



Cumberland United Football Club Player and Parent Handbook 2022

Endorsed January 2022

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1. WELCOME

The Cumberland United Football Club (CUFC) would like to welcome back all our existing players and extend a warm welcome to all new players and their families.

CUFC is committed to providing a safe structured environment where children can learn, develop and enjoy the game of football regardless of race or gender.

This booklet contains information on the operation of our club and provides policies and procedures that as a club we believe will be beneficial to all families.

CUFC website - <http://www.cumberlandunited.com.au>

Facebook – Cumberland United Football Club

Instagram - @FCCumberlandUnited

2. HISTORY

In 1941 the name Cumberland appeared for the first time. It followed an organisation called the OTIOSE (pronounced OSHIRES) Youth Club in 1931 which involved junior teams many of whose players had begun at Unley High School. Early games were played at Hollywood Estate, now Cumberland Park. Senior games did not begin until 1943 and the club's first official colours were white shirts, black shorts and black socks.

Various grounds in the local area were used until a major move took place in 1951 to Bailey Reserve. Chocolate and gold colours were adopted in 1946 and in 1990 the club approved a change to green and gold to coincide with the colours of Mitcham Council.

In 2018 Cumberland United celebrated 75 years.

3. AFFILIATION

CUFC is affiliated with the Football South Australia (FSA) and is governed by the *FSA Competition Rules and Regulations*.

FSA website - <https://www.footballsau.com.au/>

4. SEASON 2022

CUFC has both junior and senior teams that are registered with the FSA and for the first time in our club history we will be registered two teams in the 2021 Collegian league. As a club we are very excited as it provides a playing pathway for players that decide not to play senior football with the club.

The club has three senior playing squads;

- Seniors
- Reserves

- U18's

For season 2022 the senior playing squads will be playing in National Premier League (NPL) and their playing season commences Saturday 19th February.

The club provides a home gate pass to all junior players so that they, and their family, can attend home senior games free. This pass will be distributed by the team manager.

CUFC is one of the largest junior clubs in South Australia. Our junior age groups range from U6s to U17s with close to 300 players registered across 23 junior teams.

Age group teams from U6 to U11 play under the FSA MiniRoos format. MiniRoos Football is a modified form of 11-a-side football, designed to meet the needs of players under the age of 12, who have very different developmental characteristics and needs to older players.

The philosophy of MiniRoos Football focuses on enjoyment and freedom of expression with limited emphasis on coaching per se, particularly in the formative years of a player's development. In 2021 the FSA has introduced a 9v9 format for the U12 age group.

Families that have their son/daughter playing in a MiniRoos competition please take the time to families yourself with the game expectations of the MiniRoos format.

During the playing season these games we are required to provide referees for all home games. As a club we prefer that this duty is not performed by a coach so if you are able to assist then please let your team coach or team manger know.

MiniRoos website - <http://www.miniroos.com.au/>

MiniRoos playing format - https://www.playfootball.com.au/sites/play/files/2018-01/14701_football_aldi-miniroos-collateral_playing-formats-rules.pdf

Age groups from U12 to U17 play under the competitive FSA Junior Premier League (JPL) and Junior State League (JSL) format. For both leagues, teams are ranked on a premiership table format and league winners and runners up are presented with medallions and pennants.

The promotion and relegation of JPL teams from season to season is at the discretion of the FSA.

For more information on the FSA Competition Operating Guidelines, specific to the JPL and JSL competitions

<https://www.footballsaustralia.com.au/sites/ffsa/files/2019-02/Junior%20Premier%20and%20State%20League%20Operating%20Regulations%202019.pdf>

During the playing season the club provides meals on a Thursday and Friday after training. The Collegian teams will be provided meals on Wednesday nights after their training session.

Families are encouraged to support the club by having a meal on either of these nights, it is also a good opportunity to socialise with other families.

Bar facilities are also available on Wednesday, Thursday and Friday nights.

Additionally, throughout the season team managers will organise team meals where players and families are encouraged to stay and have a meal together with their team.

