



## Pahran JFC Child Empowerment Initiatives

### Background

In alignment with the implementation of Child Safe Standards as of 1 January 2017, the SMJFL is working towards ensuring all clubs are provided with resources to assist in implementing strategies that align with the requirements of the Child Safe Standards.

### Empowerment

Standard 7 (Empowerment) is one of the SMJFL's main priorities within all clubs to ensure that they are working towards a club environment where children feel confident and safe to talk up about any issues or concern. Empowerment is about helping the children find their voice by building a culture in which the players have opportunities to speak up, give input and be involved in decisions. It not only allows them to build confidence but also means that if an incident should ever occur they may be more willing to speak up because they know their voice will be heard.

### Initiatives

Within this document are some examples of Empowerment Initiatives that Pahran JFC (**the Club**) has in place during (and beyond) the 2019 season (see **Annexure A**). It also sets out some initiative ideas for the Club in the future that can assist in children feeling empowered around the Club, and how ideas of how these ideas could be implemented (see **Annexure B**).

The main goal behind these initiatives is to place children in situations or roles where they feel as though they have a voice within the club and that their membership within the club is valued, whether is be to have them talking in front of their team or their efforts on game day acknowledged.

## ANNEXURE A

### PJFC 2018 Initiatives

| Empowerment Initiatives for Children: | SMJFL Examples of How to Implement:   | PJFC Initiative  |
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| Certificate of participation          | <ul style="list-style-type: none"> <li>• <i>Award children frequently throughout the season</i></li> <li>• <i>Can be for anything (taking their first mark)</i></li> <li>• <i>Award a different child each week</i></li> </ul>  | <ul style="list-style-type: none"> <li>• PJFC Teams provide a Coaches Award for each game</li> <li>• PJFC Teams also provide a Parents Award for each game. This award is given to a different team player each week</li> </ul>  |
| Advertise achievements                | <ul style="list-style-type: none"> <li>• <i>Utilize club newsletters</i></li> <li>• <i>Advertise achievements</i></li> <li>• <i>E.g. 50<sup>th</sup> game, great marks, big kicks, notable certificates of participation awarded</i></li> <li>• <i>Try and get kids names in the newsletter who might not gain much recognition around the club</i></li> <li>• <i>Advertise the role of the community player of the week</i></li> <li>• <i>Advertise the members of a club committee</i></li> <li>• <i>Advertise if a child is being used for a form of promotional material</i></li> </ul> | <ul style="list-style-type: none"> <li>• PJFC provides a weekly e-mail newsletter (and updates) to members. This includes special achievements of players (eg. 50 or 100 gamers etc)</li> <li>• PJFC has an active social media presence via Instagram, promoting individual and team achievements, and general positive participation of all members of the club (eg. training etc)</li> <li>• Most PJFC teams also circulate (via the TM) a Match Report after each game, highlighting the achievements and contributions of team players that week</li> </ul> |

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| Leadership          | <ul style="list-style-type: none"> <li>• <i>Have a player from an older age group the assist in coaching</i></li> <li>• <i>Help run drills</i></li> <li>• <i>Different kid as captain each week</i></li> </ul>  | <ul style="list-style-type: none"> <li>• PJFC has a roster of older players to act as training assistants to the junior teams (U8) and more generally (example below)</li> <li>• PJFC Teams (via the TM) allocate different team members as captain and vice-captain for each game to ensure every team member has a turn</li> </ul>  |
| Multicultural Round | <ul style="list-style-type: none"> <li>• <i>Raise awareness of the different cultures in your club</i></li> <li>• <i>Have a round signifying the acknowledgment of being multicultural</i></li> <li>• <i>In training you could have those children who have a different cultural background to talk about it</i></li> </ul> | <ul style="list-style-type: none"> <li>• PJFC has a strong focus on recognizing and embracing multiculturalism at the club</li> <li>• PJFC holds an Indigenous Round Event at the club (in the same week as the AFL Indigenous Round) where we celebrate our indigenous players via a game, indigenous jumper presentation, guest speakers (Michael Long and Kevin Sheedy in 2017) and other club activities</li> </ul> |
| Parent Involvement  | <ul style="list-style-type: none"> <li>• <i>Encourage parents to help around club</i></li> <li>• <i>Different parent each week bring oranges</i></li> <li>• <i>Have a night where a parent can come train with the kids</i></li> </ul>  | <ul style="list-style-type: none"> <li>• PJFC has a strong culture of parent involvement at the club</li> <li>• For each PJFC team, TMs communicate via weekly e-mail to team parents and allocate parent roles each week (including runner, trainer, scorer, time keeper, water-carrier, umpire escort and oranges)</li> </ul>   |

