

LABRADOR SPORTS CLUB INC.

"Families Growing Together in Sport"



JUNIOR PLAYER HANDBOOK

CONTENTS

	Page No.
Welcome	1
Culture of Appreciation	1
Mission Statement	1
Club Motto	1
Club Objectives	1
Benefits of Playing Hockey	2
Contact Information	2
Volunteers	2
How Parents Can Get Involved	2
Courtesy	3
Problem Resolution/Child & Youth Risk Management	3
General Information	3-6
Uniforms	6
Conditions of Turf Field Usage	7
Club Membership Fees	8
Junior Development Membership Fees	8
Senior & Graded Junior Membership Payment Policy	9
Financial Commitments Policy	9
Player Loyalty Policy	9
Blue Card Screening Requirements	10
Junior Team Selections	10
Match Time Policy	11
Codes of Conduct	11
• For Parents	11
• For Junior Players	12
• For Coaches	13
• Post Game Hockey Etiquette	13
• Spectator Behaviour Policy	14
Healthy & Safe Sport	15
Player Injury Insurance	16
Corporate Partnerships	17

This is a must read document containing important information for all members.

A review of our Club policies is available in the Clubhouse or on our website www.tigerstix.com.au.

WELCOME

Congratulations on joining or returning to the Labrador Hockey Club family. We hope that your time here will be most enjoyable and your contribution mutually rewarding.

This handbook has been compiled to provide you with information to answer most of your questions that will arise during the hockey season. All information is correct at the time of printing.

Any suggestions for further inclusions in future editions should be put in writing and passed onto a committee member.

CULTURE OF APPRECIATION

At Labrador Hockey Club, we compel all members and supporters to develop a culture of appreciation towards all our volunteers. Any time you notice someone assisting you in any way, thank them. It costs nothing and the recipient may enjoy the experience enough to continue volunteering their time and expertise to help you.

Should you need to resolve a problem, please approach the appropriate volunteer in a respectful manner with concern for all persons affected.

MISSION STATEMENT

The mission of this Club is to provide quality services and facilities to maximise the opportunity for all participants to reach their potential and to encourage all members to contribute to the wellbeing of the Club.

CLUB MOTTO

"Families Growing Together in Sport"

CLUB OBJECTIVES

1. To foster and develop Senior Hockey catering for men & women and Junior Hockey catering for children, boys and girls, from 4 through to 17 years of age.
2. To provide appropriate and progressive hockey skill development programs for each participant.
3. To foster and develop coaching, umpiring and administrative expertise through the parent body and senior players. (Various forms of assistance are provided for parents and players who assist with team coaching and umpiring.)
4. To promote good sportsmanship, teamwork, team and Club loyalty at all times.
5. To administer the Club in a caring and professional manner with consideration for all members' needs.
6. To develop a spirit of a caring community by the encouragement of player and parental participation wherever possible.
7. To provide enjoyable experiences and friendship development opportunities for all players and parents.

BENEFITS OF PLAYING HOCKEY

- Having fun.
- Making friends.
- Developing interpersonal relationship skills.
- Improving self esteem.
- Developing a balanced attitude to competitiveness.
- Learning the value and responsibilities of being part of a team.
- Participate in safe, healthy, physical activity.
- Develop hand eye coordination with extension skills.
- Improve fitness and body development.
- Maybe one day go to the Olympics, World Cup, or Champions Trophy.
- A game to play for life.

CONTACT INFORMATION

Location: KEITH HUNT PARK. 131 Musgrave Avenue, Cnr Musgrave Avenue & Hockey Lane, Labrador.

Email: secretary@labradorhockey.org.au

Postal Address: PO Box 499, Labrador Q 4215

Web Site www.tigerstix.com.au

ABN: 70 271 422 807

Email addresses and phone numbers for Club Administrators are posted on Club website www.tigerstix.com.au/Contacts and available at the Clubhouse.

VOLUNTEERS

All Labrador committee positions are voluntary. Your assistance to help spread the workload will be most welcome and valuable in providing quality service to our players.

HOW PARENTS CAN GET INVOLVED

As part of Labrador Hockey Club, parents are encouraged to become involved in the Club. You can assist in any of the following ways:

- Support children in a positive way.
- Coach a Club team.
- Manage a Club team.
- Umpire matches.
- Manage the tech bench for your child's team.
- Coordinate parent team and social activities for your child's team.
- Join the Club's administration team.
- Assist and support your team's coach or manager.
- Promote our club within your community.
- Recruit children's friends, other players and friends to our Club.
- If you notice anybody at our Club doing something worthwhile, thank them personally.
- Pay all fees promptly as they become due.
- Assist in gaining any form of sponsorship and donations in kind.
- Refer any fence advertising possibilities to Club management for follow up.