During the playing season additional playing uniforms and merchandise can be ordered by contacting Peter Anderson through the club's website.

At the end of the junior playing season the club provides junior presentation for Cumberland United players.

5. EXECUTIVE COMMITTEE

The Executive Committee of CUFC is elected annually and are empowered to manage the organisations operations under the direction of the club's Constitution. The CUFC Constitution can be viewed on the club website. For 2021 we recognise and thank Lisa Williams, Paul Hurst and Chris Wood for their involvement with the Executive Committee.

TITLE	NAME	DETAILS
President	Tom Schoen	M: 0435 368 622 president@cumberlandunited.com.au
Secretary	Tom Schoen	M: 0435 368 622 secretary@cumberlandunited.com.au
Treasurer	John Neeves	M: 0418 196 007 treasurer@cumberlandunited.com.au
Committee	Adrian Lamont	M: 0414 664 191
Committee	Andrew Kuhl	M: 0418 818 926
Committee	Adam Pedron	M: 0413 918 091
Committee	Steven Kidd	M: 0400 441 601
Committee	Richard Earle	M: 0412 851 652
Committee	Vacant	
Committee	Vacant	
Committee	Vacant	
Committee	Vacant	

6. JUNIORS

The administration of the Juniors comes under the control of the Executive Committee.

TITLE	NAME	DETAILS
Junior Football Manager	Adrian Lamont	M: 0414 664 191 adrianlamont@adam.com.au
Junior Technical Director	Neil Young	M: 0406 899 989 y0ungie2@yahoo.com
JPL/JSL Fixture Coordinator	Adrian Lamont	M: 0414 664 191 adrianlamont@adam.com.au
MiniRoos Fixture Coordinator	Bo Brown-John	M: 0417 722 773 boski1@optusnet.com.au
Junior Uniform and Merchandise	Peter Anderson	M: 0429 231 067 uniforms@cumberlandunited.com.au

The Junior Football Manager and Junior Technical Director are responsible for:

- Junior coach appointments
- Junior team and player registrations.
- Junior training schedules.
- Junior playing fixtures.
- Junior disciplinary matters, including player and spectators.
- Junior complaints.
- Junior trials for player selection.

7. CLUB DEVELOPMENTS

In July 2017, the State Government announced a \$10 million investment into the Football Facilities Development plan to help clubs meet growing demand. \$1.1 Million will go to Cumberland United for an artificial pitch. The 2019 completed upgrade to the playing surface via an artificial pitch at A.A.Bailey Reserve means so much to the club and for football in the community moving forward. As a club we thank Mr Tom Koutsantonis MP and Mr Michael

Carter CEO FSA for their work with this process and their assistance with developing football in South Australia; it is a very exciting time for the club and football in our state.

These site works commenced in October 2018 and were completed in March 2019 in readiness for the commencement of the Seniors 2019 home season.

The new synthetic pitch allows both senior and junior games to be played without consideration for pitch condition during inclement weather. Additionally senior and junior teams were able to train on the pitch throughout the week without consideration for pitch suitability.

In addition to these works we erected a new 15m storage shed and spectator seating for the senior pitch.

Mitcham Council has completed the planned upgrade to our rear pitch lights in March 2019 replacing the existing light towers with new 28m towers. The LED lights and additional towers around the reserve enables more usage of training facilities and more uniform lighting for training.

In 2020 SOLARLAB came on board as our major sponsor and as part of their sponsorship they implemented a 70 panel, 19.6KW solar system to the club.

In 2022 the State and Federal elections are scheduled. As a club we will be seeking grants to assist with upgrading the clubrooms and ground facilities.

8. FUNDRAISING

Fundraising is a necessary part of being able to meet budget and to maintain our commitment to the development of our players. Throughout the playing season the club will endeavour to run fundraising events. Dates and information on these events will be provided by the club.

Fundraising events can only be successful with attendance commitment from our members. The club encourages all members to try and attend, enjoy and support the club through these events. If you have any ideas or would like to offer your help or donation of goods please contact the Executive Committee.

