



ALCOHOL AND DRUG POLICIES AND PRACTICES

Research on Sports Clubs in New Zealand

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INTRODUCTION



Recent behaviour within sports clubs has been of interest due to several high profile incidents as well as with the build up to the 2011 Rugby World Cup. This interest has exposed a culture that currently exists within some clubs, a culture that is not necessarily in line with the vision of the clubs' wider community. There has been a decline in club membership, family participation and a concomitant increase in incidents on and off the field. This has all been evident within an environment that actively promotes a drinking culture.

This report presents the results of a research project which looked at various CAYAD sites and sports clubs where models with a focus on reduction of harm from alcohol and drugs were implemented. A survey was conducted which identified the club culture and practices that prompted change, the processes of the model, the challenges and key learning's as well as how these were communicated and maintained (see Appendix 1).

The questionnaire was sent to fifteen representative sports clubs, each identified as having actively made positive steps towards the reduction of drug and alcohol related harm. There were six questionnaires returned from a variety of sources including CAYAD workers, club executives and members.

The aim of the survey was to answer the following questions:

- What prompted change within certain clubs?
- What were the processes and support used to make change?
- What outcomes occurred because of that change?

Therefore, it is the intention of this resource to provide a tool for sports clubs who want to take active steps towards reducing the harms of alcohol and drugs within their organisation. It is through the participating sport clubs sharing their learning, that enables sound models to be used in which are effective in creating positive change.

KEY FINDINGS

OVERVIEW OF CASE STUDIES



1

The study found that there was already a general awareness of clubs taking positive steps to establish family friendly environments. This was achieved through the implementation of sound sports club practice models. The majority of the clubs that participated in the study had developed revised policies on alcohol and other drugs (AoD) for their organisations. Officially implementing an AoD policy formalised a current underlying philosophy towards appropriate guidelines and behaviour surrounding alcohol and drug use.

CHAMPIONING A GOOD SPORTS CLUB MODEL

Alcohol and other illegal substances are deeply rooted within sport and activities within which the majority of people at some time in their lifetime will participate. A major sporting event without alcohol sponsorship is like a New Zealand without rugby. The odds of a Tour de France without a single drug allegation are similar to use another example.

The clubs that participated in this study are champions in a highly contentious area. They are minimising the harm related to alcohol, drugs and sport where many people cannot comprehend having one without the other. There is still a majority of sports clubs at large that have deeply entrenched beliefs around alcohol and drug taking as part of our kiwi culture. It is the models, practices and policies contained in this research that can pave the way for more codes to minimise the harm of alcohol and drugs and create a positive environment within their clubs.

RESULTANT POSITIVE OUTCOMES OF AOD POLICIES AND PRACTICES

Feedback from participating clubs showed the tremendous outcomes that were a direct result of creating positive, family-friendly environments through revised AoD policies and practice.

Some clubs reported that prior to establishing AoD policies, drinking was the main attraction and focus of players rather than individual or team performance. This study showed that team accomplishment had increased due to the positive change within clubs.

Canterbury University Rugby Club reported that their premier team needed to look at their drinking culture and how it related to their string of poor performances. From here, the team developed an AoD and performance policy and as the season progressed they started to win games. The team made it to the finals with three players being selected for provincial duty and one selected for national honours.

Refer to Appendix One for the full overview of the case studies collected.

There was a general trend when clubs had successful seasons such as improved individual performance, membership increase and spectatorship increase.

An AoD policy that bans alcohol consumption at games is also a contributing factor to increased spectatorship as it curbs the abuse and violence that often plague the sidelines.

Aztec Sports Club and the East Coast Boxing Association policies saw remarkable outcomes for both clubs. The East Coast Boxing club saw positive outcomes impact whanau of club members as it gave them direction and purpose as they supported their child in the sport.

Whanau also had to abide by the club's AoD policy when they came to watch competitions, meaning they were

treated on equal ground as the club members. This resulted in whanau from rival gangs coming together to support their children within a safe environment.

The Aztec Netball Club reported positive outcomes through formalising their AoD policy in writing. This set the standard of normal behaviour and culture within their club within which their younger members will grow and develop.

It is also a win-win situation because research has shown that established positive practice and culture within a club improves player performance.

ALCOHOL AND DRUGS

DEVELOPING EFFECTIVE POLICIES AND PRACTICES



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The purpose of an Alcohol and Other Drug Policy is to promote the legal and responsible use of alcohol; to ensure compliance with the Laws and Regulations which pertain to preserve a social environment conducive to learning and healthy living; and to promote the education of young people, adult members and staff regarding alcohol and other drugs. (NOTE: Implementing Alcohol and drug policies and practices are not enough – these need to be work in conjunction with cultural change.)

Before applying an AoD policy it is essential that opportunities for discussion and input by all club members are provided so there is true ownership and commitment .

The next step is to enrol and induct people who will champion and enforce the new AoD policies – people such as club committee members, coaches and managers. It is people in these sorts of positions and role who can get people onboard with the policies as they hold the key relationships with players and extended club members.

ESSENTIAL COMPONENTS OF A SOUND AOD POLICY

Below are some essential components that make up a sound AoD policy:

- Clear signage indicating the details of the policy
- Restricted hours of sale and/or promotion of alcohol
- Enforcement procedures identified if the policy is breached
- Host responsibility approach adopted by servers
- More food options available or promoted
- Activities to encourage whanau involvement
- Reminder of participant responsibility when consuming alcohol on premise

CLUB ENVIRONMENT AND THE COMMUNITY

The surrounding community and environment of clubs can also determine how a club's policy and practices take shape.

For example the East Coast Boxing Association consists of a 95% Maori membership. This is expressed through a strong tikanga Maori approach to working with its members and their whanau. These include tikanga Maori practices that promulgate values of close whanau ties that ensure respect and looking out for each other, as well as helping to strengthen self-identity.

These cultural values helped the East Coast Boxing Association to formulate their own policies and practice

Refer to **Appendix Four** for examples of Alcohol and Other Drug policy adopted by local Sports Clubs.

CHANGING THE CULTURE



Adjusting a drinking culture that is so engrained in sport will take time. Having the right support systems in place can make the execution of creating positive change easier. This change needs to be communicated strategically and clearly to club members and non-members through club meetings, clear signage, word of mouth and role modelling.

