



CODE OF CONDUCT & GENDER EQUITY POLICY

The Ringwood Spiders All-abilities Sports club is committed to the principles of Respect, Equality and Fair Play for everyone regardless of gender, race or religion and creating an environment that is welcoming, supportive, and safe.

As a result, the following Code of Conduct & Gender Equity Policy has been developed to reflect our club's commitment, values, and behaviour expectations. In addition, we are committed to continuing to be a leader within our sport, league, and local community.

This policy covers all areas of the club and includes, committee members, parents / supporters, players, and coaches, and is based on the principles of RESPECT, FAIR PLAY & TEAMWORK.

Copies of this code are available to be downloaded from the club's website www.ringwoodspiders.com.

Parents; please assist the club by reinforcing these guidelines with your child.

CODE OF CONDUCT

Everyone

- At all times, act respectfully towards others regardless of gender, race, or religion

Players

- Act respectfully towards the officials and players of their own and opposing clubs
- Respect and follow the directions of coaching staff, match, and club officials
- Always accept the umpire's decisions – even if you feel it is incorrect
- Treat all players with respect as you would want them to treat you
- Avoid all acts likely to incite spectators to violence or disorder
- Play by the rules and within the spirit of the game
- Maintain your focus and work hard for yourself and your team
- Be a good sport and be prepared to acknowledge good play whether it is from your team or the opposition
- Treat all players as you would like to be treated. Do not interfere with, bully, or take unfair advantage of another player
- Cooperate with your coach, teammates, and opponents. Without them, there would be no competition
- Play for your own enjoyment, and not just to please parents and coaches
- Remove all jewellery prior to training and match play, as it is a hazard to you and those around you

Club Sponsors



Community Partners



Parents & Supporters

- Act respectfully towards the officials and players of all clubs
- Remember that children play the sport for their enjoyment, and not yours
- Encourage children to play according to the rules and spirit of the game
- Encourage all children to participate, do not force them
- Never ridicule, yell at a child for making a mistake or losing a game
- Support all efforts to remove gender, racial and religious vilification, verbal, and physical abuse from sporting activities
- Show respect and appreciation to Club officials, including coaches, officials, and administrators. Ensure any issues are raised through the correct channels
- 'Smart Supporting' – not loud and intense but calm, always relaxed and positive
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background, or religion
- Do not smoke near players, the team bench, or sidelines
- Do not consume alcohol. All FIDA games are alcohol-free

Coaches

- Set a good example and display upmost honesty and integrity in all dealings
- Teach fair play and good sportsmanship
- Display and teach appropriate sporting behaviour, ensuring that players understand and fair play
- Display and foster respect for umpires, opponents, coaches, administrators, other officials, parents, and spectators
- Endeavour to keep informed regarding sound principles of coaching and skill development and of factors relating to the welfare of your players
- Maintain a current knowledge of the rules of the game
- Be reasonable in demands, setting goals and expectations at an attainable level
- Remember that players participate for the fun of it and that winning is not everything
- Teach your players to abide by the Rules and Laws of the Game
- Ensure that equipment and facilities meet a reasonable safety standard and are appropriate to the age and ability of the players
- Take time out to teach players (& others) the Laws of the Game, hence raising their awareness
- Remind all players to always play within the spirit of the game
- Ensure players are good sports and ensure each team member shakes the hand of their opponents at the conclusion of every match
- Do not smoke or consume alcohol at any time while 'on duty' acting in an official role

Committee Members

- Involve others in planning, leadership, evaluation, and decision making regarding all activities the club participates in
- Create pathways for people to participate and develop through the sport, not just as players but also coaches, umpires, and administrators
- Ensure equipment and facilities are safe and appropriate to the ability level of the participants
- Help coaches and officials highlight appropriate behaviour and skill development and help improve the standards of coaching and officiating
- Set conduct examples for others to follow
- Respect the rights, dignity and worth of every person
- Ensure on and off the field behaviour is consistent with the principles of good sportsmanship

- Help coaches and officials highlight appropriate behaviour and skill development, and assist in raising the standards of coaching and officiating
- Ensure everyone involved in football emphasises fair play, and not winning at all costs
- Be tolerant and calm under pressure and approach problem solving in a supportive manner as members and players will expect you to set an example for others
- Make every effort to educate persons who breach these guidelines from time to time.

GENDER EQUITY POLICY

As a club, we expect our players, supporters, members, and officials to behave in a manner that demonstrates respect for all people and reflects our commitment to promoting gender equity in the Maroondah community.

This policy outlines how principles of gender equity will be applied at Ringwood Spiders.

Policy Scope

This policy applies to members, players, and officials of Ringwood Spiders. The policy is also intended to increase the capacity of Ringwood Spiders to influence attitudes and model respectful behaviour amongst spectators, visitors, other sports clubs, and the broader Maroondah community.

Our Focus Areas

Ringwood Spiders recognises the need to ensure principles of gender equity are applied to every facet of its activities. The following focus areas have been identified for the key role they play in shaping equitable club environments.

Governance

Ringwood Spiders is committed to ensuring that both women and men are actively involved in club leadership, administration, management, and decision making. Ringwood Spiders will work to achieve a good mix of men and women on our club committee and in other roles within our club at every level.

To help achieve these outcomes, we will actively encourage women to become involved in club activities as players, officials and on our club committee. Roles within our club will be allocated and positions filled according to skills, experience, and interest, rather than reflecting outdated gender stereotypes.

When making decisions that affect the operation of our club, we will ensure the views of both women and men are sought and given appropriate consideration. We will ensure our club rules do not reinforce gender stereotypes or limit opportunities for participation based on gender.

Access

To help increase participation by women, Ringwood Spiders will ensure equitable access to club equipment and facilities, including through the scheduling of matches, training sessions, social events, and other club activities.

Culture

Ringwood Spiders is committed to providing a welcoming, supportive, and safe club environment where everyone is treated with respect. We expect our members, players, and officials to act with courtesy, professionalism, and respect towards others. We will not tolerate behaviour or language that is violent or aggressive, degrading, sexist, harassing or demeaning of others.

Facilities

Ringwood Spiders will ensure our facilities present a welcoming, supportive, and safe environment for our players, supporters, members, officials, and visitors. Within our club facilities, we will give equal prominence to men's and women's teams and project positive images promoting participation in sport regardless of gender. Signs, posters, or other material that is sexist, discriminatory, or degrading of others will not be tolerated in our club facilities.

CLUB FEEDBACK

Ringwood Spiders is committed to providing a welcoming, supportive, and safe club environment. We encourage our players, supporters, members, officials, and visitors to provide feedback and suggestions on ways we can improve our club and the sporting environment we offer.

Feedback Process

Feedback and suggestions can be raised in writing by email to info@ringwoodspiders.com. When leaving feedback, it is important to clearly outline the issue you wish to raise giving enough detail to allow the club to consider the matter thoroughly.

Persons offering feedback or suggestions may do so anonymously or provide their contact details so that we can discuss any issues raised and provide updates on their outcome. Feedback will always be treated in a confidential manner.

Feedback will be considered by our club committee at its next regular meeting. If contact details have been provided, a written response will be offered within fourteen days of the meeting.

Our feedback process is not intended to address serious issues or complaints, which should be raised directly with a committee member for immediate attention.

