umpire or other official – without these people you can't play
- Control your temper - verbal abuse of officials and sledging other players doesn't help you enjoy or win any games
- Be a team player – It's a team game, treat it that way
- Treat all players as you would like to be treated - fairly
- Co-operate with your coach, the umpires and team-mates
- Play for your own enjoyment & to improve your skills
- Don't use ugly remarks based on race, religion, gender or ability – you'll let down your coach, team-mates and family if you do – & many such comments are actually now illegal

COACHES, PARENTS, SUPPORTERS & OFFICIALS CODE OF CONDUCT

- Remember that you are there for the participants to enjoy the game
- Encourage participation, but don't force it
- Teach that enjoyment is more important than winning
- Never ridicule mistakes or losses – supporters are there to support not downgrade
- Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated
- Recognise all volunteers who are giving up their valuable time
- Never publicly criticise umpires – raise personal concerns with club officials in private
- Don't use ugly remarks based on race, religion, gender or ability – you'll let down your family and yourself if you do – & many such comments are actually now illegal

Player's Name

Signature

Date

Parent/Guardian's Name (if under 18)

Signature

Date