LEADERSHIP BUY-IN

Creating positive cultural change within any context can be quite challenging. To achieve such an arduous task support systems are required both internally within the club as well as from external stakeholders.

Before applying an AoD policy it is essential that opportunities for discussion and input by all club members are provided so there is true ownership and commitment .

The key people to get onboard initially are the club executive committee members as they guide the future direction of the organisation. If the club committee members all share the same vision then it makes driving the change a lot easier.

Coaches are very important as they have a close relationship with the players. Coaches hold players trust and are in a key position to champion alcohol and drug policies.

ROLEMODELING

Senior team members play a crucial role in this process, as they are the people junior club members look up to. If senior players are observed setting high standards around alcohol and drug use, then it's more than likely that other members will follow suit.

In order for role modeling to be effective there needs to be an emphasis/focus on the entire club not just on premiere teams. Members of the clubs that participated in this study found that by their encouragement of various activities between all good rapport and respect was developed between their members and existing policies were strengthened.

Relationship building activities included:

- Having monthly wananga
- Incorporating workshops within training camps
- Applying tikanga Maori
- Holding inter club/family fun days
- Providing team building activities
- Running fundraising activities
- Establishing a code of conduct commitment package for players, club officials and parents
- Having collective enforcement of policies and procedures

EXTERNAL SUPPORT

Assistance to develop sound AoD policy can also be sourced externally.

Aztec Netball Club, East Coast Boxing Association, Canterbury University Rugby Club and Mt Wellington Rugby League Club have all received support from their local CAYAD service to help construct or refine their AoD policy and practice. CAYAD workers have a wealth of knowledge and information around minimising drug and alcohol related harm and are very helpful within this area.

However, in saying this, it is not practical for a CAYAD worker to individually support every single sports club as they are simply outnumbered.

It is therefore intended that this resource will assist sports clubs in creating an AoD policy and establishing a positive practice and culture within their organisation in an efficient and effective fashion.

Community public health organisations and youth services can also be of assistance in supporting sports clubs who wish to make positive change. Support needs to be forthcoming from the regional and national governing sporting organisations to assist their affiliated clubs.

FAMILY SUPPORT AND PARTICIPATION

Families are as much of a key part of a club as its members.

Family support and participation within a club is crucial in assisting a player's growth and achievement throughout their sport and life.

It is family members that provide the bulk of voluntary assistance with coaching and managing junior teams, refereeing, kitchen duties, and in supporting fundraising initiatives.

Therefore it is important to ensure that families and the wider community buy into and support the AOD policies and practices.

This can be achieved by involving them in the creation of the AOD Policies and Practices in the developmental stage.

ALTERNATIVE FUNDING



When it comes to club funding it is commonly known that New Zealand sports groups rely heavily on sponsorship from fast food companies, breweries and gambling trusts. What is easily forgotten however is that most of the money comes from our people who are most affected by the negative health and social impacts of these products. When it comes to viewing funding from these sources it is easy to look at the issue through a deprivation lens. This traps one into a sense of 'tunnel vision', which in turn prevents us from looking at options that can sometimes be right in front of our eyes.

There needs to be a shift in thinking and perception that the main revenue for sports clubs is sponsorship and grant funding. We need to focus on the strengths of sports clubs and place thought around initiatives that represent these.

STRENGTHS OF SPORTS CLUBS

Identifying the common strengths of sports clubs is essential for laying a solid platform in order to turn creative initiatives into viable sustainable options.

The biggest strength of sports clubs is people. A sports club provides an environment that fosters a network of social integration for members and surrounding community through the medium of sport. These networks alone possess benefits and potential opportunities that are often overlooked.

One example shown by research states that approximately half of all job vacancies are filled through associational networks. These in turn provide more opportunity and compensate for people with less experience and qualifications (Granovetter, 1983, Chapple, 2002 and Finneran & Kelly 2003).

The networks fostered by sports clubs also benefit not only individuals but communities as well. They generate positive attitudes within communities such as a sense of belonging, acceptance of diversity and feeling safe in local areas (Pope, 2006). This integration has also been shown to encourage positive social norms and behaviour which contributes to a reduction in violence, crime and community disharmony (Sampson et al, 2002).

Sports clubs are a great way to disseminate information and promote innovation sharing which leads to the spread of cultural and business ideas (Pope, 2006).

Physical activity and sport also have beneficial health outcomes for people and thus is another strength that clubs possess.

INITIATIVES

The strengths and spin offs identified above are only the tip of the iceberg in terms of the positive aspects and benefits of sports clubs. From this platform we can start to form ideas around generating self-sustaining income for clubs.

One thing that has to be kept in mind when working with communities is that 'one size does not fit all'. Initial ideas need to be tailored to fit the particular needs and circumstances of the individual community and club.

An example of a broad initiative that needs plenty of input from around the table is how sports clubs can be viewed as businesses using a social entrepreneurship lens.

Social entrepreneurship is the application of business principles to social causes. As sports clubs attract large amounts of people and are often located within the heart of communities (especially rural), it seems plausible that other services can also be based out of the establishment. Services such as physiotherapy clinics and local GPs could be co-located as part of the club infrastructure. Not only would the club get its own health service provider but it can also gain commission for the service operating from their organisation. With the advantage of open space fields night

markets are another great initiative to be based out of sports clubs. It is necessary to establish a forum to start putting thought and planning into such a large and ambitious initiative. Clearly the idea of generating self-sustaining income is a challenging and long-term goal but one that is also realistic. Key stakeholders on this forum would include not only sports clubs representatives but also social entrepreneurs, district health board members, town planners, health and recreation service providers, governing sport organisations and surrounding community members.

Having multiple codes based out of a club is another great way to increase membership and funding. Converting a one-code club into an overall sports club also means that it can operate all year round rather than for one season. One example could be soccer and rugby teams in the winter then rugby sevens and a touch module operating in the summer. Not only does this attract wider membership but also has good pathways for current members to stay fit in the off-season.

Some short term funding ideas can be a good start to sourcing more income for a club. Firstly, the internet offers affordable and cost effective opportunities to market an organisation and to raise funds. Web pages also enable contributions to be made

online while also enabling contributors to see how their funds are being used by highlighting your goals. To reinforce the work of the organisation, a club newsletter is an effective means of generating interest from supporters. The newsletter can contain a list of current contributors, give event announcements and profile volunteers and staff.

