

SOCIAL AND CULTURAL RESPONSIBILITY

- **Social Responsibilities**
- **Alcohol Management Policy**
- **Inclusion Programs**
- **Practical strategies in working with people from Pacific and Maori background**
- **Basic Islander and Maori terminology**

SOCIAL RESPONSIBILITY

Junior Rugby League Clubs should endeavour to enhance their reputation within the community by being seen as a socially responsible organisation. This can increase support from sponsors, councils and other community organisations, forming partnerships that can be mutually beneficial.

Social Responsibility can be promoted through:

- Support, promotion and implementation of the ARL National Code of Conduct.
- Active Promotion of the *NRL/One Community whole of game Values*.
- Involvement in Community activities
 - Local Council Events
 - Local PCYC/Private organisation events
 - Supporting relevant charities – *Rugby League’s One Community Charities* – visit www.rugbyleague.com.au/onecommunity.
 - Developing relationships with other community/sporting groups.
- Provide a safe environment for all club members and visitors. (See *Risk Management section of this Manual*, or visit www.safeclub.org.au for assistance)
- Promotion of Family-Friendly nature of club through newsletter/website etc
- Smoke-Free Policy
 - Meet any relevant legislation with regard to smoke-free areas (see www.health.nsw.gov.au/publichealth/healthpromotion/tobacco/legislation.asp)
 - Provide smoke free viewing areas for the game
 - Actively discourage smoking around teams before, during and after the game
- Social education of members
 - Demonstrated education of members in regard to:
 - *Rugby League whole of game Values*
 - Drug and Alcohol related issues – ASADA, ADF programs (See www.asada.gov.au or www.adf.org.au)
 - Awareness of issues surrounding Discrimination, Harassment etc (See www.playbytherules.net.au)
 - Responsibilities as representatives of the club, district and game.
- Social-responsibility policy at club functions applicable to the behaviour of all members.
- Responsible Dealing with Alcohol
 - Adhere to liquor licensing legislation
 - RSA trained members etc
 - Provision of non-alcoholic drinks
 - Safe-transport plan in operation
 - No promotion of cheap drinks etc
 - Having family friendly, alcohol free club events
 - Alcohol Management Policy

*Note: The Good Sports program conducted by the ADF supports Junior Clubs in the responsible dealing with alcohol. It is a free program that provides a structured way to improve the way your club handles alcohol related issues. Participation in the program results in accreditation and promotional material which can be used to advertise the socially responsible nature of your club. Visit www.goodsports.com.au or www.adf.org.au for details.



GOOD SPORTS

[Club Name]

Alcohol Management Policy

This policy provides the basis for the responsible use of alcohol by the **[Club Name]** and is seen as fundamental to the aims of the club.

The club recognises the importance of holding a liquor licence, enabling it to generate income and hold social functions. In doing so however, we accept the responsibilities and expectations of the community in adhering to liquor licensing laws and the criteria of the Good Sports program.

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 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 Licence with the safety and well being of patrons the priority.

- The Club maintains a current appropriate Liquor Licence
- Only RSA trained servers will serve alcohol
- Bar servers do not consume alcohol when on duty
- People under 18 will not serve alcohol
- 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 at the bar
- The Liquor Licence 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

- Drunk patrons will not be permitted to enter the premises
- 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 (after appropriate safe transport options are offered).

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 as 'proof of age'.

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 (where available)
- At least four non-alcoholic drinks and one low-alcoholic drink options are 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 using alcohol for player awards and fundraising prizes.

Safe Transport

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

Smoke-Free

The Club has a (separate) Smoke-Free Policy that is reviewed regularly in conjunction with this Alcohol Management Policy.

Club Trips

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.

Non Compliance

All club committee members will enforce the alcohol management policy and any non-compliance, particularly in regard to Licencing 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.

Committee Policy Management

The presence of committee members is essential to ensure the operation of the bar and compliance with this policy. At least two 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
- Compliance in respect of persons under 18 years of age on premises
- Recording any incidents in the incident register
- Ensuring strict compliance with all sections of this policy in accordance with legal requirements and the Good Sports program.

Policy Promotion

The Club will promote the alcohol management policy regularly by:

- Putting a copy of the policy in club communications, eg. newsletters, website 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, about the benefits of an alcohol management policy and will endeavour to provide information to assist this process.

