

St Catherine's United Football Club Inc



**Codes of Conduct
2026**

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St Catherine's United Football Club Inc.

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1.0 OUR MISSION

To foster, develop and encourage the sport of soccer for the benefit of players of all ages in the Centenary suburbs.

To foster and encourage good sportsmanship and a sense of friendly competition between all concerned.

To insist that all players, parents, and team officials abide by the Aussie Sports Code of Behaviour and the rules of the Queensland Christian Soccer Association.

To encourage players, coaches, managers, and parents to conduct themselves in such a manner that the club would be proud to say that the person belongs to our club.

To improve the wellbeing of the Centenary community by providing a medium for a wide cross section of players and their families to form new friendships.

2.0 PURPOSE OF THIS POLICY

St Cats recognises the importance of its volunteers in providing a positive experience for players and families. Our Codes of Conduct reflect our core values and ensure a high standard of behaviour and attitude are maintained by everyone involved with the club. At St Cats we expect every person to be treated with dignity and respect and to feel, and be, safe.

Our codes of conduct set out below align with those of the broader QCSA and support our mission to allow our kids and their families, to enjoy the game of football.

This policy should be read in conjunction with the St Cats Player Protection Policy, which can be found at www.stcats.org.au.

All St Cats policies should be read in conjunction with the QCSA Rules of Incorporation and By-Laws, which can be found at www.qcsa.org.au.

2.1 Who is covered by a Code of Conduct?

St Cats Code of Protective Behaviours covers all members of our club who are involved in either a paid or unpaid/voluntary capacity.

- The members of the Committee
- Coaches and Managers
- Players and Parents
- Any other persons associated with the club.

Additional Codes of Conduct relate specifically to target groups and should be read in addition to the Code of Protective Behaviour. These codes follow the same structure as those produced by the QCSA.

- Players
- Parents
- Coaches and Managers

3.0 CODE OF PROTECTIVE BEHAVIOURS

This Code of Conduct defines expectations relating to standards of behaviour for all people included in the scope of this policy. It provides clear guidelines about what is expected and the consequences of not meeting these expectations.

1. In relation to people, property and language, volunteers respect and acknowledge that they must:
 - a. be responsive and courteous to others and avoid improper use of their position.
 - b. promote the participation and empowerment, education and awareness regarding safety of all vulnerable people.
 - c. avoid discriminatory and /or harassing treatment of others and must not use inappropriate or crude language in the presence of, or towards others.
 - d. always demonstrate integrity and act in a manner consistent with being a representative of St Cats and the QCSA.
 - e. not make any sexual or crude innuendos such as suggestive looks, comments, jokes, sounds, display visuals, words, acts or gestures towards any individual/s.
 - f. respect privacy and protect the confidential information of others, subject to complying with the reporting requirements of this policy and the St Cats Player Protection policy and to also comply with any other obligations under the law.
2. In relation to behaviour, supervision and communication, volunteers acknowledge that they:
 - a. will listen carefully and consider respectfully the input from vulnerable people concerning decisions affecting them and what makes them feel safe or unsafe.
 - b. must comply with the QCSA's guidelines for the use of electronic communication and social media (see the QCSA Social Networking Policy at www.qcsa.org.au).
 - c. must not be alone with vulnerable person where they cannot be seen by other St Cats club members.
 - d. must not take a vulnerable person to their home or visit a vulnerable person in their home unless the visit is part of an approved St Cats or QCSA organised activity for the group or in the company of or with the written consent of the child's parents/guardian.
 - e. must not drive a vulnerable person alone. Where required to drive a vulnerable person, this should occur with at least one other person present and after gaining permission from the child's parents or a committee member if the parents cannot be contacted.
 - f. must not commit any sexual offence or sexual misconduct against, with, or in the presence of a vulnerable person (including a child pornography offence) or any assault, ill treatment of or neglect of a vulnerable person or any behaviours that causes psychological or other harm to a vulnerable person.