QUICK-WIN FUNDING INITIATIVES

- Door to door collections
- Special events, fairs, special theme evenings, dinners
- Direct mail collections
- Fun runs
- Promotional tables at markets
- Development of effective written materials for dissemination/distribution
- Legacy giving (on website and pamphlets)
- ASB Trust or Council wellbeing funding

*supplied by the Problem Gambling Foundation of New Zealand

References:

Chapple K (2002) "I name it and I claim it – in the name of Jesus, this job is mine": job search, networks, and careers for low-income women. *Economic Development Quarterly*. 16 (4): 294-313.

Finneran L & Kelly M (2003) Social networks and inequality. *Journal of Urban Economics*. 53: 282-299.

Granovetter M (1983) The Strength of weak ties: a network theory revisited. *Sociological Theory*. 1: 201-233.

Pope, J. (2006). *Indicators of Community Strength: a framework and evidence*. Victoria Australia: Strategic Policy and Research Division.

CONCLUSION



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Findings from this research indicate there is a strong drinking culture within sports clubs throughout New Zealand. This research also discovered that there has also been a shift in attitude by some sporting communities that point towards a time for change.

Some sporting communities no longer tolerate players coming to games and trainings hung over and/or stoned - this had become an accepted part of the socializing patterns within most social sports clubs.

Furthermore, the information gathered suggests that a lot of discussion with the senior groups such as the committees and senior players needed to start looking at their own drinking culture and how it was impacting individual and team performances.

It was also highlighted that the change of attitudes by senior team officials also addressed how individuals within teams improved their own behaviours. This then began to translate into improved team results, discipline and alcohol-free sidelines which also promoted safer environments for young children.

Most respondents in this research identified that a successful harm minimisation stance from the entire club membership was necessary. Participation by club members in heavy alcohol use leads to increased youth engagement or exposure to activities which promote substance use and misuse. Case studies show and support club environments that are supported by its members to develop lawful and responsible alcohol serving practice and use within sports clubs. A positive finding is that the pattern of public knowledge is increasing with regard to safety, host responsibility, harm reduction and penalties.

Sustainable funding is an issue faced by all sports clubs around the country. There is a need to look at self-generated income instead of having to rely on inconsistent funding grants and sponsorship from breweries and fast food companies. We are well aware of the wider consequences from these 'negative' funding sources and the concomitant unethical stereotypes. If clubs were to immediately stop receiving funding from these companies they would experience significant financial hardship and their ability to provide services would be severely hampered. A more realistic approach would be to continue receiving funding from these traditional sources while building towards initiatives that will lead to self-sustaining clubs. It is not to pull the funding carpet right out under sports clubs feet – rather it is to enable the capacity for them to step off the carpet themselves.

KARL BAILEY & WINNIE HAURAKI

APPENDICES

APPENDIX 1 - SPORTS CLUBS SURVEYS

CANTERBURY UNIVERSITY RUGBY TEAM – Wiremu Gray

- 1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?**

Yes. Canterbury University Rugby team.

- 2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club**

Rugby Union. The club has no junior grades and the teams start from University student ages. The club has a history of winning the Canterbury competition for a number of years and there are many All Blacks and representative players that have played for the club.

- 3. Can you describe the practices, culture or environment that exists currently? Revised policy on alcohol and/or drugs**

Induction of coaches, committee or managers re the new policies
Discussion or communication with club members re new policy
Host responsibility approach adopted by servers
Enforcement of existing or new policy

- 4. How long has there been a harm reduction approach?**

One Season

What was it like before?

Strong focus on drinking instead of on individual and team performance

- 5. What prompted the club to take positive steps? (eg was there an incident or outcry?)**

Players coming to games and trainings hung over from the previous night. A lot of poor trainings and game performances

- 6. How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)**

After a lot of discussion with the senior premier rugby team management and players, it was decided that the team needed to start looking at the drinking culture and how it was influencing on our poor individual and team performance.

The first step was talking with the coach about the teams drinking and attitude towards training and games.

Once the coach was happy with developing a policy for the team I then spoke with the manager and we started to develop a performance policy together.

I then went to the team on a training night and gave them some hand outs on the effects of alcohol on players' performance.

Then after doing this the team decided they needed to address their alcohol usage and formulate a performance policy.

7. What support did the club get and from whom?

The contract was available to the other teams.

What is the current level of support for this within the club?

The club was offered support from a worker from community public health with setting up the club mark approach. This model would help with carrying on the performance contract.

Has that level of support increased over time?

The team made it to the finals and they started winning all their games. This was due to a change of focus from alcohol being their main focus to playing rugby.

8. How are the practices/culture communicated and maintained?

9. What has been the result of the positive culture or practices?

The team made it to the finals and they started winning all their games. This was due to a change of focus from alcohol being their main focus to playing rugby.

a) level of player participation

Three players made it into the Crusaders team. One became an all black. Three other players play NPC and four NZ University players also selected.

b) level of spectator support

Improved because of the good results the team was having.

c) behaviour on the side line

Improved. No drinking on the sideline. Good for young children watching the game.

d) behaviour on the field

Improved. Discipline had improved

e) behaviour and environment in the club facilities

Improved. Mgmt reported players not going to alcohol team events where in the past they would make this their top priority.

10. Is there any support for further strengthening the practices/culture?

11. If so what would the club like to do (or has it done)?

12. What's been the 3 best things about the change?

Team performance

Individual attitude

Goal setting and achievements

13. What have been the 3 biggest challenges?

Starting the contract, and continuing the contract.

Initial contact was made through CAYAD worker who was involved with the club as a player. Then after two years with the club the CAYAD worker finished playing for the club and he also finished working for CAYAD. The team management have all changed now and there are new board members in the club. The CAYAD worker who was supporting the club has continued doing so though.

14. What are the key learnings from these processes?

Continuing relationships with the club. Work with the whole club instead of one or two teams. Support a club that has a young grade to help with building family friendly environments. Keep good communication with the whole club and external agencies.

15. Any other information you feel would be useful to this project?

a) Were there any champions and what were their relationships/attributes?

Team management. They were the ones who brought in the policy and maintained its profile. They have now left the club.

b) Has the membership changed in the club?

Yes. Team mgmt has all changed. And almost all the players have gone back home to live in other areas throughout New Zealand.

Thank you for your participation. Your input is appreciated.

EAST COAST BOXING ASSOCIATION – Moki Raroa

1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?