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SAMPLE

INCLUSION PROGRAMS

Rugby League is a game for all. Below are some Targeted Programs that may be able to assist you or the members at your club.

Indigenous Development:

The NSWRL employs an Indigenous Project Officer whose role it is to increase the participation numbers of Indigenous players, coaches, officials and administrators in Rugby League, particularly in Western Sydney and country NSW regions. The officer conducts coaching courses for Indigenous coaches, clinics for junior players to encourage them to join junior league clubs, and is a mentor for a number of young players throughout the NSWRL junior representative competitions. The officer plays a major role in the organisation of the annual interstate Indigenous series between NSW and Queensland, and also assists ARL Indigenous Program Manager.

If you would like the Indigenous Project Officer to attend your club please contact the NSWRL Western Sydney Academy Ph: 02 4725 6000.

Pacific Communities Development:

The NSWRL employs a Pacific Communities Project Officer whose role involves strengthening the relationship between Pacific Communities and the sport of Rugby League in NSW. The officer is responsible for providing programs to these communities which assist in bridging any cultural gap that may exist in the wider community. Examples of programs include delivering coach education courses, cross cultural education workshops, Pacific Islander and Maori development camps, and a research component based on the increasing trend of Pacific communities playing the game.

If you would like the officer to attend your club please contact the NSWRL Western Sydney Academy Ph: 02 4725 6000.

Disabilities:

Rugby League Connect aims to provide opportunities for people with disabilities as either players or volunteers.

Inclusive Volunteer Program: The NSWRL Western Sydney Academy offers a program that aims to involve people with a disability into their local Junior League Club as a volunteer. If your club is looking for new volunteers and is willing to help mentor one of our 'Inclusive Volunteers' please contact the NSWRL Western Sydney Academy.

Wheelchair Rugby League: Wheelchair Rugby League is basically Rugby League sitting down. All the same rules apply, except there is no tackling. Players wear tags on their sleeves and once a tag is removed the player is considered to be tackled. It is played on an indoor basketball court using a 5-on-5 format. For more information regarding NSW Wheelchair Rugby League Inc. please visit www.nswwrl.com.au.

Women and Girls:

Women and Girl's Rugby League continues to grow at exceptional rates. This year over 10,000 females participated in school and community competitions throughout Australia. If your club is interested in attracting new players, then consider fielding a women's or girl's team. For more information contact the NSW Women's Rugby League.

www.womenandgirlsrugbyleague.leaguenet.com.au

PRACTICAL STRATEGIES IN WORKING WITH PEOPLE FROM PACIFIC & MAORI BACKGROUNDS

The purpose of this guide is to assist coaches, officials and administrators in working with players (grassroots to elite level) from Pacific and Maori backgrounds.

Please note: Strategies provided are to be adapted and modified accordingly. Variables such as age, gender, resources available, socio-economic status and socio-cultural backgrounds must be taken into consideration.

- 1. Provide demonstrations to compliment explanations**
 - The majority of children from Pacific and Maori backgrounds are ‘kinaesthetic learners’ therefore, in order to achieve optimal levels of understanding, always demonstrate, practice/involve and evaluate when explaining skills and techniques. This also applies to off field commitments such as community appearances, public speaking and media training.
- 2. Scaffold questioning to promote interactiveness**
 - Utilise open and closed ended questioning techniques to promote higher order thinking.
 - If I was in this position, would I carry the ball (like this) or (like this)? Why? or Why not?
 - Where is the best position to stand if I’m taking the next hit up? (Here or here)? Why?
- 3. Engage parents/guardians through effective communication channels**
 - Communicate with Pacific Community through local community radio stations
 - Promote the ARL National Code of Conduct in foreign languages
 - Conduct Community Coaching Clinics at relevant Pacific festivals/events
 - Invitation to support in various capacities namely, club administration, training staff, canteen staff, ground staff, coaching etc....
- 4. Conduct personalised meetings and/or needs analysis meetings**
 - Home visits
 - Welfare Officer, Development Officer, Community Liaison Officer or player mentors (player agents or senior players)
 - Progress Reports
 - Phone calls or letters home to report progress (positive or negative feedback)
 - Encouragement/Merit Awards
- 5. Give regular appraisal**
 - Children/students
 - Excellent pass Sione! or Junior, your hands were up, perfect target!
 - Parents/Teachers
 - Sione did extremely well today because he displayed great sportsmanship. May you please pass this onto his parents?
- 6. Implement cultural specific modifications into activities**
 - Name set plays using a foreign language term eg, scoots = alu (go)
 - Develop a glossary of terms for players eg, shot gun = two runners either side of ruck
 - Integrate practical component into theoretical components in Coaching & Refereeing Courses