- g. must not attempt to do any of the things described above or do any act in preparation of doing any of the things described above.
 - h. will not display, discuss or distribute pornography to other adults or vulnerable people.
 - i. will dress modestly, and not sexually suggestive, and clothing will be without slogans contrary to Christian principles.
 - j. will not engage in any communication via electronic or other means that would be in breach of this policy.
3. In relation to physical contact, volunteers acknowledge that they:
- a. must not touch any person in a way that is inappropriate to the situation, or uncomfortable or confusing to the receiver.
 - b. will only console (if a vulnerable person is distressed and needs to be consoled) if this is with the permission and/or welcomed by the vulnerable person and will do so only with another club member or volunteer in sight.
4. In relation to pastoral care, volunteers acknowledge that they:
- a. will not step beyond their level of competency or training.
 - b. will not encourage vulnerable people to keep things hidden from their parents, guardians or other leaders.
 - c. will always provide pastoral care in an open area in view of others, never in a closed room.
 - d. will report disclosures of harm made by a vulnerable person to the club president of St Cats Safeguarder and must not reveal the disclosure to any person, except as required by St Cats club policies or the law.
5. In relation to working with children suitability accreditation, all staff/volunteers will:
- a. hold a current Blue Card if they are serving in a management position within St Cats, regardless of whether they come in direct contact with children or are a parent of a player.
 - b. hold a current Blue Card if they have some form of responsibility including coaches and managers. Parents working with their own children are exempt under the legislation; however, St Cats requires all coaches and managers regardless of being a parent to obtain a Blue Card. Coaches and managers who are parents will be allowed up to one month grace period between taking their role as a coach or manager and producing a Blue Card to the St Cats Blue Card Officer.
 - c. produce their Blue Card when asked.
 - d. stand down from duties immediately if they:
 - i. receive a negative notice or is a known disqualified person.
 - ii. have their accreditation cancelled or suspended.
 - iii. have their accreditation application withdrawn.
 - iv. receive a notification in relation to a serious change in criminal history.
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- e. Immediately advise the St Cats committee, the QCSA, and the Blue Card organisation if there is a change to their police information.
 - f. Ensure they have read and acknowledge this policy.
6. In relation to an allegation, suspicion of harm, or breach of this code of conduct, any person:
- a. may be suspended immediately from any positions of responsibility until such time as the matter is resolved to the satisfaction of the St Cats committee and the QCSA
 - b. charged with abuse shall be suspended immediately until resolution of the case.
 - c. convicted of abuse shall be removed from their position immediately and will be restricted from holding a future position within the club.

The following points provide practical guidance in addition to the code of conduct above for those working with children.

- St Cats committee members, coaches or managers have a right to ask for proof of ID when a visitor or parent is unknown to them. Visitors and parents are never to be left alone with children out of sight.
- Attendance sheets (i.e. match cards) should be kept for all games.
- All training sessions and games are open to the observation by parents and other related adults.
- Each person with a position of responsibility to be aware of their duty of care and responsibility to provide a safe, caring environment for the children. They must be alert and watchful at all times, putting the needs of the children before their own.
- A child should never be left alone, and club volunteers should avoid one on one situations with a child in a closed environment or be left with a lone child at the end of an activity. Always stay in an open environment where you can be seen and the children can be seen.
- Younger children must be accompanied by an adult when visiting the toilet. The adult is to check the toilets and leave the child in the toilet with door closed and then stand near the toilet entrance. If a child needs assistance, it again should require two people to be present. Special attention is required at toilet blocks in parks where toilets should be checked and children closely supervised but still observing their privacy.
- It is usually appropriate to use a high five, fist pump, touch on the shoulder as safe and encouraging means of physical contact with young people. Where a hug is necessary, try to do a sideways hug rather than with hands around the waist.
- Adults and children are expected to respect the privacy of others during activities that require undressing, dressing or changing clothes.
- Adults and children should never touch another person on any part of their body which is normally covered by swimwear.
- At camps or sleepovers, no adult should share accommodation with one child only, or sleep in close proximity to a child unless there is significant separation and the privacy of all parties is respected.