East Coast Boxing Assn and its affiliate clubs which include Hicks Bay Boxing Club, Nga Tama Toa Boxing Club in Ruatoria, Bay City Boxing and Patutahi Boxing Clubs in Gisborne and Wairoa Boxing Club in Wairoa

2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club

Over 200 young members below the age of 25 as well as their whanau who are not registered members but support the activities. The Assn has a 95% Maori membership. And stretches from Hicks Bay on the East Cape of the North Island down to Wairoa. The sports code is Boxing and in the past 5 years have produced 10 NZ Champions and a host of North Island Golden Gloves Champions

3. Can you describe the practices, culture or environment that exists currently?

The Assn has a strong Maori cultural approach to working with its members and their whanau.

These include tikanga Maori practices that promulgate values of

-close whanau like ties which ensure that respect for each other and looking after each other are at the top of the list

-With a 95% Maori membership, helping to strengthen self-identity and ties to clubs and communities help

-Out of these fall policies

Policy on alcohol and/or drugs

Agreement of all Assn club committees and coaches

Discussion or communication with club members re new policy

Enforcement of existing or new policy

More food options available or promoted

Signage re alcohol or drug policies

Activities to encourage whanau involvement

4. How long has there been a harm reduction approach?

The Assn was legally constituted in 2004. This was when all the clubs decided to work together with a harm reduction approach. Prior to this each club tried to row its own waka and given that there were high risk whanau involved in this sport, it was a hard waka to row. The Wairoa club comprised mainly of Mongrel Mob whanau and there was drinking and dakking at their venues.

The Gisborne and Ruatoria clubs also worked with Gang whanau who were not all Mobsters and Hicks Bay worked with high risk youth and their whanau. Prior to working together, whenever the Assn got together, drinking was a huge issue. The smell of dak was prevalent and there was stealing from each other amongst the youth

What was it like before?

What prompted the club to take positive steps (eg was there an incident or outcry)

The belief that there were going to be positive life outcomes for all the whanau involved in this Assn and the commitment by coaches and committee members to this belief ensures that the whole philosophy of the Assn is about identity and whanau

How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)

Instigating monthly wananga and training camps on Marae where tikanga Maori was demonstrated and practiced.

Inter-club days where sparring and whanaungatanga is strengthened

The pro-activity of the decision makers in the Assn in pushing this kaupapa.

Whanau seeing their tamariki succeed made them buy in to the kaupapa

Training outcomes were more around lifestyle changes, pushing positive messages and role modelling these messages

5. What support did the club get and from whom?

The biggest support has been from whanau of those youth involved in this sport. The whole whanau have to work together to help one child achieve

Outside support has come from Iwi Authority, Iwi Health Services, Police, Schools, Marae

What is the current level of support for this within the club?

Very strong whanau support as witnessed at fundraising events where poor communities can raise \$6000 in 5 hours following their tamariki around the country competing in different regions participation at all levels of decision making

Making their own personal lifestyle changes which contributes to the wellbeing of their tamaiti. Fathers becoming involved at all levels where as previously it was mainly just the mothers

Has that level of support increased over time?

Over the years as the youth have succeeded and made positive lifestyle options more and more outside agencies and organisations have offered their help. However, by sticking to our core whanau values we are more pleased with the increase in whanau participation and increasing support

6. How are the practices/culture communicated and maintained?

By the regular contact and inter-club connectiveness where there is never a month that goes by without all the clubs come together, despite the distance from each other and the financial costs

7. What has been the result of the positive culture or practices?

a) eg level of player participation

What started as one small club in Hicks Bay and one small club in Gisborne has seen the sport develop into a membership of over 200 youth and their whanau on top of this

b) level of spectator support

Because of the success whanau who come to watch at competitions on the Coast which are smoke free and alcohol free have increased

c) behaviour on the side line

d) behaviour on the field

e) behaviour and environment in the club facilities

Alcohol free facilities contribute to positive behaviours

8. Is there any support for further strengthening the practices/culture?

We seem to have a winning formula for positive outcomes for our whanau

9. If so what would the club like to do (or has it done)?

10. What's been the 3 best things about the change?

Watching Mongrel Mob whanau mix freely with Black Power whanau in a safe environment

Watching the youth succeed

Seeing genuine changes in supposedly hardcore whanau

11. What have been the 3 biggest challenges?

Helping whanau find themselves and their direction in life for their tamariki

Turning "gang whanau culture" into "Traditional whanau culture" where there are some common values but the interpretation can be different

Financial strain on whanau who were poor in the first place

11. What are the key learnings from these processes?

Every child can achieve as can every whanau. Give them the tools and they can build the dream

12. Any other information you feel would be useful to this project?

Only god can change the world in 7 days. For mere mortals it takes 7 years to a lifetime. So, be persistent, don't give up and always believe that you can achieve

13. Were there any champions and what were their relationships/attributes?

Ten NZ champions who have competed against teams who have a sports psychologist, who have all the right equipment and are coached by the leading coaches in the country.

These champions are the role models and practice whanau values where ever they are.

14. Has the membership changed in the club?

Thank you for your participation. Your input is appreciated.

AZTEC SPORTS CLUB – Karenne Timoko

1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?

Aztec Sports Clubs has a fully implemented AoD Policy and we practise what we preach. To the best of my knowledge there are no other clubs who have formally adopted a full AoD policy. There are similar policies at Representative Local and Regional levels though (Netball Counties Manukau and Netball Papakura etc)

2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club

Our Club plays mainly netball and touch. We have 72 members with 19 of them being officials. We play at Netball Papakura and have 6 teams for Netball this year – Junior, Intermediate, Collegiate, Senior A, Premier 2 and Premier 1.

Club strengths are found in its members. We have some extremely dedicated and highly talented members who use their experience and expertise to enhance the club with their mountain of knowledge. Many are family members who commit a lot of time and all are volunteers. They do this for the love of the sport and the people.

3. Can you describe the practices, culture or environment that exists currently?

Revised policy on alcohol and/or drugs

Induction of coaches, committee or managers re the new policies

Discussion or communication with club members re new policy

Restricted hours of sale or promotion of alcohol

Enforcement of existing or new policy

Host responsibility approach adopted by servers

More food options available or promoted

Signage re alcohol or drug policies

Activities to encourage whanau involvement

Participant responsibility (it's not what we drink but how we drink) and buddy system to ensure safe consumption of alcohol.

