

**OLD CAMBERWELL GRAMMARIANS  
AMATEUR FOOTBALL CLUB INC.**

**THE TRUE BLUES**

**SENIOR PLAYERS MANUAL  
2011**



***There will come a time when you  
believe everything is finished. That  
will be the beginning.***

**Louis L'Amour**

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

## THE WELLERS' PLAYER CONTRACT – SEASON 2011

### CULTURES

- ⇒ Embrace all those involved in the Club, regardless of age, or ability
- ⇒ Provision of a safe environment in which to enjoy our football
- ⇒ Be a positive role models in the local community
- ⇒ Promote racial & religious tolerance within the Club
- ⇒ Adopt a Zero Tolerance approach to any breach of what is considered to not be socially acceptable in the community, and in our Club

### TRADEMARKS

- ⇒ Hard work on the training track
- ⇒ Hard in the contest, at the ball, and at the man with the ball
- ⇒ Always prepared to stand up for ourselves & our team mates in the face of adversity
- ⇒ Win & lose games with humility & dignity (respect our opponents)
- ⇒ Communicate with coaches when unable to train or play
- ⇒ Present as a unit on game day in club attire, our aim being to present as a united group displaying confidence & self belief

### VALUES

- ⇒ Develop our youth
- ⇒ Discipline at all times
- ⇒ One voice only does the talking

### BELIEFS

- ⇒ The Club above Self
- ⇒ Support for all teams as much as is practical
- ⇒ Respect each other as team mates
- ⇒ Without umpires there is no game; RESPECT their decisions at all times
- ⇒ The importance & significance of Amateur Football & everything it stands for

*“One In All In”*



## VICTORIAN AMATEUR FOOTBALL ASSOCIATION

### VAF A Player Code of Conduct.

The VAF A aims to provide young males with the opportunity to play an enjoyable and competitive game Australian Rules football in a safe environment. This code of conduct has been developed to give participants an understanding of their responsibilities to ensure these objectives are met.

#### **VAF A expectations of Players:**

- Understand and play by the rules. The rules exist for the safety, proper order and enjoyment of all people involved in VAF A football. It is the players' responsibility to understand and play by them. Do not ignore or deliberately break any rules.
- Respect umpires and officials. Umpires and officials have a difficult task to perform and you could not play the game without them. They are there to enforce the rules of play but they cannot always be right. Accept bad calls graciously. Abuse of umpires is unacceptable behaviour and if the umpire takes offence he will report you immediately.
- Control your temper. Verbally abusing other players or deliberately distracting or provoking an opponent not acceptable or permitted in the VAF A. Loss of temper is not only unpleasant for other participants in the game; it can also distract you and have an adverse effect on your concentration and effectiveness.
- Be a team player. You owe it to yourself and others involved in your team to train and play to the best of your abilities. Your team's performance will benefit - so will you. Always consider others when making decisions.
- Do not interfere with, bully or take unfair advantage of another player. Do not abuse or ridicule another player when a mistake is made. Constructive guidance and encouragement when a player does well will assist a player to improve their game.
- Respect the rights, dignity and worth of every person. Regardless of their gender, ability, cultural background, religion or other factor irrelevant to the game, all persons connected with the VAF A are entitled to equal treatment and respect. Avoid any remarks that could be construed as offensive or discriminatory. Using discretion is imperative and it is better to err on the side of caution.
- Listen to the advice of your coach. Your coach has been appointed to coach your team because they have certain abilities and experience. They have also undergone training to ensure that you get the best coach that you can commensurate with your skill levels.
- Respect the use of facilities and the equipment provided. These cost money and will only function properly if kept in good order. Ensure that you do not abuse anything provided for use.



*Fostering Family Football since*

**Contact Details:**

PO Box 359, Elsternwick 3185

P: 9537 6777

F: 9531 6601

[www.vafa.com.au](http://www.vafa.com.au)



## VICTORIAN AMATEUR FOOTBALL ASSOCIATION

# VFAA Spectator Code of Conduct.

The VFAA acknowledges its role in having its players and officials being able to perform to their full potential in a hostile free environment.

### VFAA expectations of Spectators:

- Respect the rights, dignity and worth of all individuals whilst a spectator at VFAA matches, including refraining from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability.
- Refrain from having any influence on a VFAA match whilst acting as a spectator in a capacity that may affect the result, or disrupt the course of the match.
- Allow an individual of which is either player or official to participate in a VFAA match without being physically threatened or victimised.
- Respect the decisions of Match Officials providing a positive influence for others.
- Not use violence in any form, whether it is against other spectators, officials or players.
- Comply with any terms of entry into a VFAA match, including bag inspections, prohibited and restricted items such as alcohol, dangerous articles and items that have the potential to cause injury or public nuisance.
- Conduct yourself in a manner that enhances the values of the Victorian Amateur Football Association.

*Any person who does not comply with this Spectator Code of Conduct may be evicted from a venue and their club charged under conduct unbecoming.*



*Fostering Family Football since*

**Contact Details:**  
PO Box 359, Elsternwick 3185  
P: 9537 6777  
F: 9531 6601  
[www.vafa.com.au](http://www.vafa.com.au)

# TABLE OF CONTENTS

<b>Club Sponsors</b> .....	<b>1</b>
<b>Match Day Staff Contact details</b> .....	<b>5</b>
<b>Committee of Management details</b> .....	<b>6</b>
<b>Senior Premier C 2011 Fixture</b> .....	<b>7</b>
<b>Reserves Premier C 2011 Fixture</b> .....	<b>9</b>
<b>Third XVIII Premier C 2011 Fixture</b> .....	<b>11</b>
<b>OCGFC TRUE BLUES Philosophy &amp; Guiding Principles</b> .....	<b>14</b>
<b>Attitudes &amp; Culture</b> .....	<b>15</b>
<b>Conduct on the Training Track and in the Clubrooms</b> .....	<b>17</b>
<b>Players' Terms and Agreements</b> .....	<b>22</b>
<b>Useful Information</b> .....	<b>29</b>
<b>OCGFC Club Policies</b> .....	<b>35</b>

## OUR CLUB SPONSORS:

It is the generosity and support of our sponsors that enables our Club to help meet the significant financial commitments necessary to provide the facilities, equipment and personnel needed to allow our Playing Group to perform at their best.

The OCGFC TRUE BLUES simply could not operate without the commitment of our Sponsors. We ask every player to appreciate and acknowledge wherever possible the wonderful support of our Sponsors. Get to know them and give them your support and use their products/services wherever possible.

### Our **PREMIER** Sponsors are:-

CHARTER | KECK  
CRAMER

Strategic Property Consulting

A leading Australian independent strategic property consulting firm.

Contact: Phil Cramer

Richmond - Head Office  
Level 1/620 Church Street  
Richmond Victoria 3121

PO Box 4173 Richmond East Victoria 3121

(03) 9425 5555

[www.charterkc.com.au](http://www.charterkc.com.au)

MITCHELL | PARTNERS  
Providing Strategies & Solutions

#### Chartered Accountants and Business Advisors

Providing professional services in Business Management & Planning, Accounting & Taxation, Investment & Financial Advice & Superannuation and Retirement Planning

Contact: Alan Mitchell

Suite 4, 109 Union Road  
Surrey Hills, Victoria 3127

(03) 9898 4353

[www.mitchell.com.au](http://www.mitchell.com.au)

# WELLSMEN

COTERIE GROUP



The Wellsmen is the newly created official coterie group of the Old Camberwell Football Club. We are completely independent of the Club & have been formulated to create business networks, raise funds & create employment opportunities for the players & our members. More importantly, there is a big emphasis on having fun as the Wellsmen was born from a group of old footy mates wanting to catch up & have a good time when doing so. To become a member go to our website: [www.wellsmen.com.au](http://www.wellsmen.com.au).

Our **GOLD** Sponsors are:-



**Colombo's Family Restaurant**  
Pizza & Pasta

This is a family orientated local pizza/pasta restaurant that does what it aims to do with efficiency and precision. The food is reliable, quick and very satisfying. There is a huge range of competition within a few miles so the constant flow of regular customers and the turnover tells you this place hits its mark spot-on. It's an institution of its type and a cut well above the others.

250 Whitehorse Road, Balwyn

03 9836 6442



*"The large bar space, coupled with several large plasma screen TVs, make O'Meara's Elgin Inn a great place to watch sporting events. A full Fox Sports package means if it's on, they will show it. A-League Football gets a good run, not to mention plenty of cricket and football.....The beer is served sensationally cold, with the bar staff remarking that it's possibly the coldest in Melbourne"*

Your Hosts: Jeff O'Meara & Courtney Leeder  
75 Burwood Road, Hawthorn  
Phone: 03 9819 3338



Exceptional real estate service and results in Melbourne's inner-eastern suburbs.

**Damien Davis**

818 Glenferrie Road, Hawthorn 3122  
(03) 9818 2222 [www.jelliscraig.com.au](http://www.jelliscraig.com.au)



Quest has over 120 serviced apartments complexes around Australia, New Zealand and Fiji.

(03) 8699 1500 [www.questapartments.com.au](http://www.questapartments.com.au)



DGA is an Insurance brokerage with clients throughout Australia and overseas. Through the Company's London-based Lloyds Broker affiliate, clients have gained access to worldwide insurance markets, including the UK, Asia and the USA.

