

St Marys Junior Rugby League Registration Policy Handbook



I want to be in
THAT NUMBER!





We care about you



You have the right to feel safe.



ST MARYS RUGBY LEAGUE CLUB

will listen to you if you feel worried, sad or angry – even if it’s about something you’ve seen on a screen.



If you’re worried, or you know a friend is worried, tell us so we can help you.

Talk to the adults in the pictures:



PETER BOWLER
JNR LEAGUE
PRESIDENT



ST MARYS
RUGBY LEAGUE CLUB



JANELLE BORG
JNR LEAGUE
SECRETARY



ADAM PRZYBYLA
RUGBY LEAGUE
MANAGER



GEOFF DANIELA
RL COMMUNITY &
DEVELOPMENT MGR



DANNIELLE LANE
RUGBY LEAGUE
ADMINISTRATOR

Who can I talk to?

Someone you feel safe with



Kids Helpline
Anytime. Any Reason.
1800 55 1800

Adults can find out more at ocg.nsw.gov.au



JUNIOR LEAGUE PRESIDENT'S MESSAGE

Welcome everyone to St Marys Rugby League Club, home of the mighty SAINTS!

Whether you're returning this season or new to the St Marys Rugby League Club family, we want you to know that we are committed to providing a safe and supportive environment for all participants, especially children and young people.

This handbook outlines some simple rules and guidelines to support our commitment. It is important that you read the handbook and understand what is expected of players, parents, volunteers and officials. Detailed copies of our policies, including Child Safety and equitable access can be found at <https://juniors.stmarysleagues.com.au>

Should you have any questions or comments regarding the contents of this handbook, or concerns regarding the behaviour of a parent, participant, volunteer or official, please contact our Rugby League Executive.

We look forward to another successful year ahead for the Mighty Saints and hope that you enjoy your involvement with St Marys Rugby League Club, and of course the great game of rugby league.

Lastly, special thank you to our officials, coaches and volunteers who aid in supporting over 1,000 St Marys Rugby League Club players and 64 rugby league teams throughout the year.

Regards

Peter Bowler

St Marys Junior Rugby League President



CONTACT INFORMATION

Our Rugby League office is located next to St Marys Leagues Stadium at the Cnr Forrester & Boronia Roads, St Marys NSW 2760.

The office is open Monday to Friday, 9am – 5pm.

ST MARYS JUNIOR RUGBY LEAGUE EXECUTIVE

Rugby League Manager - Adam Przybyla

M: 0407 847 312

E: aprzybyla@saintsrl.com.au

Rugby League Community & Development Manager - Geoff Daniela

M: 0472 802 449

E: gdaniela@saintsrl.com.au

Rugby League Administrator - Dannielle Lane

M: 0437 304 003

E: dlane@saintsrl.com.au

Junior League President - Peter Bowler

M: 0417 788 522

E: peter.bowler@live.com.au

Junior League Secretary - Janelle Borg

M: 0419 746 875

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ON-LINE COMMUNICATIONS

WEBSITE: <https://juniors.stmarysleagues.com.au>

FACEBOOK: St Marys Saints Junior Rugby League Club

INSTAGRAM: stmarysjrlc



You have the right to feel safe

If you're worried, sad or angry, or have a friend
who feels that way, it is OK to tell us.

will listen, believe and respond to any worries you have about your safety,
whether in the real world or online.

You can talk to these people if you don't feel safe:

Adam Przybyla (Rugby League Manager) E: aprzybyla@saintsrl.com.au
Geoff Daniela (Community & Development Mgr) E: gdaniela@saintsrl.com.au
Dannielle Lane (Rugby League Administrator) E: dlane@saintsrl.com.au
Peter Bowler (Jnr League President) Janelle Borg (Jnr League Secretary)
Our Jnr League Executive / Child Safety Officers can also be reached via (02) 9677 7757

Police
000



eSafety
Commissioner



Kids Helpline
Anytime. Any Reason.
1800 55 1800

Safeguarding Children & Young People

All persons involved in our rugby league activities are required to report any child safety concerns including:

- Disclosure of abuse or harm
- Allegation, suspicion or observation
- Breach of a Code of Behaviour
- Safety issues relating to the physical environment

Examples of scenarios which may be signs of Child Abuse or Neglect:

- Distrust or wariness of adults;
- Extreme behaviour – aggressive, submission, anxious, distressed;
- Low self-esteem, being withdrawn or having difficulty relating to adults or other children;
- Being overly obedient and trying hard to please;
- Difficulty concentrating;
- Excessive rocking, humming, sucking or biting;
- Bedwetting, frequent nightmares or sleeping difficulties (seeming tired and falling asleep at unusual times);
- Seeming to be accident prone or having unexplained bruises or injuries at different stages of healing;
- Explanations for injuries that are unbelievable, vague or don't align with the type of injury;
- Alcohol or drug abuse;
- Suicidal tendencies;
- Not wanting to go home (or somewhere else)
- Creating stories or artwork about abuse; and
- Inappropriate sexual knowledge or behaviour for the age and development of the child.

Incidents should be reported to a member the St Marys Junior Rugby League Executive (Rugby League Manager, Rugby League Administrator, Community & Development Manager, Jnr League President or Jnr League Secretary). Incidents can be reported face to face, via telephone, written correspondence or electronic communications.

St Marys Rugby League Club is committed to:

- Ensuring every complaint regarding the safeguarding of children is taken seriously and handled with sensitivity and urgency.
- Protecting the rights, dignity, and safety of the child through prompt, impartial, and thorough investigation of all complaints.
- Maintaining transparency and accountability in our complaint management process.
- Learning from each complaint to continually improve practices and prevent future incidents.

When handling complaints related to safeguarding children, St Marys Rugby League Club adheres to the following principles:

- **Child-Centric:** The primary focus is always on the well-being and protection of the child.
- **Confidentiality:** All complaints will be treated with strict confidentiality and only shared on a need-to-know basis.
- **Transparency and Fairness:** The process will be easily accessible, clearly communicated, and consistently applied.
- **Timeliness:** Complaints will be acknowledged and investigated without undue delay, and within 48 hours of receipt
- **Accountability:** All investigations and outcomes will be documented and reviewed regularly to ensure practices align with the highest safeguarding standards.
- **Support:** Affected individuals will be supported throughout the process with access to information, guidance, and advocacy if needed.
- All records related to complaints shall be stored securely, in line with data protection laws and organisational policies.

A copy of the Club's Child Safety Policy, Complaints Handling Policy for Safeguarding Children & Young People, and complaint form can be found at <https://juniors.stmarysleagues.com.au>

If you become aware that a child or young person is at imminent risk of harm or immediate danger, you must report the situation directly to the Police – CALL '000'

NSW Government - Office of the Children's Guardian Working With Children Check

It is a prerequisite for anyone involved in child related work at St Marys Junior League, whether paid or otherwise (ie. coaches, trainers, officials, committee persons, volunteers), undergo a **“A Working with Children Check”**. It involves a national criminal history check and review of reportable workplace misconduct.

The result of a Working with Children Check is either a clearance to work with children for five years, or a bar against working with children.

Cleared applicants are subject to ongoing monitoring, and relevant new records may lead to the clearance being revoked.

The Check is fully portable which means it can be used for any paid or unpaid child-related work in NSW for as long as the worker remains cleared.

NRL Child Safety – Patrons of the Game Course

It is compulsory for all St Marys Junior Rugby League Club Executive, Committee persons, Coaches, Managers, Trainers, Officials and Volunteers to complete the **NRL Child Safety – Patrons of the Game** course each year and provide proof of accreditation.

Office of the Children's Guardian



Did you know?

- Child safety is everyone's responsibility
- Children have a right to privacy, especially in change rooms
- You should speak to your supervisor if you have concerns about child safety
- You must have permission to take photos of children
- It is always right to raise a concern about child safety
- You should always follow your organisation's Child Safe Code of Conduct

ST MARYS JNR LEAGUE EXECUTIVE & CHILD SAFE OFFICERS

Adam Przybyla (Rugby League Manager)

Geoff Daniela (Community & Development Mgr)

Dannielle Lane (Rugby League Administrator)

Peter Bowler (Jnr League President)

Janelle Borg (Jnr League Secretary)

E: aprzybyla@saintsrl.com.au

E: gdaniela@saintsrl.com.au

E: dlane@saintsrl.com.au

E: peter.bowler@live.com.au

E: janelle.borg@hotmail.com

If you see something,
you should say something.