Practise what you preach

4. How long has there been a harm reduction approach?

What was it like before?

Thankfully club members have been aware of the impact alcohol and drugs has on families since its inception 40yrs ago, with several members working within the community, for government departments and local council. Originally a family club it has since grown to include anyone and everyone who believes in our philosophy, vision and mission statement.

We officially implemented an AoD policy to formalise said philosophy to assist non family members with understanding and ensuring there were firm guidelines for the members and Executive to work and live by.

5. What prompted the club to take positive steps? (eg was there an incident or outcry?)

One incident did prompt us to discuss a written message to present to all club member (including parents/supporters) and provide clear guidelines other wise only communicated by word of mouth.

6. How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)

A life member of our club works for CAYAD (Winnie Hauraki) and when reviewing our Strategic Plan it was decided an AoD Policy was most definitely something we as an Executive should be looking at. After several meetings and a presentation to our club for feedback our Policy was voted in and accepted as part of our common practise.

7. What support did the club get and from whom?

Winnie Hauraki (CAYAD) was our wealth of knowledge and led the formation of the policy.

a) What is the current level of support for this within the club?

Policy was presented to the club and accepted unanimously at our AGM last year

b) Has that level of support increased over time?

The support has always been there, the Policy has just reinforced our philosophy.

8. How are the practices/culture communicated and maintained?

Each year at team building, part of our agenda during the 2days stay in camp is to present our Vision, Mission, Strategic Plan, AoD Policy and Officials Development Plan to all our club members. This also includes player and official pathways (goal setting)
The documents are displayed and members are encouraged to read and make constructive comments or suggestions on improving any or all of the policies and procedures we have in place. These are then taken down at end of camp and reviewed by the Executive to ensure we are meeting the needs of our club members.

9. What has been the result of the positive culture or practices?

a) eg level of player participation

Participation has always been there and has not waned.

b) level of spectator support

All Supporters are aware of our policy and fully support it.

c) behaviour on the side line

Side line behaviour has never been affected by alcohol or drugs. Again because of our culture/practises since the club began 40yrs ago.

d) behaviour on the field

Never been effected by drugs or alcohol.

e) behaviour and environment in the club facilities

No issues of moderate or serious nature have arisen due to alcohol or drugs.

The family culture of the club ensures this is not an issue (Practise what we preach) the Parents and older members of the club lead by example.

10. Is there any support for further strengthening the practices/culture?

I'm not sure what you mean by strengthening, we are continually reviewing our culture/practises on an annual basis; this is common practise for the club and will continue into the future

11. If so, what would the club like to do (or has it done)?

Continue to have our annual review of culture/practises

12. What's been the 3 best things about the change?

I wouldn't call it a change it's more that our practises are being presented in written form now rather than word of mouth. In the past, we have had korero (words) and leadership (practising what we preach) as a way to communicate our expectations especially around dignity and respect for self and others. I think the most important thing that came out of formalising our AoD Policy was in providing a more transparent expectation. We have junior players (Under 10yrs) who will be members of this club for years to come and who will have lived, played and followed positive teachings. All this is aimed at encouraging our members to set goals, achieve and grow to be the best they can be.

13. What have been the 3 biggest challenges?

With the wealth of knowledge in our club we find we can assign a champion to guide us through what for some clubs would be a serious challenge. I am very appreciative of the fact my own family members are up for a challenge and do this daily in the work and in their home. As Maori we are often left to feel under achieved and of lesser value when we compare ourselves to others. Thankfully my family have lived by a different philosophy and thanks to my grandparents have had only positive, caring and supportive family around me all my life. Most of my extended family have had the same. So challenges are apt to be thought of as opportunities in our club.

14. What are the key learnings from these processes?

Always put people first and treat everyone with dignity and respect and you shall received back the same. Never say never and always lead by example.

15. Any other information you feel would be useful to this project?

Our motto of "Sport as an Incentive" reflects our philosophy that there are other ways of providing positive life skills. In sport we encourage and develop positive leadership, sportsmanship and confidence in ones abilities no matter the age, physical or mental capabilities.

a) Were there any champions and what were their relationships/attributes?

Winnie Hauraki CAYAD and Coach for Aztec Premier Netball Team, U17 Counties Manukau Coach of the Year and Coach Premier Team Counties Manukau Maori Netball Team full commitment and involvement in the club

Briar Martindale – Netball New Zealand National Development Manager, Vice President Netball Papakura and Manager for Aztec Premier Netball Team. Executive Member Treasurer. Our guru for policy and procedure (culture/practise)

Tracey Cooper- PA to Principal Finlayson Primary School, Club Manager, Manger Aztec Collegiate, Head of Fundraising Committee. Fundraiser extraordinaire.

Karen Otene -Supervisor Kea Kids after school care, Primary Care and Trainer for Aztec Premier, New Zealand Qualified Primary Carer for sideline support, Executive Member-Officials Co-Ordinator

b) Has the membership changed in the club?

Interest in the club has been increasing over the past few years. We have the top Premier Netball side and Counties Manukau highest performing players in the region. Two New Zealand Representatives one for the Trans Tasman Cup and World Cup in Sth Africa 2010 for Indoor Netball and one for Open Women’s Touch and two are representing Samoa at the next Commonwealth Games. I think interest is increasing due to the high performance of the club on the court and the strength we show on and off the court with the behaviour and example set by our high performing role models.

Thank you for your participation. Your input is appreciated.

AZTEC SPORT CLUB – CAYAD Perspective – Winnie Hauraki

1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?

The most recent policy I have development is with the Aztec Sports Club. This club has been working towards ideas & processes to assist them in better host responsibility with club events. My role provided them with information regarding harm reduction info to help assist their executive committee develop a practice that was relevant for them.

2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club

Aztec Sports Club is a Manurewa whanau club providing sport as a vehicle for their whanau. As the club has progressed & their reputation of being a good club, they have also engaged with whanau members friends & the wider community providing netball (winter sport – Papakura competition) & touch rugby (summer sport – Manurewa competition).

Over the netball season they boast 90+ club members.

Over touch season 50+ members.

The strength of the club would have to be the whanau commitment. As part of the clubs constitution there must always be 3 whanau members on the executive committee, they have also identified that to keep the whanau culture for the club that no more than 6 teams per season will be established – bigger the numbers, the harder it is to have whanau gatherings for example the club has a team building weekend every year where all the teams players/officials/executive must attend to ensure the whanau connectedness is maintained.