Level 2, 256 Queen Street Melbourne Victoria 3000 03 9670 9344 [www.dgainsurance.com.au](http://www.dgainsurance.com.au)



**Insurance - Superannuation - Financial Planning**

**Andrew Webb & Toby Webb**

03 9855 2311

Suite 10, 13-25 Church Street, Hawthorn, Victoria, 3122

[lifeguard@lifeguard.com.au](mailto:lifeguard@lifeguard.com.au) [www.lifeguard.com.au](http://www.lifeguard.com.au)

**Our SILVER Sponsors are:-**

Call us for everything Volkswagen. Proud sponsor of the OCGFC.



1375 Burnwood Road Hawthorn 31 311 818 [www.camberwellvolkswagen.com.au](http://www.camberwellvolkswagen.com.au)

Hugh Bayford is a long time supporter of OCGFC. If you are looking to purchase a **Ford** (Bayford Ford - Coburg / Epping & Preston), **Peugeot** (City Peugeot & Bayford's of South Yarra), **Volkswagen** (Camberwell) please contact dealer principal:

**Wayne Taynton** 0408 316 777 or 03 9811 1888 [www.camberwellvolkswagen.com.au](http://www.camberwellvolkswagen.com.au)



Bendigo Bank assists local community clubs like OCGFC. For friendly, local, caring service contact:  
**Anthony Yeates**, Business Development Manager  
Canterbury - 143 Maling Rd, 9836 9466      Surrey Hills - 107 Union Rd, 9890 7188



AMORA HOTEL  
RIVERWALK MELBOURNE

Catering for Business, Conferences, Weddings & Travellers. 7 Conference Rooms & 114 Appointed Rooms.  
649 Bridge Rd, Richmond (on the Yarra)

**Tim Bilston** - 9246 1200 [www.amorahotels.com.au](http://www.amorahotels.com.au)



Dandy Bland Provan  
**Chartered Accountants & Auditors**

Accru is an industry leading network of independently owned chartered accounting firms with a shared vision to provide our clients with a broad range of industry skills, experience and research throughout Australia and NZ

**Andrew Lane** - 03 9835 8200  
[www.accru.com](http://www.accru.com)

**CONTACT NUMBERS FOR THE  
2011 OCGFC TRUE BLUES SENIORS  
MATCH DAY STAFF**

Phil Ballis	Director of Football Operations	0412 111 890
Tim Killworth	Senior Coach	0439 900 459
Andrew Tsindos	Chairman of Selectors	0418 383 910
Fraser Cameron	Assistant Senior Coach	0405 484 129
Warren Carlyle	Club Captain	0413 142 140
Anton Schmidt	Seniors Team Manager	0418 361 306
Mick Bennett	Reserves Coach	0421 717 206
David Middleton	Third XVIII Coach	0403 059 211
Alex Beveridge	Head Trainer	0417 038 318
Club Physio	Peak Physiotherapy Andrew Kokinos Suite 3 / 228 Cotham Road, Kew	9817 2203

**UNDER 19**

Todd Sigalas	Coach	0409 025 470
Harry Levvey	Assistant Coach	0421 717 206
Carole Priest	Trainer	0431 045 412

**UNDER 18**

Howard Mitchell	Coach	0428 271 007
Jon Schreuders	Assistant Coach	0417 753 557

# CONTACT NUMBERS FOR THE 2011 OCGFC TRUE BLUES COMMITTEE OF MANAGEMENT

## EXECUTIVE

Ryan Whitehead	President	0400 877 589
Aaron Hillier	Vice President	0409 134 584
Alan Mitchell	Director of Finance	0412 400 848
Steve Derry	Honorary Secretary	0422 573 400

## COMMITTEE OF MANAGEMENT

Phil Ballis	Football Operations	0412 111 890
Jon Derry	Social & Fundraising	0411 981 606
James Howard	Committee Member	
Jordan Heffernan	Committee Member	0402 114 299
Jeremy Goodale	Committee Member	0428 019 859
Egan Smith	Committee Member	0425 715 382

**“When a man has put a limit on what he will do, he has put a limit on what he can do.”**

**Charles M. Schwab**

# THE OCGFC TRUE BLUES

## SENIORS FIXTURE 2011

- Sat 9 April                      2:00pm                      vs **WERRIBEE**  
at Soldiers Reserve, Werribee (Melways Map 206, Ref: A9)
- Sat 16 April                      2:00pm                      vs **AJAX**  
at Gordon Barnard Reserve
- Sat 30 April                      2:00pm                      vs **MHSOB**  
at Gordon Barnard Reserve
- Sat 7 May                          2:00pm                      vs **FITZROY**  
at W.T.Peterson Oval, Fitzroy North (Melways Map 44, Ref: B1)
- Sat 14 May                        2:00pm                      vs **MAZENOD**  
at Central Reserve, Glen Waverley (Melways Map 71, Ref: C5)
- Sat 21 May                        2:00pm                      vs **OLD ESSENDON**  
at Gordon Barnard Reserve
- Sat 28 May                        2:00pm                      vs **RUPERTSWOOD**  
at Salesian College, Sunbury (Melways Map 382, Ref: F2)
- Sat 4 June                         2:00pm                      vs **ORMOND**  
at Gordon Barnard Reserve
- Sat 18 June                        2:00pm                      vs **MONASH BLUES**  
at Frearson Oval, Monash Uni (Melways Map 70, Ref: G11)

- Sat 25 June                    2:00pm                    vs **WERRIBEE**  
at Gordon Barnard Reserve
- Sat 2 July                    2:00pm                    vs **AJAX**  
at Gary Smorgan Oval, Albert Park (Melways Map 57, Ref: J7)
- Sat 16 July                    2:00pm                    vs **MAZENOD**  
at Gordon Barnard Reserve
- Sat 23 July                    2:00pm                    vs **FITZROY**  
at Gordon Barnard Reserve
- Sat 30 July                    2:00pm                    vs **OLD ESSENDON**  
at Essendon Grammar, East Keilor (Melways Map 15, Ref: G10)
- Sat 6 August                    2:00pm                    vs **ORMOND**  
at E.E. Gunn Reserve, Ormond (Melways Map 68, Ref: E7)
- Sat 13 August                    2:00pm                    vs **MONASH BLUES**  
at Gordon Barnard Reserve
- Sat 20 August                    2:00pm                    vs **MHSOB**  
at Melbourne High School, South Yarra (Melways Map 2, Ref: J3)
- Sat 27 August                    2:00pm                    vs **RUPERTSWOOD**  
at Gordon Barnard Reserve

# THE OCGFC TRUE BLUES

## RESERVES FIXTURE 2011

- Sat 9 April                      11:40am                      vs **WERRIBEE**  
at Soldiers Reserve, Werribee (Melways Map 206, Ref: A9)
- Sat 16 April                      11:40am                      vs **AJAX**  
at Gordon Barnard Reserve
- Sat 30 April                      11:40am                      vs **MHSOB**  
at Gordon Barnard Reserve
- Sat 7 May                          11:40am                      vs **FITZROY**  
at W.T.Peterson Oval, Fitzroy North (Melways Map 44, Ref: B1)
- Sat 14 May                        11:40am                      vs **MAZENOD**  
at Central Reserve, Glen Waverley (Melways Map 71, Ref: C5)
- Sat 21 May                        11:40am                      vs **OLD ESSENDON**  
at Gordon Barnard Reserve
- Sat 28 May                        11:40am                      vs **RUPERTSWOOD**  
at Salesian College, Sunbury (Melways Map 382, Ref: F2)
- Sat 4 June                         11:40am                      vs **ORMOND**  
at Gordon Barnard Reserve
- Sat 18 June                        11:40am                      vs **MONASH BLUES**  
at Frearson Oval, Monash Uni (Melways Map 70, Ref: G11)

- Sat 25 June 11:40am vs **WERRIBEE**  
at Gordon Barnard Reserve
- Sat 2 July 11:40am vs **AJAX**  
at Gary Smorgan Oval, Albert Park (Melways Map 57, Ref: J7)
- Sat 16 July 11:40am vs **MAZENOD**  
at Gordon Barnard Reserve
- Sat 23 July 11:40am vs **FITZROY**  
at Gordon Barnard Reserve
- Sat 30 July 11:40am vs **OLD ESSENDON**  
at Essendon Grammar, East Keilor (Melways Map 15, Ref: G10)
- Sat 6 August 11:40am vs **ORMOND**  
at E.E. Gunn Reserve, Ormond (Melways Map 68, Ref: E7)
- Sat 13 August 11:40am vs **MONASH BLUES**  
at Gordon Barnard Reserve
- Sat 20 August 11:40am vs **MHSOB**  
at Melbourne High School, South Yarra (Melways Map 2, Ref: J3)
- Sat 27 August 11:40am vs **RUPERTSWOOD**  
at Gordon Barnard Reserve







**NO LESS AN AUTHORITY THAN AFL  
LEGEND “LETHAL LEIGH” MATTHEWS,  
VOTED THE BEST PLAYER OF THE 20<sup>TH</sup>  
CENTURY AND ONE OF THE MOST  
SUCCESSFUL AFL COACHES OF ALL TIME,  
SAYS THE CULTURE OF A CLUB EXISTS ONLY  
TO THE EXTENT IT IS CREATED BY THE  
PLAYING GROUP OF THE TIME.**

# OCGFC TRUE BLUES

## PLAYERS MANUAL

The objective behind this manual is to create a reference for players of the OCGFC Inc. for all aspects of football club life. More importantly, it will serve as a directory to the players for their football and social responsibilities during their time with the OCGFC TRUE BLUES.