9. SPONSORSHIP

Sponsorship is another way of supporting the club. There are many sponsorship packages available and the club can also tailor to suit individual needs and budgets. For more information regarding this or if you know of others that would be interested in supporting the club please contact Andrew Kuhl from the Executive Committee.

10. JUNIOR TECHNICAL DIRECTOR

Neil Young has been reappointed Junior Football Director at CUFC for season 2022.

Neil was first appointed to this full-time role in 2013 where previously he was the senior coach at CUFC from 2009 to 2012. During this period Neil also performed the role of Junior Development Coordinator.

Neil was a professional player for 15 years in England. He commenced his playing career with Tottenham Hotspurs and finished with AFC Bournemouth where he played over 500 professional games.

Neil currently holds a FFA/AFC "B" Licence.

The role of the Junior Football Director is to implement the FFA National Football Curriculum at CUFC. This will include leading the development of the technical and conceptual skills of the club, for the purpose of developing better football players and better preparing the club and its stakeholders for future success.

This will be accomplished through a curriculum rich in both theoretical and practical application with a key focus on enhancing the methods of coaching that will ultimately lead to best practice and effective junior development.

FFA National Football Curriculum - http://websites.sportstg.com/get_file.cgi?id=1263887

During the playing season Neil will oversee the development of coaches, community school holiday clinics and our community Goalkick program.

11. JUNIOR COACHES

The Junior Football Director and Junior Football Manager appoint the CUFC junior coaches. Their appointments are based on what the club believes is in the best interest of player development.

CUFC requires all appointed junior coaches to have the required FSA coaching accreditation for their age group playing squad.

For the U6 and U7 age groups Neil Young will be overseeing the trainings but will be looking for people to take on the role of Game Day Leader for match days. The role would involve coordinating the players for their season games.

If you are a parent in this age group and you would be interested in this role then speak with Neil for more information.

Age Group	Junior Coach
Under 6	Game Day Leaders
Under 7	Game Day Leaders
Under 8	Frank Roach
Under 8	Mark Atherton
Under 9	Andrew Lambourne
Under 9	Glen Carr/Naveen Velautham
Under 10	Jody Loomes
Under 10	Andy Kronawitter
Under 11 Development	Grant Murphy
Under 11	TBC
Under 12 JPL	John Craige
Under 12 JSL	Anel Kurtovic
Under 13 JPL	Sean Busby/David Coulter
Under 13 JSL	Andre Rickers
Under 14 JPL	TBC
Under 14 JSL	Swaif Khan
Under 15 JPL	Adrian Lamont
Under 15 JSL	Brad Young
Under 16 JPL	John McQueen
Under 16 JSL	Mat Dawson
Under 17 JPL	Brad Young/Shawn Thomas

The FSA provides coaching accreditation courses and all appointed CUFC junior coaches shall have the appropriate accreditation for their age group.

The FSA provides a 3 hour Grassroots Coaching Certificate which is a good introduction for parents of 5 -9 year old players. As a club we would encourage parents who would like to understand the game further or who are considering coaching a team to register for this free course.

Courses - http://www.foxsportspulse.com/assoc_page.cgi?c=1-8365-0-0-0&SID=325214

It is mandatory that all CUFC coaches, junior and senior, provide the club with a Working With Children Check (WWCC).

12. TRAINING

The training location for all junior teams is at AA Bailey Reserve.

The process for formalising training schedules for all junior teams is based around the individual coach's preferences and available training areas for both junior and senior coaches. The younger junior teams usually train in the earlier time and the older teams in the later. For 2022 there is approximately 60 training sessions to schedule.

Players are expected to attend all training sessions and if they cannot then they must provide advance notice to their coach.

If purchased, players shall wear their blue clash strip and shin pads to all training sessions and bring a drink bottle.

Parents are required to remain at their child's training for the entire session.

Scheduled training sessions shall be considered to be on unless otherwise advised, even in the event of wet weather.

If the club deems the training conditions are unsafe then the club will provide notification to the coaches and team managers via email and endeavour to post via Team App.

