



# Hills Football League Inc

## Welfare Policy

### Substance Abuse/Drugs

#### RATIONALE

This policy is part of our “whole of club” welfare philosophy. The policy relates to all areas of the club, and contributes to ensuring our overarching goal, that we provide a safe, secure and supportive environment for players of all ages, their families, non-playing club members and supporters.

#### LINKS TO OTHER CLUB POLICIES

This policy should be read in conjunction with our participation in the Good Sports Programme, (aimed at responsible drinking), the Motor Accident Commission initiative, and our provision of a Club Child Safety Officer.

#### AIM

The Hills Football League is committed to ensuring an **environment which is free of illicit substances, and inappropriate drug use.**

We aim to maintain an environment which is safer and more supportive than the community at large, in relation to illicit and inappropriate drug use.

We aim to educate our young members in the benefits of a healthy and active social lifestyle which does not include the use of illicit drugs. We will ensure our junior members are aware of pathway they can follow within the club, in the event of being exposed to any drug related or other behaviour which is of concern to them.

We aim to support and assist any of our members who may have an illicit drug problem. This may, in some instances, require professional assistance external to the club, and will be recommended to a player, member, supporter or parent if required.

## POLICY IMPLEMENTATION

- The policy will be implemented in a manner which is **supportive and educational**.
- It is not a punitive policy, except in extreme circumstances.
- Being in possession of, or under the influence of these substances at the club, at any club function, or when representing the club in any way, is unacceptable.
- The policy also applies to the inappropriate use of prescription drugs, and other performance enhancing drugs such as steroids etc.
- It is recognised that illicit drug use can be symptomatic of other problems or issues in people's lives, so the support offered will not be limited to drug use.
- A club Welfare Officer has been appointed, who will oversee the implementation of the policy.
- To support the Welfare Officer, several leaders within the club have been appointed as Welfare Representatives. The Welfare Representatives will be an initial point of reference for individuals identified as adopting unacceptable behaviours with regards to illicit substances. These representatives have been drawn from each of the following groups:
  - Senior Men's playing group
  - Senior Women's playing group
  - Coaching staff
  - Parents of junior players
  - Non-playing membership
- If an individual is identified as being in breach of this policy, or wishes to discuss any other difficulties they are experiencing, any of the following actions might eventuate:
  - A discussion/counsel/ with the relevant Welfare Representative.
  - Offer of ongoing support and regular discussion with a Welfare Representative (s), and/or the Welfare Officer
  - Recommendation of referral to professional counselling services (via the Welfare Officer, if appropriate). For example, referral to a GP or other Health Practitioner, specific drug services, or other relevant counselling agencies
  - Initiation of an educational activity for groups within the club relating to illicit substance use.
  - Other appropriate initiative
- The Welfare Officer will liaise with, and support the Welfare Representatives.
- Confidentiality will be paramount, and details of breaches will be limited to the Welfare Officer and the Welfare Representative(s). There are two exceptions to this
  - If an individual is using the club environment for commercial gain by selling illicit substances within the club. In this situation, the Club President and Committee Executive would be informed, with a view to this individual being excluded from the club. This is a zero-tolerance stance, and would likely be

the only situation where an individual is excluded from the club. (Exclusion from the club will be supported by informing appropriate legal and social agencies)

- If a minor is at risk due to the dangerous behaviour of his or her parents, we are bound by mandatory reporting laws. This situation would result in the involvement of the club Child Safety Officer.

(Non club members, who may be attending functions or matches at our club, and are using or under the influence of illicit substances, will be asked to leave. )

## **POLICY MANAGEMENT AND EVALUATION**

This policy will be reviewed in January each year, and the Welfare Officer and Welfare Representatives will be reappointed.

The Welfare Officer will liaise with, and participate in initiatives of the Good Sports Programme, in relation to illicit drug policy development.

The Welfare Officer will be accountable to the Club President, but taking into consideration the confidentiality requirement of sensitive discussions

## **APPROVAL OF POLICY**

This policy has been approved by the Hills Football League Inc board of directors.

### ***Links***

This policy is available

1. From the Hills Football League Inc. Contact Club Secretary  
email...[hflinc@bigpond.com](mailto:hflinc@bigpond.com) ph 8398 2524
2. Website –[www.hillsfootballleague.sportingpulse.net](http://www.hillsfootballleague.sportingpulse.net)

February 2017