3. Can you describe the practices, culture or environment that exists currently? For example, have any of the following been included?

Just implemented AoD policy 2008-09

Currently in discussions regarding “Smokefree” training & games times

Discussions & communications have taken place with club members via Full Club Meeting & AGM

Introduction of the new AoD policy presented at Aztec 2009 Team Building weekend 25th & 26th April 09. Club members provided opportunity to give feedback re any concerns, amendments or additions to be made

Aztec no longer use alcohol in any fundraising initiatives

As part of the policy - hours have been specified, food etc (see attached copy)

4. How long has there been a harm reduction approach?

There has been a harm reduction approach since May 2008, just a matter of raising their awareness regarding some of the resources available & ways that they could become better hosts when alcohol was being used.

Previously, no restriction on cut off time / food not provided after main part of the function(s) completed / drinking at prize giving from start to finish with young ones in attendance / open chronic smokers.

What was it like before?

Mainly the original whanau members getting older & wanting to be more responsible for their own kids joining the club.

With the inclusion of 3 young teams (jnr's, intermediate, collegiate) more young people that were not whanau members joining the club.

New club members that had religious affiliation.

5. What prompted the club to take positive steps? (eg was there an incident or outcry?)

Mainly focused on the points raised in No 5:

Important whanau members saw themselves as role models for their own kids

That the whanau exec members & other committee members were prepared to develop their own skill base & knowledge – rules/constitution/policy

That the coaches, managers & umpires also up skilled themselves & aligned with the Aztec kaupapa

That if the club was to grow & grow with a reputation that was positive there had to be commitment given to ensure the priority of the young people came first

That the club recognised the diversity of cultures that joined the clubs teams

6. How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)

Mainly focused on the points raised in No 5:

Important whanau members saw themselves as role models for their own kids

That the whanau exec members & other committee members were prepared to develop their own skill base & knowledge – rules/constitution/policy

That the coaches, managers & umpires also up skilled themselves & aligned with the Aztec kaupapa

That if the club was to grow & grow with a reputation that was positive there had to be commitment given to ensure the priority of the young people came first

That the club recognised the diversity of cultures that joined the clubs teams

7. What support did the club get and from whom?

The club has been lucky enough to have a wide range of people come through that bring different skills re:

Coaching, managing & umpiring

Connection with NNZ representative

Connections with Papakura netball centre vice president & draw steward

Connection with regional age group coaches

Connection with facilitators who do workshops/courses for development Netball Counties

Manukau, Papakura Netball, NNZ Te Kaihatu coordinator

What is the current level of support for this within the club?

Support has been ongoing from the above mentioned org's.

Has that level of support increased over time?

Probably decreased as members become more efficient in their own roles, but the club receives ongoing support when required.

8. How are the practices/culture communicated and maintained?

Communicated via:

Club meetings

Team building

Team briefings

Team manager spiels

Maintained via:

Exec committee meetings & debriefs

Club Officials Coordinator

9. What has been the result of the positive culture or practices?

a) level of player participation

Increase in club teams, player participation increased EG 3 club teams to 6 club teams

b) level of spectator support

With the addition of the junior, intermediate & Snr A teams this has also increased the level of spectator support which has also provided the club with additional numbers for club fundraising initiatives

c) behaviour on the side line

Players, parents & club officials all commit to a code of conduct when completing the club profiles. As part of the profile side line behaviour is part of the code of conduct that they sign up to. Team managers enforce at the games, if inappropriate behaviour is identified & teams officials are not able to manage it they are to refer incident to the exec committee who follow it up with the team &/or individual(s)

d) behaviour on the field

Same as above

e) behaviour and environment in the club facilities

Being a whanau club they don't have their own facilities, so if a venue is being used all club members are expected to contribute to set up & clean up.

The club also provide a koha towards the hirage of any facility being used

10. Is there any support for further strengthening the practices/culture?

The committee are committed to ongoing development of themselves and their members and are better at seeking further support when needed.

Part of their internal strengthening for the club is succession planning which they have done by appointing a vice president, assistant secretary and ongoing trying to fill assistant treasurer and assistant officials coordinator roles with young members of the club. The club is also providing assistant coach & assistant manager roles with the team structures as well as budding senior umpires with their junior umpires.

11. If so what would the club like to do (or has it done)?

As above

12. What's been the 3 best things about the change?

Inclusiveness of all club members at all club events.

Better planning & thinking ahead by the exec committee.

Increased club membership & involvement of club members to pick up roles within the club such as coaching, umpiring.

13. What have been the 3 biggest challenges?

Enforcement – ensuring all club members enforce the rules and not just leaving it to a select few.

New members – understand the rules & constitution of the club are in place for the benefit of all members.

Volunteers – things change people come & go...be good to have funding to provide extra incentive.

14. What are the key learnings from these processes?

People have to be ready to want to make changes.

The sport club has to have an exec community who are ready to do the hard yards & stick to their guns by being consistent & not changing their process for a select few.

A majority of the club members are also ready to make changes and support their committee to ensure rules are followed & enforced if required.

15. Any other information you feel would be useful to this project?

a) Were there any champions and what were their relationships/attributes?

The main champions would have to be the whanau members on the executive committee as well as the other exec committee members who support them.

b) Has the membership changed in the club?

Yes, it has, but for the better...more young people in the club with good parent support.

Thank you for your participation. Your input is appreciated.

DANNEVIRKE TIGERS RUGBY LEAGUE CLUB – Jeanne O’Brien

1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?

Dannevirke Tigers Rugby League Club

People wanted to change as there were high statistics of alcohol and drug use as it was “the norm” in the community.

2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club

Rugby League in Dannevirke. There are 11 Committee members which are all voluntary positions. This is a family orientated club.

The Dannevirke Tigers do not have club rooms of their own and hire club rooms for their games weekly. This takes out the added stress of running a club and selling alcohol.

They have their own cooking group who put on food after all games

There are senior teams and junior teams from 10 – 45years.

3. Can you describe the practices, culture or environment that exists currently? For example, have any of the following been included?

There are no hard copy policies put in place as yet although there is a strong no drinking culture

Regular Family days/BBO

Support from senior teams. Seniors play on Saturdays and juniors play on Sundays.

Junior games are run and supported by senior players.

Food after games, everyone goes home after they have eaten

Collaborative programmes with Youth services, holiday programmes, and nutritionist
Code of conduct

4. How long has there been a harm reduction approach?

What was it like before?

