



HUNTER VALLEY FOOTBALL



Newcastle Football



REGULATION H: 3.23
Social Justice Policy

Summary

This Policy provide information about:

- **Regulation H – 3.23 Social Justice Policy**

that the Joint Zone Associations Competitions will operate under.

The Regulations, Procedures and Policies in conjunction with the Constitution and By-Laws of the Zone Association shall, with the approval of NSW Football and duly Registered with FA, apply from the date of approval and shall take precedence over any previous Regulations of the Zone Association.

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

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POLICY ON SOCIAL JUSTICE

1. POLICY

1.1 The Joint Zone Associations and our Member Clubs are committed to providing an inclusive, welcoming, and safe places for all people to participate in and play football.

The Joint Zone Associations and our Member Clubs will use our best endeavours to support all people to participate in and play football in the relevant Competitions and not refuse any person or groups on the grounds such as age, colour, race, gender, ethnicity, socioeconomic-economic status, disability, sexual preference.

1.2 Arrange specific training sessions to inform and educate key personnel involved in the sport of football about relevant issues such as gender equity, gender identity, disability support, discrimination, sexual harassment, homophobia and the legal responsibilities of the Zone Associations and its Members.

2. AGE

To involve all persons regardless of age in participating, decision making and program development, particularly in junior and mature age groups.

- Development 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.
- Treatment of mature age persons involved 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.
- Arrangement of information and training sessions for mature age persons to improve, update their knowledge level to that of other key members of the sport of football.
- Establishment of possible modifications of the sport of football within IFIFA regulations and policies to suit the various age groups.

3. GENDER

3.1 The Joint Zone Associations and our Member Clubs acknowledges the understanding of Gender continues to evolve and that an individual's Gender Identity is not fixed and instead exists on a spectrum.

The Joint Zone Associations and our Member Clubs acknowledges that whilst people tend to use the terms "Sex" and "Gender" interchangeably, the two terms, while connected, do not have the same meaning.

The Joint Zone Associations and our Member Clubs endeavour to ensure that no matter the individual's Gender Identity have equal opportunity to be represented in policy and decision-making committees.

3.2 The Joint Zone Associations and our Member Clubs aim to encourage more persons, of any gender, to become qualified Match officials and to aspire to higher levels of Match officiating.

- 3.3** The Joint Zone Associations and our Member Clubs will endeavour 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 INDIGENOUS - ABORIGINAL AND TORRES STRAIT ISLANDERS

- 4.1** The Joint Zone Associations and our Member Clubs have an ongoing commitment to Aboriginal and Torres Strait Islander communities using Football as the vehicle to promote healthy lifestyles/wellbeing, education, employment, leadership including talent pathways, skill, and game development.
- 4.2** The Joint Zone Associations and our Member Clubs aims to foster the develop Indigenous participant's football and leadership skills whilst also exploring their cultural identity. This is achieved through involving local indigenous community leaders in getting information relating to football through education, resilience, decision making, communication and identity/ culture and most importantly respect and responsibility.
- 4.3** The Joint Zone Associations programs and initiatives are aimed to support, guide and develop Aboriginal and Torres Strait Islanders participants both male and female through their football journey's both on and off the field.

From MiniRoos transitioning through juniors into senior competitions in community football and for some to the elite level.

- 4.4** The Joint Zone Associations are endeavouring to provide programs in areas where Aboriginal and Torres Strait Islander persons can access Team Leader, Match Officiating Community Football, and progress to higher, elite levels of Match officiating.
- 4.5** The Joint Zone Associations and our Member Clubs endeavour to ensure that an individual race have equal opportunity to be represented in policy and decision-making committees.

5. PERSONS WITH DISABILITIES

- 5.1** The Joint Zone Associations and our Member Clubs are striving to support, include and welcome persons with disabilities into participating in football and its associated activities at all levels, in an attempt 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.
- 5.2** This Policy has been developed on the understanding that Football is a sport in which aspects of strength, stamina and physique are relevant, so as 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, strength and skill levels fall too far behind those of their able-bodied peers.
- 5.3** The Joint Zone Associations and our Member Clubs shall undertake to make links with the key disability organizations in each of the Zone Associations.
- 5.4** The Joint Zone Associations and our Member Clubs shall continue 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.
- 5.5** The Joint Zone Associations and our Member Clubs shall consider with the assistance and advice of local government the physical accessibility of sporting venues and facilities for:-

- Toilets (male and female or one unisex facility) and showers that are accessible, and available, with appropriate handrails.
- Car parking with bays sufficiently wide for wheelchair access.
- Ramps with appropriate gradients.
- Doorways of sufficient width, and telephones appropriate heights.
- Adequate lighting.

5.6 The Joint Zone Associations and our Member Clubs will endeavour to review and assist in updating all accredited coaches who may be involved in coaching players with disabilities:-

- To arrange for accredited coaches to attend FA accredited courses before or during the football season.
- To make allowance to include dealing with people with disabilities components in football specific courses section and generic coaching courses.
- To ensure techniques and attitudes to coaching are flexible, adaptable, and responsive to individual needs, concentrating on abilities and not disabilities.

Players with disabilities want to be like the other members of the team and coaches should create realistic yet challenging expectations for all of his/her players.

- 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.

Coaches want their players to improve their skills and succeed, they should give the athletes with disabilities the same amount of feedback as the other players.

The coach should also expect that all members of the team be supportive of one another.

There are more similarities among team members than differences.

Thus, everyone should be expected to follow the same rules, guidelines, and policies.

5.7 Promotion:-

The Joint Zone Associations and our Member Clubs will endeavour to focus on the person instead of the disability.

They will aim to:

- include positive images of persons with disabilities in promotional material.
- ensure that players' efforts receive appropriate recognition in the media, insisting that stories on their efforts appear as sports stories.
- encourage role models and help redress the negative stereotyping.

5.8 Gender:-

The Joint Zone Associations and our Member Clubs will endeavour to recognize that disability is not gender neutral; men and women have different requirements.

6.0 PERSONS FROM ENGLISH AS A SECOND LANGUAGE BACKGROUND

6.1 Advice:-

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

6.2 Communication:-

- To arrange cross-cultural training for coaches who are likely to be working with a migrant population.
- To show that word of mouth communication has proven to be most effective.
- To ensure that all promotional material about football contains images of and translations for persons from non-English speaking backgrounds.
- To be very flexible and be prepared to make allowances for culture difference under the IFAB, FA and NNSW Football rules and regulations.

7.0 UNEMPLOYED PERSONS

7.1 To recognize:-

- 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.
- 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.

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

7.2 Facilities:-

- To provide information about local playgroup facilities to encourage sole parents, particularly female, participants in the game of football.

8. REFERENCES AND RESOURCES

Department of Home Affairs: [Multicultural Affairs](#)

Ethnic Communities Council of NSW: [Information and Assistance](#)

NSW Disability Support: [Service and Support for People with Disability](#)

Service NSW: [Support for Aboriginal and Torres Strait Islander communities](#)

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