Thank you for your support.

COURTESY

Please inform your coach any time you cannot make games or training giving as much notice as possible so alternative team arrangements can be made. Advise your Coach if you change phone number, email address or street address during the season.

Update your Online Registration if you change any contact information so that we can continue to contact you.

PROBLEM RESOLUTION / CHILD & YOUTH RISK MANAGEMENT

If any problems arise please see your coach/manager in the first instance. If the problem remains unresolved contact your Junior Coordinator, if still not resolved contact the Player's Representative. Club policies for Healthy & Safe sport and Child & Youth Risk Management Strategy can be viewed online on our website and in the Coach and Manager Handbooks.

GENERAL INFORMATION

TIGERSTIX CUBS AND TIGERSTIX ROOKIES HOCKEY

The hockey game is modified in our junior development programs making it ideal for children to learn how to play hockey. Emphasis is placed on participation, safety, enjoyment and skill acquisition. Premiership points are not kept in this skill and knowledge development phase of hockey. Tigerstix Cubs and Rookies are suited to children from 4 to 6 years and 6 to 8 years approximately.

A Tigerstix Rookies session at Labrador consists of 20 minute skill drills and a game of two 15 minute halves. Field size is reduced to one quarter of a hockey field played across the width of the field. Ideally, a Rookies team has 6 players on the field at one time.

The Tigerstix Cubs program is less structured to cater for the younger age group to be able to experience some hockey skills in a fun and safe environment. For both Tigerstix Cubs and Tigerstix Rookies we prefer to allow all players to participate fully in the game, with the proviso that we create even numbers on both teams. Players should rotate through positions during the game/season. Specialisation is to be discouraged.

TIGERSTIX TENS

Tigerstix Tens play an intermediate game providing transition from Tigerstix Rookies into full field Junior Graded hockey. Tigerstix Tens are played across a hockey field using one half marked with scoring circles. It is ideally suited to children between the ages of 8 and 10. Emphasis is placed on all children playing in every game, position rotation, introduction to goalkeeping, further development of basic skills and positional play. Premiership points and trophies are not awarded in this skill and knowledge development phase of the game. Every player will receive an award at the end of season presentation at Labrador.

AGE REGULATIONS & JUNIOR DIVISIONS

Cut off date is the 1st of January. eg. if you turn 17 on or after 1 January, you are under 17 for that year.

Generally Opens teams (14-17) play Friday night hockey and Under 14s and lower play Saturday morning competition in their relevant age groups.

Strict age divisions are not enforced for our Junior Development which is based loosely on level of skill at the time of registration. General age guidelines are:

- Tigerstix Tens (approx under 10 years)
- Tigerstix Rookies (approx under 8 years)
- Tigerstix Cubs (approx under 6)

SAFETY

All players are strongly encouraged to wear shin pads and a mouth guard. Tigerstix Cubs players are taught not to raise their sticks above the knee in training and Tigerstix Rookies and Tigerstix Tens players are taught not to raise their sticks above the shoulder in training or games as this can lead to dangerous play. Please familiarise yourself with our Healthy & Safe policy in this handbook, on our website www.tigerstix.com.au, Information for Players, Club Policies - and available in the Clubhouse.

TRAINING

Training for Junior Development teams is included in their Saturday morning sessions. Tigerstix Tens players are encouraged to attend optional transitional training during the latter part of the season. You will receive an email about this during the season.

For Juniors aged under 11 and up, team training is usually on our synthetic turf field. Junior teams are usually allocated time slots on a Monday, Tuesday, Wednesday, or Thursday afternoon/evening. A training timetable will be published as soon as coaches are appointed.

To ensure that each team gains the maximum benefit from their allocated time, it is expected that teams will vacate the turf promptly at the end of their session.

Families are invited to use our Clubhouse and deck during training.

FIXTURES

Your coach or manager will advise match times as soon as they become available from Gold Coast Hockey. You can also find match information via the link on our website www.tigerstix.com.au, or the Gold Coast Hockey website www.goldcoasthockey.com. Generally, Junior fixtures are on Friday nights for older children, and on Saturday mornings for children up to 14 years old. Note, it is the player's responsibility to find out your game time and venue well before the event.

