



# Brothers Townsville FC – Code of Conduct Policy

## Version: Final

**Applies to:** Coaches, Managers, Committee Members, Parents/Guardians, Players, Volunteers

**Aligned with:** Club Constitution, Safeguarding Policy, Inclusion Policy, Communication Policy, Alcohol & Drugs Policy, Smoking Policy, Sun Protection Policy

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## 1. Purpose

Brothers Townsville FC is committed to providing a safe, inclusive, respectful, and enjoyable football environment for all members of our community. This Code of Conduct outlines the standards of behaviour expected from all individuals representing or participating in the club.

This policy supports:

- Football Australia's National Code of Conduct.
- Football Queensland's Protect Our Game framework.
- Brothers Townsville FC's values of **Integrity, Respect, Teamwork, Community, and Excellence.**

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## 2. Scope

This Code applies to all individuals involved in Brothers Townsville FC activities, including:

- Coaches
- Team Managers
- Committee Members
- Players (all ages)
- Parents and Guardians
- Volunteers
- Spectators and visitors at club events

It applies at:

- Training
- Matches (home and away)
- Club events
- Online and social media spaces
- Any activity where an individual represents the club.

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### 3. Child Safety Commitment

Brothers Townsville FC places the safety and wellbeing of children and young people at the heart of everything we do. All members must:

- Uphold the club's Safeguarding Policy and Child Safe Standards.
- Maintain valid Working with Children Checks (Blue Cards) where required.
- Report any concerns about child safety immediately to the Member Protection Information Officer (MPIO) or Executive Committee.
- Create environments that are physically and emotionally safe for children.
- Never engage in behaviour that could harm, exploit, or intimidate a child.

Child safety is everyone's responsibility. Breaches of child safety expectations will be treated with the utmost seriousness.

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### 4. General Behaviour Expectations (Applies to Everyone)

All members of Brothers Townsville FC must:

#### 4.1 Respect & Integrity

- Treat all people with dignity, fairness, and respect regardless of age, gender, ability, culture, religion, or background.
- Act honestly and ethically in all interactions.

#### 4.2 Safety & Wellbeing

- Prioritise the physical and emotional safety of all participants.
- Follow all club policies and report concerns immediately.
- Never engage in bullying, harassment, discrimination, intimidation, or abuse.

#### 4.3 Inclusion

- Support the club's Inclusion Framework and contribute to a welcoming environment.
- Celebrate diversity and ensure all members feel they belong.



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### 4.4 Responsible Conduct

- Follow all club policies including:
  - Alcohol & Illegal Drugs Policy.
  - Smoking Management Policy.
  - Sun Protection Policy.
  - Safe Transport Policy.
  - Communication Policy.
- Use social media responsibly and never post content that harms the club or individuals.

### 4.5 Compliance

- Follow the rules of football, the directions of match officials, and the expectations of Football Queensland.
- Comply with all reasonable directions from club officials.

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## 5. Coaches & Managers

Coaches and Managers must:

### 5.1 Leadership & Role Modelling

- Be positive role models who demonstrate respect, fairness, and professionalism.
- Promote enjoyment, development, and wellbeing over winning at all costs.

### 5.2 Safety & Safeguarding

- Maintain valid Blue Cards and required qualifications.
- Ensure training and games are conducted safely and inclusively.
- Protect players from harm, abuse, or inappropriate behaviour.

### 5.3 Player Development

- Provide equal opportunity for players to learn and participate.
- Give constructive feedback and encourage personal growth.

### 5.4 Communication

- Communicate respectfully with players, parents, referees, and club officials.
- Direct all communication with children through parents/guardians.



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### 5.5 Conduct

- Never use offensive, aggressive, or abusive language.
- Never consume alcohol or drugs before or during coaching duties.
- Respect referees and avoid disputing decisions.

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### 6. Committee Members

Committee Members must:

#### 6.1 Governance & Integrity

- Act in the best interests of the club and its members.
- Maintain confidentiality and avoid conflicts of interest.
- Make decisions that are fair, transparent, and aligned with club values.

#### 6.2 Leadership

- Promote a culture of safety, inclusion, and respect.
- Support volunteers, coaches, and members with clear communication and guidance.

#### 6.3 Compliance

- Ensure club policies are implemented and reviewed.
- Respond to complaints and safeguarding concerns promptly and appropriately.

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### 7. Players

Players must:

#### 7.1 Respect

- Treat teammates, opponents, referees, and coaches with respect.
- Play by the rules and uphold the spirit of the game.

#### 7.2 Behaviour

- Avoid swearing, aggression, or unsporting behaviour.
- Never engage in bullying, harassment, or discrimination.
- Accept responsibility for their actions on and off the field.



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### 7.3 Commitment

- Attend training and games on time and communicate absences early.
- Wear appropriate uniform and follow sun safety guidelines.

### 7.4 Health & Safety

- Avoid alcohol, drugs, and vaping at all club activities.
- Report injuries, hazards, or concerns to coaches or managers.

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## 8. Parents & Guardians

Parents and guardians must:

### 8.1 Supportive Behaviour

- Encourage children positively and respectfully.
- Allow coaches to coach and referees to officiate.
- Never shout abuse, argue with officials, or pressure children.

### 8.2 Safety & Responsibility

- Ensure children arrive and leave safely.
- Support safeguarding practices and communicate concerns appropriately.

### 8.3 Conduct

- Refrain from alcohol consumption at junior events.
- Avoid sideline negativity, criticism, or conflict.

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## 9. Volunteers

Volunteers must:

- Act in the best interests of the club and its members.
- Follow instructions from committee members and event coordinators.
- Maintain respectful and inclusive behaviour at all times.
- Support safe, positive, and well-organised club activities.



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### 10. Breaches of the Code of Conduct

This Code of Conduct is not exhaustive. Any behaviour that:

- Contravenes club values or policies.
- Harms the safety, wellbeing, or reputation of the club or its members.
- Undermines child safety, inclusion, or respectful conduct.

...may be deemed inappropriate by the Brothers Townsville FC Committee.

#### 10.1 Committee Discretion

The Committee reserves the right to determine what constitutes a breach of behaviour. All decisions made by the Committee regarding conduct are final.

#### 10.2 Possible Actions

Depending on severity, the club may take one or more of the following actions:

- Verbal or written warning.
- Removal from training or matches.
- Suspension from club activities.
- Termination of membership.
- Reporting to Football Queensland or Football Australia.
- Reporting to police or external authorities (where required).

All actions will follow the club's Complaints Procedure and Safeguarding Policy.

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### 11. Acknowledgement

All members, parents, volunteers, coaches, managers, and committee members must acknowledge and agree to this Code of Conduct upon registration or appointment.

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For questions or concerns, contact the Club Secretary at [team@brotherstownsvillefc.com.au](mailto:team@brotherstownsvillefc.com.au)