This Manual outlines player's social obligations and Club functions players are expected to attend, a code of conduct, club rules and a 'what if' scenarios to assist players in acting responsibly in a variety of situations.

**“The will to win, the desire to succeed, the urge to reach your full potential... These are the keys that will unlock the door to personal excellence.”**

Eddie Robinson

# THE OCGFC TRUE BLUES PHILOSOPHY AND GUIDING PRINCIPLES

1. The OCGFC TRUE BLUES will always embody Australian Football excellence, and aspire to be the pre-eminent football club in the VAFA.
2. Our Club's objective is always to play in the highest Australian Football competition possible.
3. OCGFC TRUE BLUES sets the highest possible football standards for players and administrators and aims to compete successfully in all Australian Football competitions in which we are participating.
4. Our Club should impart a complete knowledge of Australian Football and endeavour to welcome and involve as many members of our community as possible in our sport and associated Club activities.
5. OCGFC TRUE BLUES should always project a winning and competitive attitude.
6. The OCGFC TRUE BLUES is concerned with the ongoing development of youth into maturity including playing for the love of the game, the promotion of moral standards and a code of conduct that are seen by all members of our community as exemplary.
7. OCGFC TRUE BLUES at all times promotes sportsmanship, truthfulness, sincerity, reliability, and participation.
8. OCGFC TRUE BLUES team members and officials are proud winners and graceful losers.
9. All dealings, negotiations and activities of the OCGFC TRUE BLUES will be carried out in an ethical, business-like manner.
10. The OCGFC Executive and Committee of Management will provide all areas of operations within our Club with direction that meets the needs of our community in a changing social and economic environment.

**“The greatest enemy of best is “good”. If you’re willing to accept “good”, you’ll never be the Best.”**

**Charles Kaiser Jr.**

# OCGFC TRUE BLUES

## ATTITUDES AND CULTURE

### 1. ON FIELD

The OCGFC is guided, supported and influenced by many people, but it's true character and identity is forged by the men who wear the TRUE BLUES into battle.

Striving for and achieving excellence is the glue that binds the current day OCGFC TRUE BLUES player and his predecessors.

Representing the OCGFC TRUE BLUES is a special privilege, one that carries with it great responsibility for every player who wears the True Blues with pride. Respect the effort and commitment that has been exerted by those who have gone before you.

Prepare and expect to win every time you represent the OCGFC TRUE BLUES. If we are to lose, then lose with courage and character. Nothing else in defeat is acceptable.

The OCGFC TRUE BLUES game is built on the belief that if we break even or better in the fierceness of the contest, our superior skills, discipline, and game plan will prevail.

Take pride in your ability to spoil, chase, tackle, bump and harass the ball back into our possession. If we haven't got the ball, we can't score. Take equal pride in your ability to dispose of the football accurately with hand or foot to give your team mates the best opportunity to retain possession.

If we have the ball and are superior in our usage of it, we will score – often.

Train hard to equip yourself with the skills, fitness and commitment to contribute in all areas of the OCGFC TRUE BLUES game.

The truest measure of the OCGFC TRUE BLUES will always be how successful we are at winning premierships.

A player's contribution to the OCGFC TRUE BLUES is measured the same way. Not by individual brilliance or achievement, but rather by what they were prepared to do for our Club to ensure it's ultimate victory.

Draw strength, inspiration and guidance from the OCGFC TRUE BLUES' proud tradition of success. Use it to create your own piece of OCGFC TRUE BLUES history.

## 2. JUNIOR DEVELOPMENT

The OCGFC TRUE BLUES has embarked on the achievable objective to become a respected and envied developer of footballers in Australia. Take great care to contribute, protect and nurture this reputation.

Make the commitment to help search for and attract junior talent to our Club.

We are committed to creating an environment of learning and growth where our juniors are challenged and inspired by the excellence and consistency of our coaching standards.

Next to premiership success, nothing is more important and valuable to our Club than the development of outstanding young people.

## 3. THE HOME OF THE OCGFC TRUE BLUES

Gordon Barnard Reserve is the spiritual home of the OCGFC TRUE BLUES. Nothing should be more feared by our opponents than playing the OCGFC TRUE BLUES at Gordon Barnard.

Be fanatical about winning at home.

Our developing facilities at Gordon Barnard Reserve are our most valuable resource and are quickly becoming the envy of others.

Always keep our home in good shape.

Ensure that it reflects our culture and winning attitude so that our supporters and our enemies 'feel it' every time they visit.

Invite the broader community to the Gordon Barnard Reserve at every opportunity.

**“Your past is not your potential. In any hour you can choose to liberate the future.”**

**Marilyn Ferguson**

# CONDUCT ON THE TRAINING TRACK

## AND IN THE CLUBROOMS

### TRAINING SESSIONS

- ★ Punctuality – warm up, ready to go as a unit.
- ★ Attire – proper footwear and suitable clothing.
- ★ Follow instructions without question. Any problems to be sorted out one on one with coaching staff and never in front of other team mates.
- ★ The commitment of anyone on the injury list to rehabilitation should be equal to the commitment of the main training group.
- ★ In between drills always run to the coach.
- ★ Always run right through to cone after execution of skill.
- ★ Constructive criticism at all times between players. Focus on the solution not the problem.
- ★ Talk and encouragement to be constant always and whilst in line waiting for your next participation.
- ★ Come to training with a positive attitude and an understanding of what you want to get out of the session. Don't come along with your mind in neutral and just follow others.
- ★ You will always play the way you have trained.
- ★ Respect of the Club's equipment. Please treat it as if it was your own.
- ★ Collect footballs if they go over the fence, return equipment at the end of drills, return drink bottles to drink stations – don't just drop them on the ground anywhere.

### IN THE ROOMS – AT TRAINING

- ★ Strapping in the bin, none allowed in shower or on the change room floor.
- ★ If not being strapped, or attended to by a trainer, you are either doing rehabilitation, in the gym training or on the track warming up.
- ★ Learn all the names of the support staff and show your appreciation.
- ★ Gym is for training only; it is not a place to be unless you are either warming up or working out.
- ★ Be appreciative of our new facilities – help keep them clean and tidy.

## IN THE ROOMS – BEFORE A GAME

- ★ If you need strapping or trainer assistance, get to the rooms early.
- ★ Ready to go when warm up begins.
- ★ Ready for all pre game meetings.
- ★ Warm up is continuous talk, all positive and focusing on what we can control and how we will approach the game.
- ★ Know who is on your line, e.g. backline, and communicate your goals for the game to each other.
- ★ Regardless of the scoreboard, half time will always be positive. Where criticism is required it will be done in a constructive way by focusing on the solution not the problem.
- ★ Make an effort to talk to all your teammates prior the game and tell them you are ready to work all day right next to them. You will not let them down and you expect the same in return.
- ★ When we enter the race and onto the ground make sure we are shoulder to shoulder as a tight unit. Any opposition watching us take the field will be sent a message – they are playing the tightest, most determined and single-minded unit in the VAFA.

## IN THE ROOMS – AFTER A GAME

- ★ Be respectful of whatever change rooms you are in. Treat them as if they were your own.
- ★ Get around and provide encouragement to all your team mates after the game – especially the ones who were injured or worried about their performance. Successful football teams always consist of respectful comrades not individuals.
- ★ Make sure the change rooms are left clean.
- ★ The TRUE BLUES' reputation as a worthy adversary to be respected for our on-field and off-field actions is paramount at all times.
- ★ Always respect your opponents after the game. If possible, try and attend away game aftermatch socializing at least for a short time and show yours and our Club's appreciation of amateur football.
- ★ All home game aftermatch activities should be attended.
- ★ Always be mindful that our Club is operated by wonderful volunteers who contribute greatly to help make your football games happen. Offer assistance wherever you can.
- ★ The giving of thanks to support staff and coaching staff after a game takes very little effort and always means so much to those who unselfishly devote their time to help you.

- ★ Develop the ability to present yourself as a gracious winner and an outstanding loser after the battle is over – it will become an outstanding mental advantage over your opponents.

## CAN'T ATTEND TRAINING?

- ★ All players who cannot attend any training session for whatever reason are to advise a member of their Coaching Staff at least 1 hour prior to training commencing.

## TRAINING REQUIREMENTS

- ★ It is expected that all players are to be ready to train 10 minutes before scheduled starting time of each session. This is defined as being attired in the appropriate training uniform, all medical matters attended to (ie: Strapping, Rubs, Consultation with Club Physio etc) and being present on the ground.

## CAN'T TRAIN?

- ★ Any player who is unable to participate in the group training session because of injury is to report to a member of their Coaching Staff at least 15 minutes before the start of training for an alternative program.

**“I refuse to believe that we were put on this earth to be ordinary.”**

Lou Holtz

## PLAYER MOVEMENT NOTIFICATIONS

A member of the relevant Coaching Staff will notify players who have not been selected for a team as early as is possible during the week following the player's last game. The player will be told clearly why he has been overlooked and what he must do to put himself back into contention.

The coach will notify players being promoted to the team as early as is possible during the week prior to the game and provide appropriate training instructions.

Promotion of players to higher levels will always be conducted under a considered process by the Club's Football Operations Sub-Committee, with appropriate consultation with the players under consideration.

Promotion to higher levels should always be regarded as a development opportunity for continued improvement.

