

MACQUARIE FOOTBALL LIMITED A.C.N. 050 293 153

NEWCASTLE FOOTBALL LIMITED A.C.N. 052 054 163

HUNTER VALLEY FOOTBALL INCORPORATED

SOCIAL JUSTICE POLICY

Issued by the Joint Board of Directors of Macquarie Football Limited, Newcastle Football Limited and Hunter Valley Football Incorporated.

Issued **February 2018**
Review January 2019

POLICY ON SOCIAL JUSTICE

1.0 POLICY

- 1.01 To offer and make available as widely as possible democratic opportunities within the Zone Association and its Members, so as not to deny any person or groups on the grounds such as age, gender, ethnicity, socioeconomic-economic status, disability, sexual preference.
- 1.02 Arrange sessions to educate key personnel in the sport of football about issues such as gender equity, discrimination, sexual harassment, homophobia and the legal responsibilities of the Zone Association and its Members.

2.0 AGE

- 2.01 To involve all persons regardless of age in participating, decision making and program development, particularly in junior and mature age groups.
 - 2.01.01 Creation of special promotion days and opportunities for mature age persons to become acquainted with football and have the promotion days conducted by mature age persons.
 - 2.01.02 Treatment of mature age persons in the sport of football with respect and in the same way as other personnel. Refusal to tolerate discriminatory jokes, language, behaviour and imagery. Recognition of the achievements and contributions of mature age persons within the sport of football.
 - 2.01.03 Arrangement of sessions for mature age persons to improve and update their knowledge level and that of other key members of the sport of football.
 - 2.01.04 Establishment of modifications of the sport of football to suit the various age groups.

3.0 GENDER

- 3.01 To ensure that males and females have equal opportunity to be represented on policy and decision making committees.
- 3.02 To encourage more persons, both male and female, to become qualified officials and to aspire to higher levels of officiating.
- 3.03 To ensure equality between sexes in funding, sponsorship, media coverage, television exposure, time, space, equipment and access to quality programs to participate and compete.

4.0 ABORIGINES AND TORRES STRAIT ISLANDERS

- 4.01 To understand that sport and recreation is as important to Aboriginal and Torres Strait Islander persons as it is to the broader community
- 4.02 To provide programs in areas where Aboriginal and Torres Strait Islander persons can access higher levels of officiating.
- 4.03 To enlist the help of local indigenous persons in getting information on the sport of football to indigenous members of the communities.

5.0 PERSONS WITH DISABILITIES

- 5.01 To learn about persons with disabilities so as to dispel any misunderstanding or ignorance, negative attitudes or adherence to inappropriate stereotyping; and to appreciate that persons with disabilities are not a homogeneous group.
- 5.02 To recognize that if young persons are to benefit from the sport of football, it is important that they receive the opportunity to do so before their fitness and skill levels fall too far behind those of their able-bodied peers.
- 5.03 The Zone Association should make links with the key disability organizations in the district.
- 5.04 To comprehensively examine the sport to determine how it could make allowances to accommodate persons with disabilities, time slots, resources, modified fields and rules etc.
- 5.05 To consider the physical accessibility of sporting venues and facilities for:-
 - 5.05.01 Toilets (male and female or one unisex facility) and showers that are accessible, and available, with appropriate handrails.
 - 5.05.02 Car parking with bays sufficiently wide for wheel chair access.
 - 5.05.03 Ramps with appropriate gradients.
 - 5.05.04 Doorways of sufficient width, telephones and lift buttons at appropriate heights.
 - 5.05.05 Adequate lighting.
- 5.06 To update accredited coaches:-
 - 5.06.01 To arrange for accredited coaches to attend FFA accredited courses.
 - 5.06.02 To make allowance to include CAD components in sports specific courses section and generic coaching courses
 - 5.06.03 To ensure techniques and attitudes to coaching are flexible, adaptable and responsive to individual needs, concentrating on abilities and not disabilities.
 - 5.06.04 To ensure that all player needs are treated individually, with strengths and weaknesses to be set challenging and realistic goals, and to ensure that all players receive clear communication and positive feedback.
- 5.07 Promotion:-
 - 5.07.01 To include positive images of persons with disabilities in promotional material.
 - 5.07.02 To ensure that players' efforts receive appropriate recognition in the media, insisting that stories on their efforts appear as sports stories.
 - 5.07.03 To encourage role models and help redress the negative stereotyping.
- 5.08 Gender:-

To recognize that disability is not gender neutral; men and women have different requirements.

6.0 PERSONS IN ISOLATED COMMUNITIES

- 6.01 Leadership

To recognize and identify interested persons such as parents, teachers and young adults

and skill them so they can teach others.

6.02 Communication:-

6.02.01 To arrange personal communication and newsletters.

6.02.02 To develop video or correspondence resource packages (including equipment) for teaching basic technique and coaching, administrating and officiating skills.

6.02.03 To develop resources on financial planning such as applications for funding.

6.02.04 To identify the networks of persons from the Government departments which can assist them.

6.02.05 To make funding available so as to support the travel costs of officials to attend seminars conducted in the capital cities.

7.0 PERSONS FROM NON-ENGLISH SPEAKING BACKGROUNDS (NESB)

7.01 Advice:-

7.01.01 To seek advice from the Department of Immigration and Ethnic Affairs and the Ethnic Communities Council on advice on how to culturally develop the sport of football within the non-English speaking community.

7.02 Communication:-

7.02.01 To arrange cross-cultural training for coaches who are likely to be working with a migrant population.

7.02.02 To show that word of mouth communication has proven to be most effective.

7.02.03 To ensure that all promotional material about football contains images of persons from non-English speaking backgrounds.

7.02.04 To be very flexible and be prepared to make allowances for culture difference.

8.0 UNEMPLOYED PERSONS

8.01 To recognize:-

8.01.01 Unemployment is just one layer of hardship for many persons, including those with disabilities, Aborigines or Torres Strait Islanders and persons from non-English speaking backgrounds

8.01.02 Most persons want to feel that they are making a contribution to the community.

To develop football leadership programs and give individuals the opportunity to learn new skills and by so doing put back something into society.

8.01.03 To follow-up short term programs with involvement or skills development.

8.02 Facilities:-

8.02.01 To provide crèche facilities to encourage sole parents, particularly female, participants in the game of football.

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