Draws for Tigerstix Cubs, Tigerstix Rookies and Tigerstix Tens will be issued on the second week of competition. Games are always on Saturday mornings at our synthetic or grass field. Match times will also be posted on our website www.tigerstix.com.au.

Match details for Senior teams can also be found on the Labrador and GCHA websites, and BHL matches (Our top men's teams competing in the Brisbane competition, but playing locally some Saturday afternoons) are posted on the BHA website www.bha.org.au.

WET DAYS/NIGHTS

Generally matches on synthetic turf are not cancelled due to rain unless there is lightning or significant flooding. Grass fields may be deemed unplayable due to wet weather when there has been significant rain.

Club administrators will inform coaches immediately decisions are made. Please **contact your coach** for details of possible cancellations. Ensure you **record your coach's phone number somewhere safe once you are allocated to a team**.

Tigerstix Cubs, Rookies and Tens matches will be transferred onto synthetic turf if the allocated grass field is deemed unplayable due to wet weather.

VENUES

All Junior development fixtures are held on synthetic turf or grass fields at Labrador. Occasionally due to hockey events, junior development may be moved to other venues. You will be given plenty of notice of any changes.

Graded Junior competitions (under 11 and up) are held on a rotational basis on grass fields and synthetic turf fields at Labrador and occasionally at the Nikki Hudson Hockey Centre, Runaway Bay.

Some under 14s or older competitions may include some Intercity matches against Tweed Border Hockey association teams, depending on the format of the draw. This may result in some fixtures (usually on very limited occasions) being held at Tweed Border fields at Murwillumbah.

Your manager will have address details for Runaway Bay and Tweed Border Hockey synthetic turfs, and address details will also be shown as links on our website.

SUPERVISION

The information about supervision below forms part of our Child & Youth Risk Management Strategy (RMS) – please ensure you adhere to the guidelines which have been developed to keep all players safe. The CYRMS can be viewed or downloaded - see the link for Information for Players - Club Policies on our website. Written copies of the CYRMS will also be in Coach and Manager Handbooks for all Junior teams.

PARENTAL SUPERVISION:

Child Under 11 - It is expected that a parent or a parent authorised adult of children under 11 will remain at training and the game venue while their child is participating.

Drop Off - A parent or parent authorised adult is not to drop off prior to the designated commencement time of training or game warm up time without remaining on site to supervise their child. Parents are to ensure their child's coach or manager is on site and ensure their child's arrival is brought to the attention of the coach or manager.

Pick Up – A parent or parent authorised adult is to be at the training or game venue to collect their child at the designated conclusion time. On the very rare occasion that a parent or parent authorised adult should be unavoidably delayed for pick up, the child's coach or manager will remain with the child or ensure that a suitable club representative does so until the parent arrives to collect the child.

'Designated Pick up Area' – This area is signed as the Designated Pick Up Area and is at ground level to the north of our Clubhouse and office area (paved area with tables).

Children are not to wait in the carpark. At other venues, children should wait as close as possible to the playing field entry area. The car park is not a suitable area for child pick up.

What we ask parents/guardians or authorised adult to do

Parents/Guardians of children under 11 are expected to remain at the game and training venue while their child is participating.

Pick your children up on time or make other arrangements.

Inform the coach about any changes in arrangements for picking up your child.

PARENT TEAM

At Labrador Hockey Club, our motto is "Families growing together in sport" and we encourage all teams to get to know each other and the club community through organisation of team (or combined team) social activities throughout the season. Please help your coach and manager by either volunteering as a parent team 'captain', or by supporting activities organised by your parent team.

Sport is not just about competition, but also about the camaraderie created as team members and their families get to know others within the team or club.

BAR

Junior players and families should be aware that the Club fees do not cover all running costs. Families are encouraged to purchase their softdrinks and other beverages from our bar in the Labrador clubhouse as profits made are used to subsidise our running costs.

SMOKING

Smoking is banned at under 18 sporting events and within 10 metres of viewing and playing areas at matches and training. Please be aware of these regulations and abide by all Non Smoking signage in the hockey precinct and **only smoke in designated smoking areas**. Your respect for this important health policy is appreciated.

MEETINGS

Where possible, committee meetings are held at the Clubhouse on a regular basis. Times and dates are subject to change depending on our volunteer committee members' other commitments. Contact the secretary via email secretary@labradorhockey.org.au or check our website www.tigerstix.com.au to confirm dates. Everybody is most welcome.