The OCGFC TRUE BLUES' primary focus on its future platform for ongoing success is in its player development program and the Club will not jeopardize its commitment to ongoing development and improvement of players.

The Football Operation Sub-Committee and the Player Welfare & Team Support Sub-Committee are charged with the collective responsibility to ensure all players considered for promotion or demotion are developed in a caring and progressive manner at all times.

Appropriate processes have been established to assure all players of the OCGFC TRUE BLUES have a number of avenues available to seek appropriate advice and assistance with any aspect of their ongoing involvement with the OCGFC TRUE BLUES.

## PLAYERS INJURED DURING A GAME

All players of the OCGFC TRUE BLUES should report all injuries incurred as a result of a game to their Team Trainer who will assess the injury and refer onwards if deemed necessary.

A Club-appointed Physiotherapist will be made available wherever required for player injury assessments.

All Club-appointed Trainers are answerable to all members of the Football Operations Sub-Committee, doctors, physiotherapists and Team Managers. The Director of Player Welfare & Team Support is directly responsible for all trainers at OCGFC Amateur Football Club and to ensure trainers are prepared and capable to handle most situations that may arise and kept up to date with latest taping techniques, injury prevention and injury treatment

procedures.

Our Trainer Staff must ensure that all players are given the best possible assistance to prepare them in their endeavours to train or play football for the OCGFC TRUE BLUES.

They are responsible for the referral of players with injuries to medical staff, and to oversee rehabilitation of injured players under instruction from medical and fitness staff.

They are to ensure adequate medical supplies, strapping and all essential equipment to assist in the preparation of playing personnel available at all times.

Our Trainers are responsible for the preparation and continued care of players of the OCGFC TRUE BLUES on and off the field of play within their level of expertise, training and qualifications.

- ★ On training nights, trainers will be in attendance at least 30 min prior to the commencement of training (when possible), to assist player's preparation.
- ★ On match days, trainers report approx. 15 min prior to report time to help prepare and set-up change rooms.
- ★ All trainers to remain until completion of match day duties e.g. all equipment accounted for and packed up.
- ★ All player requirements are to be met with regards to after match care and injury management.

**“Continuous effort – not strength or intelligence – is the key to unlocking our potential.”**

Liane Cordes

# OCGFC TRUE BLUES

## PLAYER'S TERMS & AGREEMENT

*Please note that the Player's Declaration is an important undertaking. By Playing with our Club, you will be bound by the terms and conditions set out hereunder.*

It is expressly agreed that the player shall for the term of his involvement as a player with the OCGFC TRUE BLUES play football for the Club to the best of his skill and ability and shall:

- (a) Obey all reasonable directions of their Coaches and the Director of Football Operations.
- (b) Make your services available to the OCGFC TRUE BLUES as a player.
- (c) Comply with all our Club's requirements as to training and maintain such standard of fitness as would enable you to fulfil your obligations of service as a player.
- (d) When selected, play in all matches in which our Club is a participant.
- (e) If selected, play in representative matches arranged by the VAFA and attend interstate squad training sessions if selected.
- (f) Not to engage in discussions or enter into any contract, agreement, or option relating to playing with or transferring to any other football club within the Commonwealth of Australia without the prior consent in writing of the OCGFC TRUE BLUES.
- (g) At all times each player will conduct themselves in such a way as to prevent any harm being done to the reputation of the OCGFC TRUE BLUES or his own reputation.
- (h) Join and maintain a membership of a private health insurer on the highest table of such fund with Extras (physiotherapy essential).

## MEDICAL SERVICES & TRAINING FACILITIES

The OCGFC TRUE BLUES shall make available for the benefit of the player reasonable medical and training facilities and staff at each training session and for each match in which our Club participates.

It is expressly agreed between the OCGFC TRUE BLUES and the player that neither our Club nor any servant or agent of the club (including any independent contractor from time to time employed by the club or any voluntary worker carrying out honorary or unpaid duties for our Club) shall in

any circumstances whatsoever be under any liability whatsoever to the player for any loss, damage or injury of whatsoever kind arising directly or indirectly from any act, neglect or default (whether negligent or otherwise) on the part of our Club or such servant or agent while acting in the course of or in connection with his engagement or provision of services to or for our Club or to or for the player.

## **BREACH OF PLAYING CONDITIONS OR RULES**

If, in the absolute discretion of the OCGFC TRUE BLUES, the player shall commit any breach of the playing conditions or the Rules of our Club and/or the VAFA, our Club may do any or all of the following:

- (a) Impose a suspension in accordance with the Rules of the VAFA.
- (b) Impose a sanction which may include compulsory attendance at designated counselling sessions, extra training sessions or extended training sessions, suspension from playing any games or attending training sessions of our Club for a designated period of time or undertaking such instructions or deeds of contrition as determined by our Club.
- (c) Sanctions may be imposed for any breach of the playing conditions such as failure to notify absence from training, non-attendance at mandatory social functions, lateness to training or matches, failure to observe dress rules or any other breaches of Club Rules as determined by our Club.

## **COMPULSORY FUNCTIONS**

The Annual Trophy Presentation Night is a compulsory attendance function. All Players are expected to attend all Club functions or events and to notify appropriate Club officials prior to the function or event if unable to attend.

Any team functions or events require compulsory attendance.

After each home game, presentations will be held within the Clubrooms of the OCGFC TRUE BLUES, with the opposition club(s) invited to attend.

Both the Seniors team presentations and the Reserves team presentations will take place after the Seniors game has concluded, usually around 5.00pm. It is expected that all players will attend these functions after home games and invite family and friends to stay after the game and attend these presentations.

It is also expected that Players attend our opponent's after game presentations at away games wherever possible.

## PLAYER REQUIREMENTS

All Senior Players are required to pay a **\$350 player membership subscription** to help cover just some of the costs of VAFA match fees, insurance (basic cover only), any meals on Thursday nights after training, onfield equipment, training equipment and general football operations expenses.

This season we have a Player Sponsorship Program. All Players are asked to find a personal player sponsor. Player sponsorship cost is \$350 per senior player and includes the following benefits:-

- ★ Promotion of your business to club community and network via social room display.
- ★ Promotion of your business to our wider community of other users of the social rooms (Greythorn Junior F.C and Camberwell Grammar School).
- ★ Acknowledgement of player sponsorship on OCGFC website.
- ★ Advertising tax invoice (tax deductible and GST credit included).
- ★ Increased player profile around the Club.
- ★ Free Subs for the player.
- ★ Invitation to a Sponsor's Lunch during the season.

VAFA approved home shorts and away shorts are required to be worn at appropriate competition games and can be purchased from the Club at cost. VAFA approved football socks are required to be worn in all competition games and can be purchased from the Club at cost.

*No player will be permitted to play for the OCGFC TRUE BLUES in any match until their subscription is paid or an approved arrangement has been made and their Player Declaration is returned.*

*All players are expected to represent the club with dignity and pride. It is each Player's responsibility to be fully acquainted with the fixture for each scheduled game.*

*If injured or not selected, all players are expected to attend their Team's games and assist wherever possible.*

## TRAINING

Your coaches will determine the quantity and times of training sessions and attendance is obligatory. Any apologies for training must be communicated to a member of your coaching staff at least one hour prior to the commencement of the training session.

It is each Player's responsibility to be fully acquainted with the training program.

## MATCH CONDITIONS

A Match day jumper will be presented to each Player prior to the first official game. Each player is responsible for the washing and general care of their OCGFC TRUE BLUES jumper for the season, and for its return at the end of the season.

Match report times and any other details for the ensuing game will be advised on each Thursday night. It is expected that all players will observe the report time with punctuality and be correctly uniformed. It is the responsibility of each player to report to his Team Manager within the locker room on arrival at the ground and to immediately sign the Team Sheet.

## INJURIES

All injuries or illnesses must be reported immediately to the Head Trainer or Team Trainer who, in conjunction with the club medical officers, will arrange the necessary treatments or rehabilitation programs.

All injured players must attend all training sessions unless otherwise advised following a Friday or Saturday game. Permission is to be sought and obtained beforehand from a member of your Coaching Staff to be excused from any training session.

Any injury during training must be reported to the Coach or an Assistant Coach before leaving the ground.

## COMMUNICATIONS

- ★ Information will be distributed to players by Facebook Group, email and/or written notice. It will be assumed that the contents of each advice have been read and understood. If any player is uncertain of any information, please ask your Coach.
- ★ It is each player's responsibility to advise their Team Manager, Coach and/or the Club Secretary by email of any change of address, telephone number or employment.
- ★ Matters relating to any player's selection or performance should only be communicated through the coach.

## STORAGE OF VALUABLES

Before any official games, it is each Player's responsibility to hand any money, watches and other valuables to their Team Manager. The Club will not be responsible for any loss of items left in players clothing, bags or lockers etc.

## CHANGEROOMS AND GYMNASIUM

The players' changerooms and gymnasium are for the use of players and officials only. Players are not permitted to invite visitors into these areas at any time.

It is the players' responsibility to ensure that the rooms are maintained in a neat and tidy condition.

Smoking is not permitted within any internal area of the Club's facilities, including changerooms, gymnasium, toilets and clubrooms.

## MEDICAL BENEFITS

The first, and most obvious comment to make regarding medical coverage is that **ALL PLAYERS ARE URGED TO TAKE OUT PRIVATE HEALTH COVER.**

Students and those under age players who are not yet employed are encouraged to talk to their parents about family health cover.

