



Disability Action Plan

FRANKSTON DOLPHINS JUNIOR FOOTBALL CLUB (INC)

The Frankston Dolphins Junior Football Club recognizes that it is unlawful to treat a person with a disability less favourably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the Commonwealth Disability Discrimination Act 1992 and the Equal Opportunity Act 1995.

Disability covers:

- Physical.
- Intellectual.
- Psychiatric.
- Sensory.
- Neurological or learning difficulties.
- Presence in the body of organisms causing diseases.
- Beneficiaries of workers compensation.

The Frankston Dolphins Junior Football Club embraces the Disability Discrimination Act 1992 premise that:

- people with disabilities are part of our diverse communities.
- people with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities.
- people with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

The Frankston Dolphins Junior Football Club will develop and implement a Disability Action Plan which will focus on those physical, social & cultural barriers which create a handicap for people with disabilities to be able to enjoy football at our Club.

Basic elements of the plan will include:

- Education of Club members.
- Education of visitors to the Club.
- Identifying specific issues at our Club that can make life unnecessarily difficult or complicated for people with disabilities.
- Develop strategies to deal with these issues.

Specific elements of the plan will include:

- Clearly defined disabled car parking areas at the football ground.
- Disabled toilet facilities.
- Access to canteen facilities.
- Access to clubrooms.
- Access to the football oval.
- Exclusive accessible viewing areas.

This action plan will be reviewed annually at the Annual General Meeting of the Football Club to ensure the actions remain appropriate and effective.



Risk Management Policy

FRANKSTON DOLPHINS JUNIOR FOOTBALL CLUB

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

The Frankston Dolphins Junior Football Club is committed to managing risk in accordance with the process described in Australian/New Zealand Standard 4360:1999 Risk Management.

The standard requires the Football Club'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 organization.

The range of risks that the Football Club needs to be prepared to deal with will include:

- Public & Professional Liability responsibilities
- Occupational Health & Safety responsibilities
- Financial Management
- 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 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 Football Club's operation.

In order to manage risk in accordance with best practice, the Football Club will 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 the 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
- Protect the Club's corporate image as a professional, responsible and ethical organisation.



The risk management system will be reviewed annually at the Annual General Meeting of the Football Club to ensure the actions remain appropriate and effective.

President

Secretary

Date



Respect & Responsibility – Statement of Intent

FRANKSTON DOLPHINS JUNIOR FOOTBALL CLUB

We, the Frankston Dolphins Junior Football Club hereby commit to the objective of the AFL's Respect and Responsibility Policy to create safe, welcoming and inclusive environments for women and girls at all levels of Australian Football.

By committing to this goal, we understand that;

Violence against women is a violation of a woman's right to physical and psychological integrity, to liberty, and all too often, to her right to life itselfⁱ. It is any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm to womenⁱⁱ.

We acknowledge that;

- In Australia and around the world, 1 in three women will experience violence at some point in their lifeⁱⁱⁱ;
- That violence against women is the leading cause of death, disability and illness in young Victorian women aged 15 – 44^{iv};
- One in five Australian women reported being subject to sexual assault at some time in their adult lives^v; and
- Four in five Australian women who experienced sexual violence knew their attacker^{vi}.

We understand that violence against women is a major public health and safety issue in Australia, and therefore affirm that our club understands its, and the wider football communities role in preventing violence against women before it occurs.

We further recognise that violence against women is caused by;

- Unequal power relations between men and women and belief in rigid gender roles;
- Holding a masculine sense of entitlement;
- Belief in the male right to control relationships: and
- Promotion of these beliefs through social structures, such as sporting clubs^{vii}.

We underline our commitment to challenging these behaviours and attitudes that can cause, contribute to and condone violence against women.

We understand that creating environments where women feel safe, welcome and inclusive is both an individual and collective responsibility. In order to achieve this, we commit to;

- Having an equal representation of women and men in senior leadership positions;
- Actively recruiting women and girls to coaching roles
- Ensuring that all elements of the Member Protection Policy are adhered to at all times;
- Communicate and enforce relevant Club and League Codes of Conduct;
- Actively engage with the White Ribbon Campaign, or equivalent;
- Adherence to our Responsible Service of Alcohol obligations; and
- Enforcing Club and League Codes of Conduct, where applicable.



As a leader of this football club, I commit to this Statement of Intent, and will inform the wider football club of this commitment.

Name

Signature

Role in Club

Date

ⁱ Amnesty International USA, Violence against Women Information, accessed from <http://www.amnestyusa.org/our-work/issues/women-s-rights/violence-against-women/violence-against-women-information>

ⁱⁱ United Nations, 1993, Declaration of the Elimination of Violence against Women, Article 1. Accessed from <http://www.un.org/documents/ga/res/48/a48r104.htm>

ⁱⁱⁱ United Nations Secretary General's Campaign, 2006, Unite to End Violence against Women Fact Sheet, accessed from <http://www.un.org/en/women/endviolence/pdf/VAW.pdf>

^{iv} Vichealth, 2004, The health Costs of Violence: Measuring the burden of disease caused by intimate partner violence: A summary of findings, accessed from <http://www.vichealth.vic.gov.au/Publications/Freedom-from-violence/The-HealthCosts-of-Violence.aspx>

^v ABS, 2005: Reissue. Personal Safety Survey: Australia, accessed from <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>

^{vi} Ibid

^{vii} Australian Government (FaHCSIA), 2010, National Plan to Prevent Violence against Women and their Children: Including the First three-year Action Plan, Accessed from http://www.fahcsia.gov.au/sites/default/files/documents/05_2012/national_plan.pdf