UNIFORMS

All team members are to be fully kitted in club socks, shorts/skirt and shirt by their second fixture match. Playing shirts are provided by the club and its sponsors and are inclusive in your fees. Families will be required to sign off on return of the numbered playing shirts prior to issue to each player. Other uniform items are available for purchase from our Uniforms officer at set times.

SPONSORED SHIRT RETURN

All sponsored uniforms have a three year life and must be returned to your team manager at the end of the season or if your child stops playing for any reason. Non return of a sponsored shirt will incur a \$50 levy. Any failure to return a sponsored shirt or to pay the ensuing levy will result in player de-registration as per our Financial Commitments Policy.

UNIFORM REQUIREMENTS FOR TRAINING

Reversible training singlets will be provided to players inclusive of your fees. This is a Covid-19 initiative to reduce opportunity of cross contamination for good health. Players will be able to reverse shirts to vary training groups in teams or squads without the need for 'bibs'. It is expected that players will wear their singlets to each training session. In cold weather, this may be with a T-shirt or long sleeved shirt underneath.

UNIFORM REQUIREMENTS FOR MATCHES

Boys and girls must wear plain black shorts and plain black skirt respectively. Players may be prohibited from taking part in the local competition if shorts or skirts have markings on the black background. If shorts or skirts are not purchased from our Uniform shop it is the player's responsibility to ensure that there are no stripes or other markings on the plain black item.

Players will be expected to wear their training shirt to and from matches. Their playing shirt may be worn under the training shirt. All players will be expected to join their coach for a post match warm down and de-brief after the match. At this time, it is expected that they will change out of their playing shirt and back into their training shirt.

Tigerstix Tens players must wear Club shirt and socks. Tigerstix Rookies players are encouraged to purchase a Club shirt.

All uniform orders are to be paid for at time of order and all uniform purchases are to be paid for at point of sale.

TEAM SOCKS FOR JUNIORS

Where there is more than one Labrador team in a division, teams are named and differentiated by sock colour as follows:

2 teams:

Gold team = Gold socks

Black team = Black socks

3 or more teams:

Teams will be named Gold, Black, Teal, Red, White.

Sock colours will be Gold = Gold, Black = Black, Teal = Lime, Red = Pink, White = White.

All uniform items are available for collection at times designated by our volunteer Uniform Officer. Hours and phone number are advertised in the Clubhouse and on our website. For further information contact our volunteer Uniform Officer direct.

UMPIRE UNIFORMS

Umpires for Graded Juniors (under 11s and up) are expected to wear a fluorescent green umpires shirt, and long black pants or black skirt.

CONDITIONS OF TURF FIELD USAGE

In order to maximise the life of the surface, reduce maintenance costs, keep playing and training costs to a minimum and ensure your playing enjoyment, the following conditions apply to usage of the synthetic fields.

Labrador members are expected to comply with all directions for field usage given by Gold Coast Hockey Management Group staff (the facility managers). Any queries or concerns in this regard should be directed to a Labrador Committee member if further guidance is required.

The user will ensure that:

- *The field is watered before use.*
- All field users enter and exit only via the designated water bath.
- *Training is conducted across the field unless team exemption has been granted by executive.*
- Goals are returned to sideline positions if moved from there.
- *Appropriate footwear is worn. Only soles approved for the use on synthetic grass surfaces are allowed to be worn on the turf. Hard cleat soles are not approved.*
- Footwear is brushed and washed clean prior to entry.
- *Only water is taken into the enclosure to drink.*
- Sports drinks are left outside the synthetic turf enclosure.
- *All food is left outside the synthetic turf enclosure.*
- All litter on the field and in the dugout is removed from the field and placed in the bins provided.
- *Chewing gum is placed in a bin prior to entry.*
- Users do not spit on the synthetic surface.
- *All jewellery is removed and taped. Small Sleepers and necklaces without any dangerous points are permitted.*
- **All bobby pins are removed** – only hair slides or ties are approved for use on field.

Care for this facility is in your hands. Treat the surface as you would the carpet in your own home.

These conditions of turf field usage apply to all fields at Gold Coast Hockey Centre and The Nikki Hudson Hockey Centre, Gold Coast Performance centre, Runaway Bay.

NO DOGS ARE ALLOWED INSIDE THE PERIMETER FENCE AT EITHER VENUE.

NO SMOKING IS ALLOWED INSIDE THE PERIMETER FENCE AT EITHER VENUE.

CLUB MEMBERSHIP FEES

It is expected that all fees will be paid upon registration or an instalment plan will be completed. Fees are due and payable in full by end of May each year. Participation in fixtures beyond this date will be restricted until players are fully financial.