Details of the VAFA Insurance Plan is available on their website – [www.vafa.com.au](http://www.vafa.com.au).

In the event of an injury incurred during training or a competition game, the responsibilities of the Club and the Player with the Insurance process are as follows:-

### CLUB RESPONSIBILITIES

The Club is to maintain an easy access register of:

- Signed official match day sheets
- Official match day injury lists

These reports will be scanned and stored on the Club's computer and controlled by the Director of Football operations and the Insurance Manager.

With any major injury incurred, at least one (preferably two) witness statements shall be sought together with an official report signed by appropriate Club officials.

### PLAYER RESPONSIBILITIES

- Always tell your Trainer you have an injury, even it is slight so that it can be logged on the injury list.
- If you have injured yourself and it gets worse over time, see your Doctor as soon as possible to get it assessed. Our Trainers are not Doctors and are not there to provide a diagnosis.
- If it feels different, strange or a bit funny – see a doctor! ASAP!!
- Once you have been diagnosed, contact the Head Trainer to tell them of your injury so then the administration process can begin. You should have the process started within 30 days of the injury.
- Keep all receipts – even the smallest ones.
- If you have private health cover, once treatment is complete request a statement for the treatment and submit this for the claim instead of receipts.

## **MOUTHGUARDS**

Players are expected to wear mouthguards at all official training sessions and matches. However, the Club will not be responsible for the cost of any injuries incurred in matches or practice sessions caused through players not wearing mouthguards.

A high quality, low cost option for mouthguards is available from a local denture clinic in Balwyn where the mouthguards are made on the premises by the owner of the Clinic.

*Andrew Lack at Balwyn Denture Clinic, 330 Belmore Road, Balwyn can be contacted on 9816 3337 to arrange a fitting appointment. Current cost for a fully fitted, professionally made mouthguard is \$95 (including fitting) which you will find is a very competitive price.*

## **PLAYER WELFARE & TEAM SUPPORT**

The members of the Committee of Management of the OCGFC TRUE BLUES are at your disposal for counselling on matters of employment, study programs, relationships, accommodation, financial hardship, etc. The initial approach for advice or assistance can be made through a member of your coaching staff, team manager or directly to any member of the Committee of Management.

# USEFUL INFORMATION



## PREPARATION IS THE KEY

Every year hundreds of people suffer sporting injuries – sprains, strains, fractures and broken bones. More often than not most of these injuries could have been prevented had the correct preparation been undertaken.

To help you prepare for activity and help reduce injury risks, Smartplay, Sports Medicine Australia's sports injury prevention program funded by the Australian Government Department of Health and Ageing, provides you with the following injury prevention advice:

### AVOID DOING TOO MUCH TOO SOON

Make sure you prepare for activity by starting at a level and pace you're comfortable with. Gradually increase your workload over a series of sessions. Without undertaking the proper preparation for your activity, your risk of injury increases by 35%.

If you're unsure of how to increase your fitness level see a qualified fitness professional for advice.

### ALWAYS WARM UP, STRETCH AND COOL DOWN

Always remember to warm up and cool down when undertaking activity. Warming up prepares you both mentally and physically for performance and decreases your risk of being injured. To warm up, simply start your chosen activity at a slower pace. Also remember to cool down after activity sessions to help reduce muscle soreness and stiffness. Research shows that cooling down after activity may reduce injuries by almost 10%.

### DRINK THE RIGHT AMOUNT OF FLUIDS

Thirst is a poor indicator of fluid needs, so don't wait to feel thirsty before having a drink. Always drink fluids (water or a sports drink) before, during and after activity. Drink at least 2 cups (500ml) an hour before exercise, 150ml every 15 minutes during exercise and enough to fully re-hydrate yourself after exercise. Not only will fluids prevent dehydration but research

has shown that sports drinks containing carbohydrates and electrolytes can enhance sporting performance in some endurance activities.

## **WEAR THE RIGHT GEAR**

Everyone needs to prepare for the activity ahead. Wear protective equipment such as helmets, padding and/or mouthguards, where required. Good quality footwear are also a must as a number of studies have found a relationship between the type of footwear worn and the incidence of injuries to the lower limb. Properly fitted protective equipment and footwear should be specific to the type of activity you are doing, your size and age. Always seek professional help to make sure your protective gear and footwear fits correctly.

## **AVOID EXERCISING IN HOT CONDITIONS**

Exercising in hot conditions can cause heat injury with symptoms of fatigue, nausea, headache, confusion and light-headedness. Avoid exercising in very hot conditions, particularly in the middle of the day. During activity, try to rest in the shade whenever possible and protect yourself by wearing light clothing, sunscreen, sunglasses and a hat.

## **KNOW HOW TO TREAT INJURIES**

When undertaking activity, you should know what to do if an injury occurs, especially if you have suffered an injury in the last 12 months. Injury statistics have found previous injury increases the risk of further injury by 57%. Those who suffer a soft tissue injury should treat it with RICER – Rest, Ice, Compression, Elevation and Referral.

Commence RICER immediately after injury occurs and continue for 48-72 hours. You should also avoid HARM factors – no heat, no alcohol, no running and no massage and see a sports medicine professional to help you get back to your activity as quickly as possible.

To assist in helping you prepare for activity visit [www.smartplay.com.au](http://www.smartplay.com.au)



## DRINK UP WHILST BEING ACTIVE

Lack of fluid consumption during physical activity can lead to dehydration. Dehydration reduces performance and increases heart rate, body temperature and how hard you perceive exercise to be. You may become very tired and may get stiches, cramps, heat stress or heat stroke.

To avoid dehydration, Smartplay, Sports Medicine Australia's sports injury prevention program funded by VicHealth and the Department of Planning and Community Development (Sport and Recreation Victoria), recommends the following tips:

- Don't wait to feel thirsty; thirst is a poor indicator of fluid needs.
- Cool fluids may be absorbed more rapidly than warmer fluids.
- Avoid starting exercise dehydrated. Drink plenty of fluids for several hours prior to exercise.
- If you do not like the taste of water drink flavoured drinks such as sports drinks and low concentration cordial. Sports drinks comprise carbohydrates and electrolytes. Carbohydrates supply the muscles with fuel during activity and improve flavour, while the main electrolyte is sodium, which promotes optimal fluid absorption and retention. Evidence also shows sports drinks can improve sports performance for longer duration exercise and endurance activity where fuel depletion and large fluid losses are likely.
- If you are well hydrated you should be able to pass a good volume of clear urine in the hour before exercise.

You should also be aware of how much you need to drink to avoid dehydration.

- Drink at least 500ml (2 cups) an hour before exercise.
- Drink at least 150ml every 15 minutes during exercise.
- During exercise take advantage of all breaks in play to drink up.
- After exercise drink liberally to ensure you are fully re-hydrated.

For further information on hydration, download the *Smartplay Drink Up Fact Sheet and SunSmart* and *Smartplay's new UV exposure and heat illness guide* at [www.smartplay.com.au](http://www.smartplay.com.au) or for hard copies contact Smartplay on phone 03 9674 8777 or email [smartplay@vic.sma.org.au](mailto:smartplay@vic.sma.org.au)



## EATING RIGHT FOR SPORT

Food is an important part of sport. It provides the body with the fuel it needs to perform at its best. However, if the wrong foods are consumed, injuries can result.

Fatigue is a common risk factor in many sports injuries. Fatigue makes it more difficult for your body to respond effectively to changes during play. Failure to effectively respond can lead to poor execution of a skill or movement, and unfortunately in some cases this can lead to injury.

Eating the right foods can help to reduce the onset of fatigue and assist with recovery after heavy activity.

But what foods should you eat?

Smartplay, Sports Medicine Australia's sports injury prevention program funded by the Australian Government Department of Health and Ageing, recommends sporting diets should contain:

### CARBOHYDRATES

Carbohydrates should form the basis of a diet as they provide energy. Energy means running faster, for longer, easier recovery and reduced fatigue.

Carbohydrate intake will differ depending on the amount of exercise you do. If you are active twice a week your carbohydrate requirements will differ to if you exercise daily.

Carbohydrates include rice, pasta, bread, fruit, yoghurt, milk, starchy vegetables and legumes.

### PROTEIN

Protein is important to rebuild damaged muscles, and to a small extent, is used as energy during exercise. Sources of protein are meat, chicken, fish, milk, cheese, yoghurt, nuts and eggs.

## **FIBRE**

Fibre helps regulate the rate of digestion and absorption. This slows the release of sugar from food, and therefore gives the body a steady sugar release of energy all day.

Fibre also keeps bowels regular, fills us up and helps keep the cardiovascular system healthy. Sources of fibre are wholegrain cereals, brown rice, wholemeal pasta, legumes, nuts and seeds.

## **WATER**

Adequate fluid intake prevents muscle cramps, replaces fluids lost via sweating and controls body temperature. Drink at least two cups (500ml) an hour before activity, 150ml every 15 minutes during activity and enough to fully re-hydrate after activity.

## **LIMITED FAT**

Eating too much fat can mean missing out on carbohydrates. Fat is readily stored as body fat, so limiting your intake can control body fat levels and keep your heart healthy. Select low fat products, cook lean cuts of meat via a low fat method, reduce added fats and oils, and limit take-away food.

## **KNOWLEDGE ON WHEN TO EAT**

Eat two to three hours before activity to allow digestion and avoid experimenting with new foods before an event. Eat meals high in carbohydrates and low in fat. Also hydrate adequately.