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| Feedback  | <ul style="list-style-type: none"> <li>• <i>Implement an end of season survey to obtain the players feedback and opinions of how the season was run, how their club created an inclusive environment and how the club personnel were supportive and encouraging</i></li> <li>• <i>Ask whether the club has accommodated for their cultural requirements (e.g. does the canteen supply food they can eat)</i></li> </ul> | <ul style="list-style-type: none"> <li>• PJFC has completed an End of Season Survey from 2017 players and families</li> <li>• It is intended that a similar survey or surveys will be conducted going forward</li> </ul> |
| Promotion | <ul style="list-style-type: none"> <li>• <i>If promoting the club in any form, ask parent permission and use players</i></li> <li>• <i>Use a variety of gender and race</i></li> <li>• <i>Use different kids each time</i></li> </ul>   | <ul style="list-style-type: none"> <li>• PJFC uses a broad and diverse range of players across all teams and levels to promote the club</li> </ul>   |

## ANNEXURE B

### Other Examples For Future

| Empowerment Initiatives for Children:           | SMJFL Examples of How to Implement:  | PJFC Initiative |
|---|--|-----------------|
| Team Code of Conduct                            | <ul style="list-style-type: none"> <li>• <i>Start of season have children decide on approximately 10 rules which players, coaches, team managers, volunteers and parents will need to abide by</i></li> </ul>  |                 |
| Allow time for players to voice opinions        | <ul style="list-style-type: none"> <li>• <i>Designate time each training session for players to share what they believe the team did well in and areas for improvement</i></li> </ul>  |                 |
| Role within club (community player of the week) | <ul style="list-style-type: none"> <li>• <i>Implement roles which the children can participate in each week</i></li> <li>• <i>Choose a different kid each week</i></li> <li>• <i>Could be: scoring, time keeping, water runner</i></li> <li>• <i>Great for disability inclusion</i></li> </ul> |                 |
| Allow players to take charge in training        | <ul style="list-style-type: none"> <li>• <i>Assign a different child or group to come up with a stretch or drill to get team to do</i></li> <li>• <i>New kid each week</i></li> <li>• <i>Get them in front of the team and take charge</i></li> </ul>  |                 |
| Presentation night                              | <ul style="list-style-type: none"> <li>• <i>Have children involved with handing out awards</i></li> </ul>  |                 |

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|   | <ul style="list-style-type: none"> <li>• <i>Have players who won the award the year before to hand the winner of the current year the award</i></li> </ul>   |  |
| Committee                                       | <ul style="list-style-type: none"> <li>• <i>Organise a player committee where any age group can join</i></li> <li>• <i>Discuss areas for club improvement</i></li> </ul>   |  |
| Responsibility                                  | <ul style="list-style-type: none"> <li>• <i>Designate a child each week to say something on game day to motivate the team</i></li> <li>• <i>Or say something after the game to congratulate or encourage teammates</i></li> </ul>  |  |
| Buddy System                                    | <ul style="list-style-type: none"> <li>• <i>If a new player has joined, assign a buddy to introduce them to the team</i></li> <li>• <i>Show around the club</i></li> <li>• <i>Introduce to club personnel</i></li> <li>• <i>Show them who the CSO is and how to find where to contact them</i></li> <li>• <i>One buddy per new player</i></li> </ul> |  |
| Provide Bilingual and / or Multilingual Signage | <ul style="list-style-type: none"> <li>• <i>To ensure all members, club personnel and parents feel as though their cultural backgrounds are being acknowledged ensuring signage is in different languages</i></li> </ul>   |  |
| Acknowledgment of Different Cultures            | <ul style="list-style-type: none"> <li>• <i>Display pictures and objects of various cultures represented at the club</i></li> <li>• <i>Reflect the various cultural groups in the school district by providing signs in the main officer/club rooms</i></li> </ul>   |  |

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|                          | <ul style="list-style-type: none"> <li>• <i>Aim to welcome people in different languages of the community</i></li> <li>• <i>E.g. Sign acknowledging the original owners of the land – get permission from local Aboriginal community</i></li> </ul>   |  |
| Address by Correct Terms | <ul style="list-style-type: none"> <li>• <i>Ask players of a different cultural background how they would like to be address</i></li> <li>• <i>E.g. Some prefer Aboriginal others prefer Torres Strait Islanders</i></li> </ul>   |  |
| Understand Capabilities  | <ul style="list-style-type: none"> <li>• <i>If a player has a disability ensure to ask them what their limits are (do they need linger rest times)</i></li> <li>• <i>Ask how you can ensure you accommodate for their needs (ask if they lip read and whether they need to in view of you at all times when giving instructions)</i></li> </ul> |  |