This is quite recent within the last 5 years

5. What prompted the club to take positive steps? (eg was there an incident or outcry?)

High statistics of drug and alcohol use as it was “the norm” in the community.

6. How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)

By word of mouth, starting at the seniors first, the seniors then supporting the junior teams

Gained support from the community and other groups to work collaboratively

7. What support did the club get and from whom?

Rugby League Academy
Local Gyms
Nutritionists
Sport Manawatu
Youth Services

What is the current level of support for this within the club?

Family and community orientated – everyone looks after each other

Has that level of support increased over time?

Yes this has increased over the last 5 years

8. How are the practices/culture communicated and maintained?

Word of mouth and by example of the seniors

9. What has been the result of the positive culture or practices?

a) Level of player participation

b) Level of spectator support

Good spectator support although the location of the field we usually hire for games has limited space, the area is fenced off also so there is no overcrowding and crowds are easily controlled.

c) Behaviour on the side line

Good behaviour on the sidelines

d) Behaviour on the field

Good behaviour on the field

e) Behaviour and environment in the club facilities

Seniors look after the juniors and rope off the area. Concentration on developing juniors is more of a focus this year as we had to have our seniors right first.

10. Is there any support for further strengthening the practices/culture?

Best support is collaboration.

11. If so what would the club like to do (or has it done)?

Set timeframes for events to happen and organise things to develop relationships
Develop club identity
Job descriptions
Have policies put in place

12. What's been the 3 best things about the change?

Enjoyable
Coming together as a community
Young men being monitored by seniors

13. What have been the 3 biggest challenges?

Needed to do as volunteers
Having skill base for volunteer groups
Too much, too soon – Passion
Club – good quality training free of charge
Need structure – currently using Club Assist SPARC Sport Manawatu

14. What are the key learnings from these processes?

Lots of support

15. Any other information you feel would be useful to this project?

We try to celebrate club champs every year and nominate people and hold fundraising events, we also do security at events such as Matariki and get out in the community as a community to do positive things.

a) Were there any champions and what were their relationships/attributes?

Two players have been selected for NRL – one for the Paramata Eels side – Wella Hauraki and Rangi Chase for St George/Castlecliff

b) Has the membership changed in the club?

Thank you for your participation. Your input is appreciated

MOUNT WELLINGTON RUGBY LEAGUE FOOTBALL CLUB – Dean Kini

- 1. Do you know of any clubs that have a family friendly environment and/or have established a culture/practices that has or will lead to reduced harm from alcohol and/or drugs?**

Mount Wellington Rugby League Football club

- 2. If so, can you briefly describe the club? Eg where it is, what sports code, how many members, strength of the club**

- 3. Can you describe the practices, culture or environment that exists currently? For example, have any of the following been included?**

Discussion or communication with club members re new policy

Host responsibility approach adopted by servers

More food options available or promoted

Activities to encourage whanau involvement

- 4. How long has there been a harm reduction approach?**

What was it like before?

We have started trying to reduce alcohol around the kids for about a year now.

- 5. What prompted the club to take positive steps? (eg was there an incident or outcry?)**

It was an out cry from the kids that started this move.

- 6. How did the club create the positive change? (this is a particularly important question, so please provide as much detail as possible)**

It was discussed at committee meeting then filtered to the coaches. This is practised by having functions for the kids outside the adult ones.

- 7. What support did the club get and from whom?**

It has been embraced by all - parents, coaches etc.

Funding organization, health dept as well.

What is the current level of support for this within the club?

I believed this is supported by all. I we have not had any protest about it.

Has that level of support increased over time?

It is starting in increase

- 8. How are the practices/culture communicated and maintained?**

- 9. What has been the result of the positive culture or practices?**

a) eg level of player participation

Increased

b) level of spectator support

Increased

c) behaviour on the side line

delightfully improved

d) behaviour on the field

improved also I believe

e) behaviour and environment in the club facilities

It has always been of a great standard. Minimal trouble.

10. Is there any support for further strengthening the practices/culture?

Yes we are looking a more awareness among the kids and parents.

11. If so what would the club like to do (or has it done)?

More training

12. What's been the 3 best things about the change?

Stronger bond

More support of parents

Brighter future.

13. What have been the 3 biggest challenges?

Changing the culture

Getting the stubborn on board

Maintaining the stand.

14. What are the key learnings from these processes?

Change is good but it takes awhile

15. Any other information you feel would be useful to this project?

Not at this stage

a) Were there any champions and what were their relationships/attributes?

All the young Guns of the club

b) Has the membership changed in the club?

For the better so Yes

Thank you for your participation. Your input is appreciated

APPENDIX 2 - SPARC ORGANISATIONAL DEVELOPMENT MODEL

Summary of effective models adopted

SPARC Organisational Development Tool (ODT)

The SPARC Club Organisational Tool is designed to provide a comprehensive view of the capability and performance of a club or community sport organisation enabling areas of good practice and opportunities for development and improvement.

There are six modules within the ODT

- Leadership 15%
 - Direction
 - Governance
- Planning 15%
 - Strategic Planning
 - Annual Planning
- Customer Focus 20%
 - Customer Knowledge
 - Athletes (Participants)
 - Coaches
 - Officials
 - Administrators
 - Supporters
- Support Delivery
 - Infrastructure Support
 - Marketing Communication
 - Competition Management
 - Facilities and Equipment Management
- People Management 15%
 - Structure and Environment
 - Staff Management
 - Staff Engagement
 - Volunteer Management
 - Volunteer Engagement
- Sport Management (internal) 20%
 - Financial Management
 - Financial Sustainability
 - Member Management
 - ICT Management
 - Knowledge Management

The tool does not have policies with a focus on reduction of harm from alcohol and drugs which could be included under titles People Management, Customer Focus or Sport Management. (A full copy of the SPARC Club ODT is included)

APPENDIX 3 - GOOD SPORT MODEL

Good Sport Model

The primary aim of the Good Sports programme is to implement structural change within sporting clubs in order to reduce the incidence of alcohol related problems through a 3 level accreditation programme with the objectives to:

- Sport clubs that sell alcohol do so to the relevant liquor licensing and regulations
- Implement a set of criteria and policies regarding the use and promotion of alcohol
- To prevent the occurrence of alcohol related problems arising out of the unsafe and irresponsible use of alcohol at sport clubs