- Utilise 'Pacific' activity names
 - Warm up drills: Israel's Agility Station
 - Tackling: Asotasi's hit shields
 - Group/Team organisation
 - Name groups/teams after Pacific Islander nations/players
- 7. Increase cultural awareness for coaching staff/parents/volunteers**
- Conduct Cross Cultural Awareness Workshops for respective groups (clubs, schools)
- 8. Make genuine attempts in name pronunciations and basic terminology**
- Names
 - Tavita Faamalosi Seiuli → Junior
 - Basic Greetings
 - Kia Orana (Cook Islands) Talofa (Samoan), Malo lelei (Tongan), Kia Ora (Maori)
- 9. Develop a 'Nutrition Plan' with players and parents**
- Develop, implement and evaluate a dietary plan which provides healthy alternatives
 - Research nutritional value of common Islander foods such taro, red meats, corned beef etc...
- 10. Develop relevant community networks**
- Visit major events eg, White Sundays, Choir/Dance Performances, Pacific Festivals
 - Obtain relevant contacts for local church leaders, cultural groups and other Pacific Services so as to filter information down to the community more easily eg, DOCS, PCYC
 - Visit major events eg, White Sundays, Choir/Dance Performances, Pacific Festivals
 - Create a database of potential referees, trainers (FAO) and coaches
- 11. Establish a comfortable welcoming culture**
- In many Pacific cultures, formal welcoming meetings are held to create a family like environment. Therefore ensure proper mentors, buddy systems are put in place to assist newcomers.
- 12. Provide financial planning assistance**
- Some players may find themselves in financial difficulty due to the majority of their income being sent back home to provide for their family. Effective financial management skills may assist them in this regard.

Source: Polynesian Athletes Support Services Incorporated, (2007),
Practical Strategies in Working with Pacific & Maori People

BASIC PACIFIC ISLANDER & MAORI TERMINOLOGY

The following terms have been provided for integration into teaching sessions which involve participants with Maori, Samoan, Tongan or Fijian heritage. To assist teachers, a basic pronunciation guide and relevant examples have also been provided.

Maori

English Translation	Maori Translation	Pronunciation Guide	Examples
Hello	Kia Ora	key-aura	Kia ora guys!
Good	Ka pai	Car pie	Ka pai
Come here	Haere Mai	Heidi-my	Haere mai guys!
Be strong 1,2,3	Kia kaha Tahi, lua, tolu	Kia car-ha	Kia kaha team!

Samoan

English Translation	Samoan Translation	Pronunciation Guide	Examples
Hello	Talofa	Ta-law-far	Talofa and good morning!
Goodbye	Tofa	tor-far	Tofa students!
Congratulations or Well Done	Malo	mar-law	Malo (positive appraisal)
Go	Alu	ah-loo	Alu alu alu!
Kick	Kiki	key-key	Grubber kiki
Pass	Pasi	par-see	Pasi left or right
Thank you 1,2,3	Faafetai Tasi, lua, tolu	far-fe-tie Tar see, loo-ah, tor-loo	Faafetai for your participation today!

Tongan

English Translation	Tongan Translation	Pronunciation Guide	Examples
Hello	Malo e lelei	mar-lo le-lay	Malo lelei students!
Go	Lele	le-le	Ready set lele
Kick	Aka	ar-ka	Catch then aka
Pass	Pasi	par-see	Pasi left or right
Good	Sai	sigh	Sai (positive appraisal)
Thank you 1,2,3	Malo	mar-lo	Malo for being good sports!

Fijian

English Translation	Fijian Translation	Pronunciation Guide	Examples
Hello	Bula	Bulla	Bula students!
Go	Lako	Larko	Ready...lako
Pass	Pasi	Par-see	Pasi left or right
Good	Vinaka	We-naka	Vinaka! (positive appraisal)
Thank you 1,2,3	Vinaka	We-naka	Vinaka!