- Any person in breach of policy may be suspended immediately from any positions of responsibility until such time as the matter is resolved to the satisfaction of the St Cats committee and/or the QCSA.

4.0 PLAYER CODE OF CONDUCT

Players must:

- play by the rules
- not argue with a referee. If you disagree with a decision, speak to your coach who will be able to follow up on your behalf.
- control your temper – verbal abuse towards the referee, coaches or players is not acceptable.
- show good sportsmanship by applauding or recognising a good play – whether by your own team or your opposition.
- be gracious whether you win or lose.
- treat others as you would expect to be treated. Show respect regardless of ability, gender or culture etc, and refrain from bullying.
- cooperate with your team-mates, the coaches and the opposing team – without them there is no competition.

5.0 PARENT / SPECTATOR CODE OF CONDUCT

Parents and spectators must:

- remember that the players participate for their enjoyment and that many of the teams are only children.
- offer encouragement but not pressure to participate or perform and do not ridicule a child or player for a mistake. Positive comments motivate improvement.
- focus on the performance of the players rather than the outcome of the game. Acknowledge positive plays rather than criticising from the sideline.
- remember that negative feedback should be used sparingly and only in relation to inappropriate actions or behaviours and not the young person themselves. Providing constructive advice and praising positive behaviour is a much more productive approach. Avoid negative comments based on physical attributes such as weight, lack of coordination or physical appearance.
- encourage all players (including children) to play by the rules and to refrain from arguing or acts of hostility. The use of foul language, sledging or harassment may result in you being removed from the field.
- remember that children learn by example so show respect and appreciation for all good plays including those by the opposition. Congratulate all players at the end of a game.
- respect the decisions of the game officials and encourage players to do the same.
- show appreciation for coaches, managers, referees and club volunteers – without them, there would be no competition.
- respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- remember that young children need to be accompanied to the toilet by an adult. The adult should check the toilet and stand near the toilet entrance until the child comes out.

6.0 COACHES AND MANAGERS CODE OF CONDUCT

All St Cats coaches and managers agree to:

- hold a current Blue Card. While parents working with their own children are exempt under the legislation, St Cats requires all coaches and managers regardless of being a parent to obtain a Blue Card. Coaches and managers who are parents will be allowed up to one month grace period between taking their role as a coach or manager and producing a Blue Card to the St Cats Blue Card Officer.
- arrive well before an activity (training and/or games) and ensure all children are picked up by a parent or pre-arranged care giver before leaving.
- ensure a safe and positive experience for all players
 - children participate in sport for fun and not only to win
 - never ridicule or yell at a player for a mistake.
 - be reasonable with your expectations of player's time and energy.
- ensure that any physical contact with a player is appropriate and necessary for the skill development, and also occurs within sight of another club member or volunteer.
 - It is usually appropriate to use a high five, fist pump, touch on the shoulder as safe and encouraging means of physical contact with young people. Where a hug is necessary, try to do a sideways hug rather than with hands around the waist.
- be friendly and develop relationships with players in a safe manner. Do not contact a child or teenager (by phone, text, messaging, social media or outside of the program) without a parent or guardian's knowledge and consent (see the QCSA Social Networking Policy available at www.qcsa.org.au).
- remember that negative feedback should be used sparingly and only in relation to inappropriate actions or behaviours and not the young person themselves. Providing constructive advice and praising positive behaviour is a much more productive approach. Avoid negative comments based on physical attributes such as weight, lack of coordination or physical appearance.
- provide equal attention and opportunities to all players including equal game time.
- ensure drills and equipment are age appropriate and safe for players. Physical training programs for children and young people that do not take into account the strength, skills, coordination, and level of emotional development of the individual child or young person can be harmful.
- follow the rules and lead by example. This includes displaying respect towards opponents, referees, and spectators and ensuring your players will do the same.
- show concern for injuries and follow any medical advice which might impact training or games.

- take advantage of coach training opportunities provided by the club – you can always learn something new.
- respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.