If a training session is required to be cancelled by an individual coach then the coach shall notify their playing group by email, SMS or another team communication platform.

FSA Extreme Weather Policy - http://www.foxsportspulse.com/get_file.cgi?id=3020282

Cumberland United is pleased to announce the kitchen staff from 2020 will be continuing in 2022. As a club we welcome back the Khoury family, Josephine and her parents Shefia and Joseph.

13. CAR PARKING

The bituminised car park area is restricted to committee members and senior and junior coaching staff only. ***No other persons are permitted to park in this designated area.***

Families of players shall either park around the senior playing pitch, against the fence, or in the bowling club car park for training nights and on game days.



CUMBERLAND UNITED - CAR PARKING LOCATIONS



14. GAME DAY

At the start of the season the coach or team manager will provide you with a playing schedule that will show dates, times and locations for all games. It must be noted that this initial playing schedule is subject to change throughout the year and your coach or team manager will provide confirmation of game day information prior to each weekend game.

Players will be required to wear their yellow playing strip to all games unless advised otherwise. Players shall wear shin pads and bring a bottle of water to each game.

The FSA has a ruling of wearing undergarments that if not adhered to the referee will not allow the player to enter the field of play or issue the player with a yellow card.

Wearing undergarments - http://www.foxsportspulse.com/get_file.cgi?id=3030914

All players shall arrive at their game at a time indicated by their coach or team manager.

On game day there are many duties that require volunteers. The main duties are;

- Team manager
- Ground Steward
- Linesperson
- Setting up and/or packing up goals and corner flags
- Game day referee

If you are interested in a team manager role then we advise you to discuss it directly with the team coach. As a club we provide an information session to outline the roles and responsibilities for this position. Volunteers performing these roles will need to provide a Working With Children Check (WWCC). If you don't have a current WWCC then the club can commence this process on your behalf.

WWCC - <https://www.dcsiscreening.sa.gov.au/SCHome>

The ground steward and linesperson duties are usually on a roster.

Ground Steward - http://websites.sportstg.com/get_file.cgi?id=35729786

The club provides an information session that is open to all families, on the role of a linesperson and the rules of the game. The club encourages all families to attend this session so they are able to perform the role throughout the playing season when required.

Families are expected to help set up or pack up playing equipment when required. This is not a role for the coaching staff as they have enough duties to perform on the day.

During the season there may be a requirement for CUFC to provide a referee as the FSA may not have allocated one. If you are confident in your knowledge of the game and are willing to

perform this role, when required, then please let your coach or team manager know early in the season.

For the competitive age groups, U12 to U17s, the weekly results can be viewed on the FSA website. This site also has the latest playing schedules for each age group, but again the fixtures are subject to change.

Results - http://websites.sportstg.com/assoc_page.cgi?c=1-8365-0-0-0&a=COMPS

For games that are postponed the U12 to U17 age groups will be rescheduled however MiniRoos games won't.

15. INSURANCE

The FFA has compulsory player personal accident insurance, covered by the player registration fees, which covers all registered CUFC players while training or playing for the club. Whilst the insurance plan provides basic levels of cover it is not all encompassing and does not seek to replace the need for private health and other insurance.

FFA encourages all players and officials to take out their own private health insurance. The club will not be liable for any cost not covered by the FFA insurance.

Any injuries sustained during training or playing shall be reported to the club.

Details of the FFA insurance cover - <http://www.gowgatessport.com.au/football/>

16. CHILD SAFE ENVIRONMENT

CUFC is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

These behaviours are outlined in our Code of Conduct for Parents and Players. Both Code of Conducts were provided as part of the player registration process and are also made available in Section 19 of this document.

As a child safe organisation CUFC is committed to protecting children from neglect and physical, sexual, emotional and psychological harm.

This commitment extends beyond creating an environment that minimises risk or danger. It is about building an environment that is both safe and child friendly – an environment in which children feel respected, valued and encouraged to reach their full potential.

Everyone within our club has a responsibility to care for and protect all children who participate in our activities.

