



Welfare Committee Policy

POLICY

The Alamein Football Club (AFC) Welfare Committee is a delegated body of the Club to undertake responsibility for the oversight and implementation of the player welfare and safety, and the clubs concerns and complaints process.

PURPOSE

This Welfare Committee will manage the concerns and complaints process and oversee all aspects of player welfare.

IMPLEMENTATION

1. The Club will maintain a Welfare Committee, made up of representatives from all teams and independent of the AFC Board.
2. Membership of the committee will be open to all members, however, as a guide the committee should include a parent representative from the U12, U14, U16, and U19 teams, and a player representative from the Senior squad. In the case where multiple applicants arise from one team, factors to be considered in appointing the Member will include:
 - a) The tenure of the parent at the Club;
 - b) Skills and expertise in welfare advocacy;
 - c) Character references provided to support candidacy.
3. Members of the Welfare Committee cannot hold other roles within the AFC, such as Board member, Team Manager, or Coach.
4. If a conflict of interest arises, the Committee Member must disclose and ensure they are excused from involvement in the specific matter where there is real or perceived conflict.
5. The Welfare Committee will meet on an as needs, as required to fulfil the obligations of player welfare. It is important that matters are addressed in an affective and timely manner.
6. Each Member will ensure to the best of their abilities that they will provide fair council, independent review and application of policies to ensure mutually acceptable outcomes where possible. They will act without fear or favour or undue influence from parties to ensure the Club standards are upheld.
7. The Welfare Committee will be responsible for overseeing and administering all aspects of Player Welfare, and the AFC Concerns and Complaints process.
8. All members of the Welfare committee are required to hold a valid Working with Children Check and to have undertaken the Play by the Rules online training courses. <https://www.playbytherules.net.au/online-courses>
9. Welfare Committee members will at all times respect strict confidentiality of any issue raised with the committee. Any breach will result in that Member standing down for the remainder of the season.
10. The Welfare Committee will have responsibility for oversight and ensuring implementation of the following AFC Policies:
 - a. Player Safety Policy

- b. Player Safe Code of Conduct
- c. Member Concerns and Complaints Policy
- d. Committee Members Code of Conduct

11. The Committee is to report directly to the President. If a conflict exists with the President, the Committee is to report in the cascading order as follows:

- a. President
- b. Vice President
- c. Treasurer
- d. Secretary

References:

<https://www.playbytherules.net.au/online-courses>

Ratified by AFC Committee April 2019

Next review date March 2020