If exercising for longer than an hour, eat carbohydrates to boost energy levels and delay fatigue.

Also refuel your body with carbohydrates and a little protein in the first 15 minutes after exercise, then again in two hours. This will aid recovery.

By following these nutrition tips your body will be fuelled with enough energy to avoid fatigue-related injuries. For further nutritional advice visit [www.smartplay.com.au](http://www.smartplay.com.au) or see a sports dietician.



## SIDELINE FOOTBALL INJURIES

During the football season, we hear a lot about football injuries. Whether it be fractures, dislocations or sprains, injuries seem to be a common occurrence in Australian football.

This doesn't have to be the case though, with injury risks able to be reduced. All footballers need to do is simply prepare themselves before running onto the field.

To help reduce football injury risks, Smartplay, Sports Medicine Australia's sports injury prevention program funded by VicHealth and the Australian Government Department of Health and Ageing, offers the following advice:

Understand the following factors increase your injury risk:

- Having had a sports injury in the previous 12 months.
- Being aged 25 years or older.
- Playing in midfield positions.
- Persistent back problems diagnosed by a health professional.
- Increasing age and decreasing quadriceps flexibility, for sustaining a hamstring injury.
- A history of two or more injuries to the lower body, in the previous football season.

Know the following factors decrease your injury risk:

- Playing football in the last 12 months.
- Excellent stamina.
- Cooling down after training sessions.
- Playing a modified rules version at junior level.
- Participating in one or more hours per week of weight training during the season, to decrease the risk of lower body injury.

Undertake good preparation:

- Undertake training sessions prior to competition to ensure readiness to play.
- Undertake pre-season training to improve strength, flexibility, stamina, agility and balance. A trained coach or fitness advisor can guide you in the right direction.

# OCGFC CLUB POLICIES

It is the Players, Members, Volunteers, Supporters and Visitors at the OCGFC TRUE BLUES that make the club a success and so, in turn, the Club takes a very serious view of its responsibilities to its patrons and the community. The OCGFC TRUE BLUES have set in place its own policies and regulations to maintain the safety and security of its facilities, and that of its patrons, as well as adhering to the laws governing its operation. All Players, Members, Volunteers, Supporters and Visitors are asked to abide by these regulations and policies, and to follow all directions given by staff and management.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## CODE OF CONDUCT

*The OCGFC Code of Conduct applies to all of our Officials, Volunteers, Members, Supporters and Visitors.*

### INTRODUCTION

**Old Camberwell Grammarians Amateur Football Club Inc.** is committed to providing the best possible environment for its members and places great value on fairness, sportsmanship, safety and socially acceptable behaviour. Our Club's Code of Conduct is intended to be driven by those values.

The Code of Conduct is also intended to enhance the club's standing within the community.

The Club's Committee of Management has responsibility for the development and implementation of the Code of Conduct. It is the intention of the Club's Committee of Management to review the Code of Conduct each year in order to provide members with a clear set of expectations prior to the commencement of each season.

### GENERAL BEHAVIOUR PROTOCOLS FOR ALL CLUB MEMBERS

- Respect the law
- Treat club members and members of the community with respect and dignity
- Respect the role of all Club Sponsors, by behaving in a gracious and courteous manner at all times
- Demonstrate a commitment to the club's policies and programs
- Contribute positively to a safe club environment
- Behave in a way that brings credit and success to the club

### EXPECTATIONS OF PLAYERS AT THE OLD CAMBERWELL AMATEUR GRAMMARIANS FOOTBALL CLUB

- Pay your subscription and uniform costs on time.
- Observe the training and match preparation requirements specified by the coaching staff.
- Be punctual for your club commitments and contact coaching staff if any difficulties arise.
- Give of your best when representing the club.
- Refrain from on-field or off-field behaviour that could bring discredit to the club.
- Ensure you contribute to a safe club environment
- Support the social and community activities of the club as best you can

### DISCIPLINARY PROCESSES REGARDING PLAYERS

The Football Operations Sub-Committee (coaching staff) is responsible for player selection which may be influenced by financial status, training and match preparation, form and commitment. Behaviour likely to bring discredit to the club (VAFA reports, abusive language, etc) can also influence selection.

Players can expect a warning and a clear statement of expectations when unsatisfactory behaviour is identified. A further incident is likely to lead to club suspension of one match. Increased penalties for further breaches can be expected. Apparent entrenched behaviour is likely to see the end of the player's association with the Club.

The Disciplinary Panel for any breaches would be formed from members of the Football Operations Sub-Committee.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

## THE TRUE BLUES

### ALCOHOL MANAGEMENT POLICY

This policy aims to provide a basis for the responsible use and/or non-use of alcohol by the *Old Camberwell Grammarians Football Club* and is seen as fundamental to the aims of the 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.

To ensure the aims of the Club are upheld, and that alcohol is managed responsibly by the Club and its members, the following requirements will apply when alcohol is served by the Club at the Club or during a Club function.

#### SERVING ALCOHOL

Alcohol will be served according to the legal and moral requirements of the Club's Liquor License with the safety and well being of patrons the priority.

- The Club maintains a current appropriate Liquor License.
- Only RSA trained servers will serve alcohol.
- Bar servers do not consume alcohol when on duty.
- The Club does not encourage excessive or rapid consumption of alcohol.
- When serving non pre-packaged alcohol standard drink measures will be served at all times.
- Information posters about Standard Drink measures will be displayed in the bar.
- The Liquor License and all legal signage will be displayed at the bar.
- Names of RSA trained bar staff will be displayed.
- An incident register shall be maintained and any incident recorded.

#### INTOXICATED PATRONS

- Alcohol will not be served to any person who is intoxicated or drunk.
- Servers will follow RSA training procedures when refusing service.
- Drunk patrons will be asked to leave the premises.

#### UNDERAGE DRINKING

- Alcohol will not be served to persons aged under 18.
- Servers and committee members will ask for proof of age whenever necessary or whenever in doubt.
- Only photo ID's will be accepted.

#### ALCOHOL ALTERNATIVES

The Club recognises that alcohol is not the only revenue stream available and actively encourages the sales of alternative products to that of alcohol.

- Tap water is provided free of charge or at a reasonable price.
- At least four non-alcoholic drinks and one low-alcoholic drink option is always available and are at least 10% cheaper than full strength drinks.
- Substantial food is available when the bar is open for more than 90 minutes or more than 15 people are present.
- The Club will avoid player prizes and raffle prizes that have an emphasis on alcohol.

#### SAFE TRANSPORT

The Club has a (separate) Safe Transport Policy that is reviewed regularly in conjunction with

the Alcohol Management Policy.

### **NON-COMPLIANCE**

All Club committee members will enforce the alcohol management policy and any noncompliance, particularly in regard to Licensing Laws will be handled 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.

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 and the aims of the Club Mission and Values Statement.

### **COMMITTEE POLICY MANAGEMENT**

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 Control Reform Act.
- Recording any incidents in the incident register.

### **POLICY PROMOTION**

The Club will promote the alcohol management policy regularly by:

- Publishing a copy of the policy in Club newsletters, league programs and printed member/ player information.
- 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.

The Club will actively participate in the Australian Drug Foundation Good Sports Accreditation Program with an ongoing priority to maintain Level 3 accreditation.

### **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.

Signed \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## FIRST AID POLICY

### FIRST AID KIT

To manage any injuries that may occur, it is important that Clubs have a well-maintained First Aid Kit. The First Aid Kit should be stored in a designated position and all trainers know where it is and have access to it.

A supply of ice is available, crushed in bags or gel ice packs – stored in a refrigerator in the trainer's rooms.

Emergency phone numbers - Ambulance, Fire and Police and details of the facilities such as name of the Reserve, Address, Melways Reference Number, nearest Reference point and Club phone number is to be displayed near the phone.

All prescription medications and products such as Ventolin, Panadol or aspirin, antifungal creams and powders, antibiotic creams and ointments, anti-inflammatory tablets and sunscreen should be supplied by the individual participant.

The OCGFC trainers are responsible for the maintaining of First Aid Kit supplies. An inventory should be completed on a weekly basis.

The OCGFC has a duty of care to respond appropriately in the case of an injury/illness/emergency to mitigate the risk of loss, damage or liability, however this does not imply that the OCGFC personnel need to be experts. All injuries should be referred to a medical expert for diagnosis and treatment.

### TRAINERS ROOM

The OCGFC has a designated room or area for the treatment of injuries. The treatment area:

- Has easy access to toilets.
- Is located in a position that allows access for ambulance.
- Provides privacy for person being treated.
- Has access to hot & cold water.
- Provides a bed/couch/chairs, pillow and blankets for treatment of injured participant.

The room must be kept clean and accessible at all times.

### INJURY REPORTING

It is important that each injury is recorded in an injury record file. Completion of the injury reporting form should be completed and filed in the trainer's room for records.

### TIMING

OCGFC undertakes to implement the actions outlined in this policy, beginning on 1/2/2009.