Specific outcomes for the programme are:

- A reduction in risky drinking in the short and long-term by club members
- A reduction of alcohol related problems especially the following:
 - Drink driving
 - Alcohol related violence
 - Alcohol related damage
 - Alcohol related assault
 - Alcohol related incidents
- Increased club viability, especially through the following:
 - Increased social capital
 - Increase club participation
 - Increase community participation

The Good Sports programme works on an accreditation process, Accreditation level 1, Accreditation level 2, Accreditation level 3 and Accreditation level 0 (alcohol free clubs) (A copy of an analysis of Good Sports is included)

APPENDIX 4 - SPORTS CLUB POLICY EXAMPLES

NAME of CLUB

Alcohol and Drug Policy

Club Name – Our culture

The Club Name is committed to sustaining an environment that both respects individual freedom and promotes the health, safety, and well-being of all members of our community. It is essential that the members of this community recognize that the misuse and abuse of alcohol and the use of illicit drugs constitutes a threat to the mission of the club.

All members of the club community are responsible for being fully aware of the requirements of Club Name policy as well as local laws regarding alcohol and other drugs. The club holds its members accountable for behaviour that violates club policy and may refer incidents which could constitute a violation of law to the appropriate officials.

Club Name – Our People

This policy applies to club members, affiliated teams and their guests on the Club Name owned or leased property and facilities and/or engaged in a Club activity.

If an individual is of legal age, 18 or older, he/she may possess and consume alcohol only for personal use and only in Club Name rooms, in accordance with this policy and all other local laws. Alcohol and other drugs possessed in violation of this policy are subject to confiscation. The Club Name is committed to creating a quality whanau environment, free from the abuse of alcohol & drugs. Possessing and using devices designed or intended to be used for the rapid consumption of alcohol (i.e. funnels, beer bongs, etc.), and engaging in behaviours intended to intoxicate (i.e. races, games, etc) will not be tolerated

Club Name – Our Rules: The following actions are prohibited:

1. Alcohol

- Possessing or consuming alcohol if under the age of 18
- No person, regardless of age, is permitted to possess or consume alcohol within the reserves Liquor Ban areas
- Operating a motor vehicle while under the influence of alcohol
- Misrepresenting one's age for the purpose of purchasing, possessing, or consuming alcohol
- Purchasing or serving alcohol to or for an underage person

- Being dangerously intoxicated to the point where the law mandates being taken into custody
- Creating, offering, or engaging in drinking games and other behaviours designed for the purpose of becoming intoxicated through the abusive use of alcohol

2. Illicit Drugs

- Possessing or using illegal substances, as defined by local statutes
- Possessing or using controlled substances as defined by local statutes (Controlled substances may be taken pursuant to a properly issued prescription, provided the controlled substance is taken as and in the amount prescribed).
- Distributing, selling, or possessing with the intent to distribute illegal or controlled substances, as defined by local statutes
- Possessing or using drug paraphernalia (including but not limited to pipes, bong, etc)
- Being under the influence of illegal or controlled substances as demonstrated by actions and/or other evidence

Manurewa – Our Process

The enforcement of the Club Name standards is a shared responsibility of all community members:

1. Address & introduce at AGM
2. Coaches & Managers informed
3. Display policy in club rooms
4. Positive drinking signage displayed
5. The Department of Police Services and commissioned law enforcement officers of Club Community will investigate any violations of statutes.
6. Club Name committee and volunteers intervene as appropriate when observing violations of the Alcohol and Other Drug Policy. When it is apparent that there are violations of the Alcohol and Other Drug Policy or when behaviour infringes on the rights of others or may affect the health and safety of members of the community.
7. Advertising should subscribe to the philosophy of low risk and legal use of alcohol.
8. Drinking of alcohol should not be portrayed as contributing to the personal, academic, or social success of individuals.

DATE : _____

PRESIDENT : _____

LICENSE HOLDER : _____

SECRETARY : _____

NAME of CLUB

ALCOHOL OTHER DRUG POLICY GUIDELINES

Vision

To create a supportive whanau (family) environment aimed at encouraging the development of youth, sports participation/leadership and promoting sportsmanship.

Mission

Utilising sport as an incentive to encourage whanau (family) participation in developing an experienced skill base of players and officials to further sport and career pathways
– Mauri Ora! (Life force)

THE CLUB:

The Club Name is located in the Club's Community and currently boasts X members.

The Club Name is committed to creating a quality whanau environment, free from the abuse of alcohol and other drugs, increasing the viability of the sports club and improving the range and quality of sport options available within the Club Community.

FUNCTIONS:

The Executive Committee identified club functions that will require responsibilities to the Club Name community:

1. Club Name Meetings
2. Club Name Team Building Weekend
3. Club Name Fundraiser's
4. Club Name Prize Giving – NO ALCOHOL PERMITTED
5. Club Name Annual Tournament (EG – Kurangaituku)

OUR RULES

- Alcohol may be consumed at the above club functions after 8.00pm by club members over the age of 18yrs
- No member Under the age of 18 shall possess or consume alcohol at Club Name Events
- No purchasing or serving alcohol to or for an underage person
- No member shall operate a motor vehicle while under the influence of alcohol
- The club does not encourage excessive or rapid consumption of alcohol
- An incident register shall be maintained and any incident recorded
- Safe drinking practices will be maintained by having a set start and finish time – 7.00pm TO 12.00pm
- No Club Name member is to attend training or games under the influence of alcohol or illegal substances. Suspicion on such activity will result in a referral to the Executive Committee for disciplinary action
- The club will avoid player prizes and raffle prizes that have an emphasis on alcohol

OUR PROCESS

- Coaches, Managers and Players are informed of the Alcohol and other Drug Policy via club meetings, Club constitution and rules & regulations, team mail outs (newsletter), club team building and website
- Non-compliance with the policy should be referred to the Executive Committee for judiciary and adjudicated by at least two committee members
- The club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the aims of the club Mission and Vision Statement
- Tap water is provided as an alcohol alternative free of charge
- Food is made available if more than 15 people are present

POLICY REVIEW

To ensure this policy continues to be relevant for the club operations and that it reflects the Club Name expectations, the policy will be reviewed bi-annually.

Signed: _____

Signed: _____

Position: _____
(Club President)

Position: _____
(Club Officials Coordinator)

Date: _____

Date: _____