As we are a family club who try to make hockey affordable for everyone, we will work with players experiencing genuine financial hardship provided that their alternative proposed payment plan is discussed with the Registrar.

Our fees are set each year after careful budgeting and are kept to the absolute minimum. The club fee does not cover all running costs. Our Club income is supplemented by your support of the bar, fundraisers and corporate signage around the synthetic turf. If you have any contacts, please refer them to the club's management committee.

The current fee schedule and payment options can be viewed in the Clubhouse or on the Club website www.tigerstix.com.au.

Any variations required to the preferred methods of payment need to be referred to the Registrar registrations@labradorhockey.org.au for approval prior to payment.

Labrador do offer corporate partnership packages that provide credit to cover player registration fees. If you, a family member, a friend, or an employee wish to play for the club and can introduce a corporate partner this may provide you with an economical way to enjoy your hockey season. Please ask a committee member for our corporate partnership packages if you are interested.

Parents become members of the club upon payment of junior fees. Please ensure that parent details are completed correctly and fully on the online registration form. Be sure to include an email address so that you can be included in Club emails and newsletters.

Non playing members or parents of children who are 18 or over may become ordinary members (social members) by payment of the relevant nominal fee.

Dual Registration fees for players already registered with other associations and late starters will be determined by the executive on an individual basis.

JUNIOR DEVELOPMENT MEMBERSHIP FEES

As we endeavour to cater for our younger players by offering significantly reduced fees for the year, it is expected that all Junior Development fees (Tigerstix Cubs, Tigerstix Rookies & Tigerstix Tens) will be paid upon registration. Junior Development players who are trying hockey for the first time will be given a two week trial period, after which it is expected that their fees will be paid in full. Please refer to the policy below for further details.

Training and match fees are included in Up Front Sign On costs.

SENIOR & GRADED JUNIOR MEMBERSHIP PAYMENT POLICY

Preamble:

This policy has been developed to reduce the workload of our volunteer administrators trying to administer player registrations and to emphasize that each player is responsible for meeting their financial commitments to the Club.

1. Once the Labrador Sports Club online membership form is completed, the Senior player or the parent / guardian on behalf of a Junior player has entered into a contract with the Club to pay the scheduled fee as applied at that time.

2. Fees are to be paid online or at Club Payment Day. For those joining after Club Payment Days, at the time of joining. *Note: New Junior Development players have a two week trial period before fees are due.*
3. Members who are experiencing genuine financial difficulty may apply in writing to the Registrar registrations@labradorhockey.org.au for special exemption. Members will then be required to sign a repayment agreement which must be strictly observed. Failure to comply with repayments will cancel the agreement and players will be deregistered until full payment has been made.
4. Players who fail to pay their fees on time will be ineligible to take the field until such time as they are up to date with fees. The team/s' coach and manager will be advised by the Registrar if this occurs.
5. Players who have not made repayment amounts in the time frame agreed will be entered onto a default list and in future seasons, repayment options will not be considered. These players will be required to pay fees in full prior to their first game in future seasons.

FINANCIAL COMMITMENTS POLICY

Any player who has received a financial concession or reimbursement from the club and breaches the Player Loyalty Policy, and/or who fails to honour their financial commitments will be deregistered with Gold Coast Hockey Association or Brisbane Hockey Association, and Hockey Queensland will be advised of their unfinancial status.

PLAYER LOYALTY POLICY

Preamble:

Labrador provides development and coaching for Junior and Senior players, and it is expected that Junior players who start with Labrador will continue to play with Labrador throughout their playing career as a great deal of effort goes into recruitment and facilities are provided to our Juniors at discounted prices to encourage their development.

Policy for all players:

Any player who transfers to another club after having been a member of Labrador Hockey Club will be required to apply in writing to the management committee should they wish to return to play for Labrador. Any fees that the committee deem fit to impose will be required to be paid prior to acceptance of re-registration with Labrador.

Policy for sponsored players:

Any player who accepts financial or in kind support from Labrador Hockey Club agrees to play for Labrador in any competition that Labrador participates in during the season following such assistance being offered.

Should a player wish to **play for a club other than Labrador** during the first season following such assistance, they are to **refund in full to Labrador Hockey Club** any monies invested in them during the preceding year. Should the player not refund monies invested in them, they will be deemed unfinancial with Labrador Hockey Club and financial clearance will not be granted.

Written applications for exemption, including leaving the area for reasons of work or study, will be considered by the management committee on their merits.