### POLICY REVIEW

This policy will be reviewed annually. This will ensure that the policy remains current and practical.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## INFECTIOUS DISEASES POLICY

### TRANSMISSION

People can be exposed to infection through participation in sport in a variety of ways:

- Through blood to blood contact via broken skin and open wounds. (HIV and Hepatitis C)
- Through contact between a person's broken skin, mouth, eyes and other mucous membranes with another person's infected body fluid such as blood and saliva. (Hepatitis B and Meningococcal disease)
- Through exposure of the skin to another person's infected skin or body fluids. This may be via direct body contact or indirectly through the use of shared equipment, clothing and other surfaces that remain moist for a period of time. (Fungal skin infections such as tinea, viral infections such as warts, or parasites, such as scabies)
- Through ingestion of contaminated food and drink. (Hepatitis A and Gastroenteritis)
- By breathing in airborne droplets of saliva or sputum when an infectious person coughs, sneezes or spits (Common cold and flu).

### REDUCING THE RISK OF INFECTION

The risk of being infected with a blood-borne virus or other serious infection through participation in sport is very low, however infection is possible. The following guidelines will further reduce the risk of infection:

#### 1. BEFORE THE GAME:

- It is important that all playing surfaces in any physical contact sport should be as well maintained as possible.
- All pre-existing wounds must be covered.
- First-aid equipment required includes: gloves, disinfectant, bleach (diluted with water, 1:10), antiseptic, bags and
- Bins for contaminated items, bandages and dressings.

#### 2. DURING THE GAME:

- A player who is bleeding or has blood on their clothing must leave the playing arena and seek medical attention.
- The bleeding must be stopped, the wound dressed and any blood on the player's body cleaned off before returning to the game.
- Play must cease until any blood is cleaned. Any clothing affected must be removed.
- Use gloves when handling blood or anything with blood on it.
- Don't share clothing, razors, towels, face washers, nail clippers, drink bottles, mouth guards, medication inhalers or any other personal equipment, which may have blood, saliva or other body fluids present.

#### 3. AFTER THE GAME:

- Blood soaked clothes should be washed in cold water first, then followed by hot water and detergent.
- Players should observe good personal hygiene in the changing rooms.
- Changing rooms should be cleaned properly.

- Seek immediate medical advice, with your own doctor, local community health service or hospital if you are concerned that you may have become infected.

## **CONFIDENTIALITY**

Whilst divulging health status is not required under law, there may be circumstances when a player might consider telling a coach or other team/club official about a medical condition. Players are legally entitled to have this information remain confidential and it is not appropriate to disclose the health status of any player without their consent.

## **WHERE TO GO FOR FURTHER INFORMATION:**

Sports Medicine Australia 02 6251 6944

[www.ausport.gov.au](http://www.ausport.gov.au)

Australian National Council on AIDS, Hepatitis C & Related Diseases 1800 022 863

[www.ancahrd.org](http://www.ancahrd.org)

Equal Opportunity Commission of Victoria 03 9281 7111

[www.eoc.vic.gov.au](http://www.eoc.vic.gov.au)

## **TIMING**

Old Camberwell Grammarians Football Club undertakes to implement the actions outlined in this policy, beginning on 1/2/2010.

## **POLICY REVIEW**

This policy will be reviewed annually. This will ensure that the policy remains current and practical.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## RACIAL AND RELIGIOUS TOLERANCE POLICY

The Old Camberwell Grammarians Football Club is committed to an environment that promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

1. The club is bound by the *Racial and Religious Tolerance Act 2001 (Victoria)*, the *Racial Discrimination Act 1975 (Commonwealth)* and the *Equal Opportunity Act 1995 (Victoria)* **(the legislation)**. This policy is consistent with the legislation and the Australian Football League's rule 7.3. **This policy is not a substitution for the legislation.**
2. The club will ensure that this policy is communicated to spectators and participants of the club. It will also ensure that participants of the club receive anti-racial and religious vilification and racial discrimination training.
3. Nothing in this policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this policy the club shall ensure that the parties are informed of their rights.

### SECTION 2 - DEFINITIONS

**"Complaints process"** means the procedure outlined in sections 6 and 7 of this policy.

**"Club"** means The Old Camberwell Grammarians Football Club Inc.

**"Engage in conduct"** includes use of the internet or e-mail to publish or transmit statements or other materials.

**"Authorised person"** means the President of the Old Camberwell Grammarians Football Club Inc.

**"League complaints officer"** means the Leagues General Manager.

**"Detriment"** includes humiliation and denigration.

**"Discrimination"** means for the purpose of this policy, conduct based on a person's race, religion, colour, descent or national or ethnic origin. Discrimination may be direct or indirect. Direct discrimination means treating or proposing to treat another person less favourably on the basis of a person's race, religion, colour, descent or national or ethnic origin. Indirect discrimination means imposing or intending to impose a requirement that a person of a particular race, religion, colour, descent or national or ethnic origin cannot comply with, but which a higher proportion of people without that attribute (or with a different attribute) can, when it is not reasonable in the circumstances to do so.

**"Participant"** includes a player, director, officer, volunteer and agent of the Old Camberwell Grammarians Football Club Inc.

**"Spectator"** is a person that attends a football game or event conducted by the club or the league.

**"VAFA"** means the Victorian Amateur Football Association.

### SECTION 3 - PROHIBITED CONDUCT

#### ***Racial and Religious Vilification***

No person in his/her capacity as a spectator or participant in the Club in the course of carrying

out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that persons race, religion, colour, descent or national or ethic origin.

### ***Serious Racial and Religious Vilification***

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that he/she knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent or national or ethnic origin.

### ***Racial and Religious Discrimination***

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that discriminates, directly or indirectly against another person on the basis of that persons race, religion, colour, descent or national or ethic origin.

### ***Victimisation***

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimise another person

- (a) A person will victimise another person (the victim) if:  
The person subjects or threatens to subject the victim, or a person who acts as a witness, to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this policy;  
Or
- (b) The person assists, requests, induces, encourages or authorises another person to subject the victim or a person who acts as a witness, to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this policy.

## **SECTION 4 - AUTHORISED PERSON**

The Club President shall ensure that any breach of this policy is responded to in an equitable and prompt manner.

The Club shall appoint an authorised person as the senior decision maker in the Club's complaints process. Should the authorised person be absent for a significant period, he/she must nominate a person to act on his/her behalf should the process need to be enacted.

## **SECTION 5 - CONFIDENTIALITY AND RECORDS**

1. Confidentiality must be maintained throughout the complaint process. All parties to a complaint, the authorised person (or delegate), the VAFA's complaints officer, any witnesses and the conciliator must all agree, in writing, to the maintenance of confidentiality. No person involved in the complaints process shall publicly comment on any aspect of the complaints process without the prior written agreement of all parties.
2. The club shall ensure that any documents relating to a complaint shall remain confidential and be retained for 7 years from the date that the complaint is made.

## **SECTION 6 - INTER CLUB BREACH OF THE POLICY**

**In the event that it alleged that a spectator or participant has contravened this policy:**

1. An umpire, spectator or participant of the club may by 5.00pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint

in writing with the Club's authorised person.

2. The Club's authorised person shall, by 5.00pm on the next working day following the day that the complaint was lodged, lodge a complaint with the VAFA's complaints officer.
3. The Club's authorised person will take no further action once the complaint has been lodged with the VAFA unless otherwise instructed by the VAFA's complaints officer.

## **SECTION 7 - MANAGEMENT OF COMPLAINTS**

Following the lodgement of the complaint to the VAFA, the management of such complaint shall be in accordance with the VAFA's Racial and Religious Tolerance Policy.

## **SECTION 8 - TIMING**

Old Camberwell Grammarians Football Club undertakes to implement the actions outlined in this policy, beginning on 1/2/2010.

## **SECTION 9 - POLICY REVIEW**

This policy will be reviewed annually. This will ensure that the policy remains current and practical.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## **RETURN TO PLAY AFTER AN INJURY/ILLNESS POLICY**

If a player is injured or has other medical circumstances that may affect his or her participation and that player has not seen a physician, he or she must be cleared by the Old Camberwell Grammarians Football Club's Certified Trainers in order to return to play.

The Certified Club Trainer may at his/her discretion return a player to competition after a full physical assessment and history is completed and documented and is considered normal.

Any player under the care of a physician will not be permitted to return to participate unless cleared, in writing, by the treating physician.

### **POLICY REVIEW AND APPROVAL**

Old Camberwell Grammarians Football Club approved this policy on 1/12/2009.

The "Return to Play after an Injury/Illness Policy" will be reviewed annually.

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## OCGFC RISK MANAGEMENT POLICY

### CONTEXT STATEMENT

Risks are inherent in all aspects of Australian Rules Football and the Old Camberwell Grammarians Football Club acknowledges the role of risk management as critical to the safe and controlled provision of the sport to players, officials and spectators.

OCGFC is committed to managing risk in accordance with the process described in *Australian/New Zealand Standard 4360:1999 Risk Management*. This Standard requires that the OCGFC's Risk Management Strategy is a systematic, hierarchical, driven process to identify, analyse, assess, communicate and treat risks that can adversely impact on the performance and standing of the Club.

The range of risks that OCGFC needs to be prepared to deal with will include:

- Public & Professional Liability responsibilities;
- Occupational Health & Safety responsibilities;
- Financial Management; and
- Organisational Management and Operational practices

### PURPOSE

The purpose of this policy is to provide a framework for the elimination or control of all risks associated with the Old Camberwell Grammarians Football Club's activities.

### SCOPE

The successful implementation of the Risk Management Policy requires a consistent and systematic approach to risk management at all levels of the Club's operations. In order to manage risk in accordance with best practice, the Club will fully comply with the requirements of *A/NZ Standard 4360:1999 Risk Management* as well as the Club's established ethical standards and values.