CUFC has developed a supporting Child Safe Policy. The main objective of our Child Safe Policy is to maintain responsible behaviour and the making of informed decisions by participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

The CUFC Child Safe Officer is Adrian Lamont, adrianlamont@adam.com.au

The Child Safe Policy can be viewed on the club website and is also available on the club notice board. The club Child Safe Commitment is attached as Appendix A.

Additionally the FSA provides an Acquiring and Displaying Images of Children Information Sheet - http://www.foxsportspulse.com/get_file.cgi?id=3020286

17. COMMUNICATION POLICY

Electronic communication is essential for sharing club news and information with our members. Our communication will be timely, appropriate and related to club business.

Our communication will protect members' privacy, maintain clear boundaries and ensure that bullying and harassment does not occur.

Website/Facebook

- Our social media platform will include current information on competitions, social events, committees, policies and constitution.
- No offensive photos or content will be published.
- If we publish a photo of a child we will first seek permission from his or her parents if we are providing any identifying information.
- If you don't wish for your child to be included in any social media platforms then please contact the Child Safe Officer.

Team App, SMS and email

Committee members, coaches and team managers may use Team App, SMS and/or email to provide information about team competitions, training, club-sanctioned social events and other club business, however:

- SMS messages will be short and about club/team matters
- Email communication will be used when more information is required
- For younger age groups communication involving children will be directed through their parents.
- For older age groups communication may be directed through the player, however the parents shall also receive the same information, if their contact details have been provided.

Social media websites

- We treat all social media postings and status updates as public 'comment'.
- Postings (written, photos or videos) will be family-friendly and feature positive club news and events.
- No personal information about our members will be disclosed.
- No statements will be made that are misleading, false or likely to injure a person's reputation.
- No statements will be made that might bring our club into disrepute.
- Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club.

Electronic communication:

- Should be restricted to club matters.

- Person's shall not speak on behalf of the club unless they are in a club appointed position and authorised to.
- Must not offend, intimidate, humiliate or bully another person.
- Must not be misleading, false or injure the reputation of another person.
- Should respect and maintain the privacy of members.
- Must not bring the club into disrepute.

Members may face disciplinary action for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member, as outlined in our member code of conduct.

Under certain circumstances, cyber bullying (e.g. bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or website) is a criminal offence that can be reported to the police.

In addition, members who publish false or misleading comments about another person, or organisation, in the public domain (e.g., Facebook, YouTube or Twitter) may be liable for defamation.

The FFA Code of Conduct outlines the disparaging media statements requirements - http://www.foxsportspulse.com/get_file.cgi?id=3020306

18. ISSUE RESOLUTION PROCESS

CUFC takes all complaints about on and off-field behaviour seriously. A complaint may be reported as an informal or formal complaint to the club via;

- The club president,
- Any committee member;
- Junior Football Manager:
- Team coach;
- Team manager; or the
- Junior Football Director.

CUFC aims to provide a confidential and trustworthy procedure for complaints based on the principles of natural justice, that is:

- All complaints will be taken seriously;
- Both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and
- Have the opportunity to respond (give their side of the story);
- Irrelevant matters will not be taken into account;
- Decisions will be unbiased and fair; and
- Any penalties imposed by the club will be fair and reasonable.

The Issue Resolution Procedure is provided on the club website.

<http://www.cumberlandunited.com.au/downloads>

External complaints will be discussed with the complainant and if directed CUFC will provide a report to the FSA on their behalf.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then the club will report the behaviour to the police and/or relevant government authority and the FSA.

19. CODE OF CONDUCT

All members of our club are required to adhere to a minimum standard of conduct to ensure a safe and enjoyable football experience for all members and spectators. CUFC has implemented codes of conduct for all members – players, parents, spectators, coaches and administrators – to clearly outline their respective responsibilities throughout the season.

CODE OF CONDUCT PLAYERS

Players shall always:

- Play according to the laws and spirit of the game.
- Be on time and be prepared for matches and training sessions.
- Display self-control in all situations. Never use foul or abusive language – before, during or after a game or training session.