BLUE CARD SCREENING REQUIREMENTS POLICY

All coaches over 18 require a Blue Card or Exemption Card.

All development officers over 18 who work in our Schools Development Program require a Blue Card or Exemption Card.

Labrador annually appoint a Blue Card Administrator who will be identified on the Club website and will work with all club coaches and administrators to ensure that relevant safety checks have been undertaken in terms of the Labrador Child and Youth Risk Management Strategy (CYRMS or RMS).

The RMS has been developed to comply with the Working with Children (Risk Management and Screening) Regulation 2011 which aims to keep children and young people safe. The CYRMS can be viewed or downloaded - see the link for Information for Players - Club Policies on our website www.tigerstix.com.au. Written copies of the CYRMS will also be in Coach and Manager Handbooks for all Junior teams.

JUNIOR TEAM SELECTIONS

Our commitment

We believe that junior sport should be safe, enjoyable, inclusive and maximise individual participation. Our club acknowledges that positive experiences in junior competition will contribute to children developing a lifelong love of sport.

What we will do

- Emphasise to coaches and parents that junior sport is about participation, not competition.
- Include children and young people of all abilities and encourage their participation.
- Provide junior players with a broad range of experiences (e.g. participating in different positions).
- Provide fair and reasonable playing time for all juniors, regardless of their ability.
- Ensure that all team members play in the finals.
- Try to balance ability levels across junior teams where there are sufficient players to have more than one team in a division.
- Assemble a selection panel, comprising the Junior Coordinator, age group coordinator and all prospective coaches for that division. A proxy may be appointed for any coordinator or coach who cannot be present – this may be the Junior Head Coach or any other representative approved by the Junior Coordinator.
- Every effort will be made to cater for player requests to play with friends, however, equality of teams in a division will take priority.
- In the event that there are either too few or too many players for a team/s in any particular age group, placement of returning Labrador juniors into a team in their age group will be given priority.

What we ask you to do

Coaches

- Focus on promoting participation, not winning and losing.
- Ensure all team members have the chance to play, rotate through positions and receive equal playing time.
- If you coach your own children, treat them like all other team members (eg. rotations, playing time or participation).

Parents

- Focus on your child's effort and performance, not the score.
- Encourage your child and other team members.
- Respect the selection decisions of the coach.

MATCH TIME POLICY

Our Commitment

We support maximum game time and enjoyment of all fee paying players so that they receive “value for money” from their season at the club.

Guideline rationale

Players and parents can become disgruntled with the club when they are substituted and replaced with a player who has already participated fully in another game in the same weekend. Dissatisfaction can lead to families leaving the club, or the sport of hockey. The guidelines below are a guide for coaches to provide fair enjoyment for all players, without interfering with the coach's autonomy to substitute fatigued or injured players.

What we ask you to do

Coaches

- Retain no more than fourteen (14) players for any one game, including any players from another division team - this guideline may be relaxed if necessary for finals and other extraordinary games.
- Your team registered members are to have game time priority.
- Other division player(s) who have another team to play in are to be substituted sparingly so that the team registered players are allocated maximum playing time.
- Players invited to be bench reserves for development purposes are to be clearly informed and the player (and in the case of juniors, a parent) are to confirm they comprehend they will be on the bench. Bench reserves may or may not take the field at the coach's discretion.
- If a player selection issue is interfering with team registered players receiving fair time, discuss alternative selections with your relevant Coordinator.

Players

- Be aware that if you are asked to 'bench' for a match other than your own team, depending on the number of players, you may or may not get on the field, or may only get on the field for a short amount of time at the coach's discretion.
- Use any 'benching' opportunities as an opportunity to be involved in your club and to learn, even if you only get a short amount of field time.

Parents

- Be aware that if your child is asked to 'bench' for a match other than their own team, depending on the number of players, they may or may not get on the field, or may only get on the field for a short amount of time at the coach's discretion.
- Use any 'benching' opportunities as an opportunity to be involved in your club and to learn, even if you only get a short amount of field time.

JUNIOR CODES OF CONDUCT & ETIQUETTE

PARENT CODE OF CONDUCT

- Encourage children to participate if they are interested but do not force them if they are unwilling.
- Focus on the child's efforts rather than the outcome of the event. This helps children set realistic goals related to their ability by reducing the emphasis on winning.
- Provide a model of good sportsmanship for your child to copy.
- Teach children that an honest effort is as important as victory, so that the result of the game is accepted without undue disappointment if it is lost.
- Turn defeat into victory by encouraging your child to work towards skill improvement and good sportsmanship.
- Remember, juniors are involved in organised sport for **their** enjoyment not yours.
- Encourage children to always play by the rules.

- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best from example. Applaud good play by all teams.
- If you disagree with an official, raise the issue through the appropriate channels. Do not question the official's judgement and honesty in public. Most officials volunteer their time and effort for your child's involvement.
- Support all efforts to remove any verbal or physical abuse from sporting activities.
- **Recognise the importance and value of volunteer coaches and administrators. They give their time and resources to provide hockey experiences for the children and deserve your support.**
- Remember that junior players are also students; so be reasonable in your demands on their energy, time and enthusiasm for hockey.
- Make juniors aware of the physical fitness values of hockey and its life long value both recreationally and in personal relationships.
- Insist that your child uses shin pads and a mouthguard to enjoy hockey safely.

JUNIOR PLAYER CODE OF CONDUCT

Parents/guardians please take time to review this code with your Junior player to enhance their understanding of the good sportsmanship required in our sport.

- Learn, and always play by, the rules of hockey.
- Always act responsibly and avoid injury to yourself and others.
- Never argue with an official. Discuss the problem with your coach or manager after the game.
- Control your temper. Verbal abuse or aggression towards officials or other players is not acceptable behaviour.
- Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
- Work equally hard for your team and yourself. Your team's performance will benefit and so will you.
- Accept that when more than eleven players are named for your game, you will be required to spend time off the field as a substitute. When on the bench, encourage your team mates and be prepared to play at all times.
- Be a good sport. Applaud good play by all teams, opponents or not.
- Cooperate with your coach, teammates and opponents. Without them there would be no competition.
- Respect the time and effort put in by your coach(s) and officials. They deserve your full support and commitment.
- Respect the equipment and facilities provided for your use. It is expensive and should be used responsibly.
- Purchase and wear the correct Club uniform at all games. Local rules state you may not take the field if incorrectly attired.
- It is the player's responsibility to find out your game time & venue each week.
- Play for the fun and not to please others.

COACH CODE OF CONDUCT

Part 1 - Player welfare – Labrador Tigerstix policy

- Avoid overplaying the talented players. Average players need and deserve equal time. Labrador Tigerstix Hockey Club policy is to ensure that all junior players receive fair and reasonable time on the field.
- Remember that junior players are also students. Be reasonable in your demands on their energy, time and enthusiasm.

Part 2 – Australian Sports Commission Coach Code of Conduct

Safety and Health of Participants

- Place the safety and welfare of the participants above all else.
- Be aware of and support the sport's injury management plans and return to play guidelines.

Coaching excellence

- Help each person (athlete, official, etc) to reach their potential.
- Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each participant as an individual.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of participants.

Honour the sport

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, coaches and administrators.
- Show respect and courtesy to all involved with the sport.
- Display responsible behaviour in relation to alcohol and other drugs.

Integrity

- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications or coaching experience to be misrepresented.
- Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
- Never participate in or advocate practices that involve match fixing.

Respect

- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Do not tolerate abusive, bullying or threatening behaviour.

POST GAME HOCKEY ETIQUETTE

The following requirements have been established by your Club to foster and model good sportsmanship in hockey and will apply to all matches including when playing other Labrador Tigerstix teams.

At the completion of your match:

Coaches will:

- thank the opposition Coach and Manager – possibly tapping elbows;
- thank both umpires and thank them for their time – possibly tapping elbows.

Players will:

- tap sticks/elbows with all opponents and thank them for the game;
- thank both umpires and possibly tap elbows;
- thank their coach and manager for their assistance.

If a member fails to comply with these codes of conduct in a manner which brings the Club into disrepute, the Club management will consider whether his/her membership will be terminated.

SPECTATOR BEHAVIOUR POLICY

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.

Inappropriate behaviours are outlined in our Code of Behaviour and specifically include:

- using bad language
- harassing or ridiculing players, coaches, officials or other spectators
- making racist, religious, sexist or other inappropriate comments to players, coaches, officials or other spectators
- any threatening behaviour or physical altercation between spectators and players, coaches, officials or other spectators
- putting undue pressure on children, berating them or putting down their performance
- drinking to excess at a game or training or club event.

What we will do

Provide members, their parents and other sporting personnel with our Code of Behaviour and make clear what is expected and the consequences of non-compliance.

Where possible, bind non-members by prominently displaying conditions of entry to grounds and facilities and by requiring parents to abide by club rules (eg. by ensuring that parents and supporters club members adhere to the agreed Code of Behaviour).