### OBJECTIVES

The objectives of this policy are:

- Identify, report and analyse the Club's liability associated with its range of risks;
- Encourage the ongoing identification and reporting of potential risks;
- Determine the magnitude of risks;
- Develop a risk register;
- Develop, prioritise and implement ongoing plans and strategies to address risks;
- Promote and support risk management practices throughout the Club;
- Gain organisational support for risk management undertakings;
- Educate members on good risk management practices;
- Minimise the cost of insurance claims and premiums; and
- Protect the Club's corporate image as a professional, responsible and ethical organisation

**The risk management system will be reviewed annually to ensure the actions remain appropriate and effective.**

## **RISK MANAGEMENT METHODOLOGY**

### **ESTABLISH A RISK MANAGEMENT SUB-COMMITTEE**

A Club Risk Management Sub-Committee comprising the Club's Risk Management Officer, two Committee Members and two player representatives, with a developed understanding of a football club's risk issues to be formed to instigate a comprehensive risk management review of all of the Club's activities.

### **RISK IDENTIFICATION**

The risk management committee shall be responsible for the establishment of a Risk Register and the setting of plans and strategic timeframes for treatment of risk.

### **RISK ASSESSMENTS**

The risk assessment analyses the exposures identified, quantifies the likelihood of certain events occurring and determines the consequences, both financial and operational.

The following are provided as a guide:

#### *Safety of Players*

- The playing surface, fences and goal/behind posts;
- Sufficient qualified trainers & coaches;
- Medical checks on players;
- Team hygiene practices;
- Player change-room facilities;
- Emergency medical equipment;
- Availability / accessibility to emergency services;

#### *Safety of Officials*

- Secure umpire rooms
- Competent umpire escorts

#### *Game Day Operations*

- Public viewing areas
- Scoreboard / timekeeper facilities
- Vehicular movement and parking areas
- Public conveniences
- Crowd control
- Food/beverage handling and selling areas

#### *General*

- Money handling
- Player / Official valuables security
- Building security

### **SAFE OPERATING PROCEDURES**

The Risk Management Committee will prepare safe operating procedures for all areas identified as presenting any risk to the organisation; other aspects that may be included are: Emergency Planning; Contractor Management and Visiting Club Management.

### **MONITORING & REVIEW**

It is incumbent on the Football Club's Risk Management Committee to review the performance of the risk management systems and changes that might affect it on an annual basis.

Records are to be maintained for the following:

- Hazard identification
- Risk assessments
- Accident / incidents
- Player health monitoring

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## OCGFC SAFE TRANSPORT POLICY

This policy aims to provide a basis for the responsible use and/or non-use of alcohol by the *Old Camberwell Grammarians Football Club* and is seen as fundamental to the aims of the Club.

To ensure the aims of the club are upheld, and that alcohol is managed responsibly by the Club and its members, the following requirements will apply when alcohol is served by the Club at the Club or during a Club function elsewhere.

- 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 by bar staff to arrange a taxi or other transport.
- Contact telephone numbers for taxi services are to be displayed clearly above the bar.

Numbers common to the area are:-

Silver Top Taxis	<b>131 008</b>
Taxis Australia	<b>132 227</b>

- 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 and bar food free of charge by the club.
- Where available, club transport will be provided to/from events.

**The Safe Transport Policy will be reviewed annually at the February Meeting of the Old Camberwell Grammarians Football Club to ensure the actions remain appropriate and effective.**

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## OCGFC SMOKE-FREE POLICY

### RATIONALE

The **Old Camberwell Grammarians Football Club** recognizes that exposure of non-smokers to environmental tobacco smoke (passive smoking) is hazardous to health and that non-smokers should be protected.

Passive smoking can lead to serious illnesses in adults such as bronchitis, lung cancer, and cardiovascular disease. Children can also develop chest illnesses and asthma from exposure to tobacco smoke.

Accordingly, the following policy has been developed by **Old Camberwell Grammarians Football Club** to protect the health of all concerned.

The move to go smoke-free also complements the **Old Camberwell Grammarians Football Club's** desire to create a healthy family and community friendly environment.

The **Old Camberwell Grammarians Football Club** believes that such an environment and image will be advantageous in attracting new members as well as positively promoting the club in the community.

Legislation and the legal duty of care also provide clear reasons to have a smoke-free club. Under Common Law, the **Old Camberwell Grammarians Football Club** has a legal duty of care to ensure that employees, volunteers, members, players and officials are not exposed to potentially harmful situations.

The *Occupational Health and Safety Act* stipulates that employees and working volunteers must have a safe environment to work in. Victorian legislation also states that enclosed dining areas must be smoke-free.

### WHO IS AFFECTED BY THE POLICY

This policy applies to all members, administrators, officials, coaches, players, visitors and volunteers of the Old Camberwell Grammarians Football Club.

### TIMING

This policy is effective from **1/2/2009**.

### DESIGNATED SMOKE-FREE AREAS

The **Old Camberwell Grammarians Football Club** requires the following areas to be smoke-free:

- Club and Social rooms
- Changing rooms
- Toilet Areas
- Indoor spectator viewing areas
- Playing areas
- Eating areas
- Near open windows (three meters radius around open windows)
- Near entries and exits of buildings, facilities, and the ground (three meter radius).

### BEHAVIOURAL EXPECTATIONS

The **Old Camberwell Grammarians Football Club** recognises that positive role-models can have a significant and favourable impact upon the junior members of the club. Hence, the following individuals and groups are to refrain from smoking while they are acting in an official capacity for the club or while in club uniform:

- **Coaches** (when coaching or representing the club)
- **Trainers** (when training or attending to players)
- **Officials** (when officiating for the club)
- **Volunteers** (when working for the club)
- **Players** (when representing the club).

Coaches and trainers should also make an effort to speak to junior players about the effects of smoking on performance and health.

### **NON-COMPLIANCE STRATEGY**

The following five-step non-compliance strategy will be followed if anyone breaches the **Old Camberwell Grammarians Football Club's** smoke-free policy.

1. Assume that the person is unaware of the smoke-free policy.
2. A staff member or club representative will approach the person breaching the policy and politely ask them to refrain from smoking and remind them about the smoke-free policy.
3. If the offence continues, then the most senior staff member or most senior club representative will verbally warn them again and provide the offender with a written copy of the Club's Smoking Policy.
4. The offending patron must also be made aware that if they don't stop smoking then they will be required to leave the club's facility.
5. If the offence does continue, then the patron will be escorted out of the facility by staff and/or a senior club representative.
6. Under no circumstances should the **Old Camberwell Grammarians Football Club's** smoke-free policy be breached.

### **SALE OF TOBACCO PRODUCTS**

The **Old Camberwell Grammarians Football Club** will refrain from selling tobacco products.

### **POLICY REVIEW**

This policy will be reviewed annually. This will ensure that the policy remains current and practical. The **Old Camberwell Grammarians Football Club** recognises that exposure of non-smokers to tobacco smoke (passive smoking) is hazardous to health and that non-smokers should be protected.

Passive smoking can lead to serious illnesses in adults such as bronchitis, lung cancer and cardiovascular disease. Children can also develop chest illnesses and asthma from exposure to tobacco smoke.

Accordingly, the following policy has been developed by **Old Camberwell Grammarians Football Club** to protect the health of all concerned.

The **Old Camberwell Grammarians Football Club** acknowledges its leadership role and community responsibility in the sport of **football** and aims to be a solid role model for the VAFA and other sporting organisations. The decision to operate a smoke-free organisation also compliments the **Old Camberwell Grammarians Football Club's** desire to create a healthy family and community friendly environment. The **Old Camberwell Grammarians Football Club** believes that such an environment and image will be advantageous in attracting new members and positively promoting our sport.

**The Club's Smoke-Free Policy will be reviewed annually at its February Meeting to ensure the actions remain appropriate and effective.**

# OLD CAMBERWELL GRAMMARIANS AMATEUR FOOTBALL CLUB INC.

THE TRUE BLUES

## OCGFC ZERO TOLERANCE POLICY

The **Old Camberwell Grammarians Football Club** is proud to be a fully encompassing sporting and social club for both men and women and the general community.

We are an accredited and active member of the Good Sports Program and abide by the rules and bylaws for the responsible serving of alcohol rules.

The Club is also an equal opportunity employer and seeks volunteers from all who can, and do give their time to the successful running of the club.

The Executive and General Committee would like to reinforce the commitment that we have, to the quality and equality of our club and would like to advise of the "Zero Tolerance" approach that will be taken, to what would be considered a breach of what is socially acceptable behaviour within the community and our club.

Any breach deemed to be outside our Club's clearly defined boundaries will be dealt with quickly and decisively and may result in suspension and or expulsion from our club. If mediation is acceptable between the parties and the Executive and Committee, this would be the first and preferable course of action.

If there is a conflict between members of the same team, the Coach, Captain and any nominated persons required, will be responsible for any action that may be deemed necessary. If the Executive and Committee deem the action taken by the Coach and Captain to be insufficient, it may take its own course of action, in accordance with the already set actions or in place of them.

The Executive and Committee do not expect that they will have to invoke any actions against a Player, Sponsor or Member of our club, as we realize that you want a club that is well run, well attended and a safe place for you and your family.

### POLICY REVIEW

To ensure this policy continues to be relevant for the operations of the Old Camberwell Grammarians Football Club and that it reflects both community expectations and the provisions of the Liquor Control Reform Act, the policy will be reviewed annually.