- Train and play to the best of your ability in a fair manner, have a positive attitude, and encourage others to do the same.
- Respect your own team mates, never verbally abuse or physically abuse a team mate, never make fun of or put him/her down, **bullying will not be tolerated at CUFC in any form and it will cause your suspension from the club permanently if it cannot be resolved.**
- Respect all participants at all times. Treat them as you would like them to treat you. Never yell at, ridicule or criticize other participants. They are all trying their best.
- Respect the referee. Never dispute his or her decisions. They are only human and they make mistakes, just like you.
- Be respectful whether you win or lose. Shake hands with the other team and referee at the end of the game.
- Respect and follow the directions of your team officials.
- Always wear shin pads.
- Clean your own boots/trainers do not leave it up to your parents or carers.
- Your undivided attention is required at training, match warm ups and any other time your coach is addressing you or the squad.
- If you feel unsafe or uncomfortable at your club speak to someone you trust.

CODE OF CONDUCT PARENTS

Parents and spectators shall always:

- Respect the rights, dignity and worth of all participants at all times.
- Be your child's best fan and support him or her unconditionally. Never ridicule, criticize or unduly scold a child for making a mistake. They do not play intending to make mistakes. Encourage your child to participate for their own interest and enjoyment and encourage your child to always play by the rules.
- Focus on developing skills, playing the game and doing their best is what they should be trying to achieve. Take the emphasis away from winning.
- Set an example by always behaving well. Applaud good play by all players and teams.

- When you take your child home after a match or training session, please be supportive and always focus on the positive aspects of his/her game.
- Develop a responsibility in your child to pack his/her own kit, clean his/her boots and take a drinks bottle (full of water only) to practice and games.
- Respect the facilities at our opponents' grounds.
- Do not criticise your child's coach to your child or other parents. If you are not happy with the coach you should raise the issue with the coach.
- Encourage your child to speak with the coach. If your child is having difficulties in training or games, or can't attend training etc. encourage him/her to speak directly to the coaches. This "responsibility taking" is a big part of becoming a mature person. By handling off the field tasks, your child is claiming ownership of all aspects of the game.
- Support all the players in your child's squad. Do not criticise anyone. Remember – children don't mean to make mistakes.
- Do not criticise the opponents, their parents or their officials. Support all efforts to remove verbal and physical altercations at matches.
- Never audibly dispute a referee's decision. Accept decisions made by referees. They are trying to do their best. They will make mistakes occasionally. We all do. If you abuse or shout at the referee you are breaking the rules of the game and risk generating a fine for the club. In extreme circumstances we could even be expelled from the League.
- Parents must not coach from the side line during matches or training. Leave this to the coach or you may cause confusion and erode your child's confidence. Parents must not enter the field of play.
- Drinking Alcohol is banned at your child's training sessions and on game day (other than within the club's bar), if a parent is reported to be drinking at either of these events and is being disruptive, they will be asked to leave immediately and your child will be suspended from the club for a period of 4 weeks, a second offence will result in your child being permanently suspended from the club.
- Follow the 'Play by the Rules' guidelines at www.playbytherules.net.au

CODE OF CONDUCT COACHES

Coaches shall always:

- If requested by the club, provide a personal criminal history check.
- Remember that children participate for pleasure and winning is only part of the fun.
- Operate within the rules and spirit of the game by helping your players to understand that playing by the rules is their responsibility.
- Relate to officials in a courteous and polite way.
- Implement relevant sport safety policies and practices.
- Listen to our players.
- Promote a culturally tolerant environment.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Attend coaching clinics provided by the club.
- Attend coaching accreditation courses as required by the club.
- Ensure you are aware of the club's child safe policy and your mandated responsibility to report suspicion of child abuse or neglect.
- Ensure that any physical contact with a young person is appropriate and necessary for the player's skill development.
- Ensure that you show no favouritism such as offering special treatment. This includes intimate relationships and personal online social networking with team members.
- If requested by the club, complete online training on www.playbytherules.net.au

CODE OF CONDUCT ADMINISTRATION

Administration shall always:

- Ensure you are aware of the club's child safe policy and your mandated responsibility to report suspicion of child abuse or neglect.
- If requested by the club, complete online training on www.playbytherules.net.au
- Ensure your club is accessible for all to participate.
- Ensure that the rules, equipment, length of training schedules are suitable for the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players and ensure volunteers are adequately trained.
- Ensure that everyone emphasises fair play and not winning at all costs.
- Provide a Code of Conduct sheet to players, parents and coaches.
- Remember, you set the example and your behaviour and comments should be positive and supportive.
- Adopt and implement relevant sport safety policies and practices.
- Promote a culturally tolerant environment.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Additionally the FSA can sanction players, parents, spectators, coaches and volunteers if they breach their rules and regulations. These include;

- FSA Competition Rules and Regulations
http://www.foxsportspulse.com/get_file.cgi?id=3019752
- FSA Team & Officials Code of Conduct
http://www.foxsportspulse.com/get_file.cgi?id=3010727
- FFA Code of Conduct
http://www.foxsportspulse.com/get_file.cgi?id=3020306

- FFA Spectator Code of Conduct
http://www.foxsportspulse.com/get_file.cgi?id=3020308

* If the direct website link does not work then paste the website in your internet browser.

20. CLUB SPONSORS

As a club we thank all our business partners for their involvement in supporting our club for the 2022 season.

21. CUMBERLAND UNITED VALUES, VISION, MISSION



CUMBERLAND UNITED FOOTBALL CLUB

OUR VALUES

Our values are the embodiment of the club. It's what we stand for and remain true and authentic to. They describe the behaviours and actions that reflect who we are and what we are capable of achieving together. It is these values that underpin the success of our future.

With our people and our passion for the game at the core of everything we do, these are the values we live by:

- C**reate the very best player experience possible
- U**phold the highest level of quality, safety and integrity through great leadership, role modelling and process
- F**ocus on programs and training that maximise the development of football skills and knowledge of the game
- C**ultivate a culture of respect, resilience, friendship and teamwork within our football community

OUR VISION

"To be regarded as the Club of choice, fostering a positive community environment and recognised for the continual development of players at all levels. Our people are our success."

OUR MISSION

"Cumberland United is the club that has community at its core. We will work together to build an environment of enriching experiences for players, coaches, families and friends by introducing a diverse range of sporting and social opportunities for people to play, develop, stay and interact as one united football family"

APPENDIX A – CHILD SAFE COMMITMENT



Cumberland United Football Club

Child Safe Commitment

Our Club: SUPPORTS Kids, Is SAFE for Kids, Is FUN for Kids

Our Commitment

Our club is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

These behaviours are outlined in our Code of Conduct for Parents and Players.

Our Club has developed a supporting Child Safe Policy.

Child Safe Environment

As a child safe organisation our club is committed to protecting children from neglect and physical, sexual, emotional and psychological harm.

This commitment extends beyond creating an environment that minimises risk or danger. It is about building an environment that is both safe and child friendly – an environment in which children feel respected, valued and encouraged to reach their full potential.

Everyone within our club **has a responsibility** to care for and protect all children who participate in our activities.

What we ask you to do

- Help create a positive atmosphere for players, officials and other spectators by showing respect for players, officials and other spectators.
- Abide by our club's Code of Conduct and refrain from using bad language, harassing or ridiculing others or behaving in a threatening or violent manner.
- Recognise child abuse and neglect.
- Understanding child abuse is important when recognising and reporting issues.
 - **Physical** – purposefully injuring or threatening to injure.
 - **Emotional** – an attack on a child's self-esteem (bullying, name calling, threatening, isolating etc.)
 - **Sexual** – any sexual act or sexual threat.
 - **Neglect** – failure to provide the basic physical and emotional needs.
- If you are aware of inappropriate behaviour and you feel confident to do so, speak with the person and ask them to stop.
- Report any inappropriate behaviour to the club.
- Reference the club's **Risk Management Plan for Inappropriate Behaviour** for reporting options.
- Call the police if you are concerned for your safety or the safety of others.