Reinforce messages of fair and respectful behaviour by displaying signs and posters around our facilities and providing information on our website, in our newsletter and through other club communication.

Encourage our coaches and officials to complete training to develop their skills and confidence.

Ban bringing alcohol to training, a game or club event.

Encourage reporting of incidents that are a breach of code of conduct. Investigate inappropriate behaviours as outlined in this policy and take disciplinary or whatever other actions as are deemed necessary.

Encourage our players, coaches, officials and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

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 Behaviour and refrain from using bad language, harassing or ridiculing others, or behaving in a threatening or violent manner.

If you are aware of inappropriate spectator behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is a ground official or committee member present, ask for their assistance.

Report any inappropriate spectator behaviour to the club president or someone in a position of authority.

Call the police or a club official if you are concerned for your safety or the safety of others.

Non-Compliance

Parents or others found to have behaved inappropriately who have agreed to abide by our club's Code of Behaviour and this policy may face disciplinary action as determined by the management committee.

HEALTHY & SAFE SPORT

Labrador Hockey Club administration is aware of the importance of providing a healthy and safe playing and spectating environment for all members and guests. All members will have access to this policy via the Club website and copies held in the clubhouse. All members are responsible for observing this policy.

General health & safety recommendations are reprinted below. Please refer to the Healthy & Safe sport on our website or in the clubhouse to view more detailed policies and guidelines including Child & Youth Risk Management; Drugs in Sport; Smoke Free Environment; Responsible Alcohol Consumption; Blood & Infectious Diseases; Sun Safety; Participating while Pregnant; Hot Weather Guidelines; and Harassment policies.

GENERAL

1. Club uniforms are designed appropriately for safe participation and must be worn at all games. Tigerstix Rookies and Tigerstix Cubs participants are exempt.
2. Suitable sports shoes must be worn at all times at training and games. Leather upper shoes afford greatest protection from possible impact injury.
3. It is very strongly recommended that shin guards are worn at all skills training sessions and games.
4. It is very strongly recommended that mouth guards are worn at all skills training sessions and games.
5. Participants are required to provide their own full water bottle at all training sessions and games for fluid replacement before, during and after these activities. Coaches will insist on appropriate fluid replacement at all training sessions and games. Sharing of water bottles must not be allowed.
6. The Club and its coaches promote appropriate warm up and stretching before as well as cool down activities after all training sessions and games.
7. Goalkeepers must wear (and be provided with) hockey approved helmet, kickers, leg guards, abdominal & pelvic protector and hand protectors during all skills training sessions and games as a minimum personal protection requirement.
8. Graded Junior (Under 11s and up) defenders participating in Penalty Corner defence will be provided with and encouraged to use face masks for their protection whilst the penalty corner is in progress.
9. Senior players and junior player's parents are to advise their coach and manager at their earliest convenience of any medical condition or medical history that may affect their participation along with appropriate first aid requirements that may need to be administered.
10. Participants recovering from illness or injury are encouraged not to return to playing until fully recovered.
11. Any participant suffering concussion or a head injury is not to return to training or playing until cleared to do so by a doctor.
12. Hockey Queensland limited player insurance is incorporated into membership fees. Adequate public liability insurance is in place.
13. Playing surfaces, structures and surrounds will be adequately maintained to provide a safe playing and spectating environment.
14. Ice and a first aid kit are available at all times for the administration of basic first aid.
15. Change rooms and toilets will be kept clean, hygienic and well maintained.
16. Appropriate Codes of Conduct for senior and junior players, coaches and parents are issued to all members. They are encouraged to act as safe sport role models at all times.

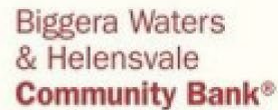
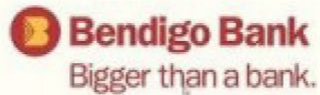
PLAYER INJURY INSURANCE

Hockey Australia holds a player injury insurance policy with Honan Insurance for limited financial compensation should you suffer injury training or playing in a Club organised event. For full details of the policy and claim details log on to <https://hockey.honansport.com.au/PersonalInjury/Claim> and follow the links.

Claims can be made for non Medicare expenses, capital benefits for bodily injury sustained playing hockey, physiotherapy (referral from doctor should be obtained), Weekly Benefits (income assistance), and Other Benefits relating to costs incurred in injury, rehabilitation, etc.

You can also email info@honan.com.au or phone 03 9947 4366 for assistance.

Thank you to our Corporate Partners



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