Call police if you believe a
child is at risk of abuse.

NSW Police
000

Child Protection Helpline
132 111



Our Jnr League Executive / Child Safe Officers can also be reached via (02) 9677 7775

Find out more
ocg.nsw.gov.au



Codes of Conduct & Good Behaviour Rules

St Marys Rugby League Club welcomes all players, coaches, trainers, managers, officials, supporters and parents to the 2025 Season. This Registration Handbook contains very important information in relation to codes of conduct and standards of behaviour expected by those involved in our Club. It is critical that everyone understands, accepts, and is committed to those standards and the culture of St Marys Rugby League Club.

By respecting the Codes of Conduct and Good Behaviour Rules you will greatly assist in the participation and enjoyment of all involved in the greatest game in the world. The safety and wellbeing of players and all those associated with our Club is paramount and the Codes of Conduct and Good Behaviour Rules form the basis of ensuring that.

Zero Tolerance

St Marys Rugby League Club has adopted and is committed to a Zero tolerance policy in relation to breaches of the Codes of Conduct, Good Behaviour Rules and poor behaviour. Please read, support and encourage what the Club is trying to achieve for the betterment of all.

Parents, Players, Officials or others found to be in breach of the Codes of Conduct & Good Behaviour Rules or who behave in a way that St Marys Rugby League Club deems to be inappropriate will face disciplinary action.

Certain breaches will result in the registration of a child being cancelled. Breaches may also result in a person being suspended from attending the Club's licensed premises and / or rugby league grounds.

Any complaints regarding suspected child abuse, sexual assault or other criminal activity will be reported to the Police and / or relevant Government authority.

Reporting Breaches to the Codes of Conduct, Club Policies & Guidelines

The Junior League Executive are responsible for dealing with any complaints and / or breaches to the Codes of Conduct and Good Behaviour Rules. They are authorised to take evidence and adjudicate upon any complaint of misconduct considered detrimental to the policies, interests and welfare of any person involved in our junior league.

The Club will handle complaints regarding both on and off field behaviour based on the principles of procedural fairness, that is:

- all complaints will be taken seriously;
- Both the person making the complaint and the person that the complaint is made against will be given full details of what is being said and have the opportunity to respond.
- Decisions will be unbiased and fair.

Any complaints must be addressed to the Rugby League Executive either in writing, face to face or via phone. The Executive will:

- listen carefully and ask questions to understand the nature and extent of the problem;
- explain the different options available to help resolve the problem.

Where appropriate and necessary the Rugby League Executive will facilitate the resolution process. This may involve:

- encouraging the person making the complaint to talk to the person being complained about.
- bringing all those concerned together to talk objectively through the problem.
- gathering more information (witnesses)
- seeking advice from the Penrith & District Junior League.
- Referring the complainant to an external agency such as a communication mediation centre, police or anti-discrimination agency.

It is important to note that any person deemed guilty of breaching the Club's Codes, Guidelines or Rules will be required to attend a disciplinary hearing. Failure to attend a disciplinary hearing may result in the matter being heard and dealt with in the absence of the accused. More serious complaints / breaches may be escalated to the Board of Directors and / or the Penrith & District Junior League.

Guidelines for Social Media

These guidelines apply to all St Marys Junior Rugby League Club Players, Committee Persons, Officials, Volunteers, Parents and Spectators who create or contribute to blogs, wikis, social networks, virtual worlds, or any other kind of Social Media. Whether you log into Twitter, Facebook, Instagram, Snapchat, or TikTok, or comment on online media stories - these guidelines are for you.

We expect everyone who participates in online commentary to understand and to follow these simple but important guidelines. These rules might sound strict but please keep in mind that our goal is simple: to participate online in a respectful way that protects and promotes all St Marys Junior Rugby League Club participants, the Club's reputation and of course follows the letter and spirit of the law.

- Postings should be family friendly and feature positive news. Do not post information in any format that may harm the reputation of any person or the reputation of St Marys Junior Rugby League Club.
- Never use a public forum or social media outlet to criticise another participant. Abusive, discriminatory, intimidating, or offensive statements will not be tolerated, and any such communication or online content should be reported to the Rugby League Executive immediately.
- Watch your language - avoid swear words and profanity and remember that your sense of humour may not be shared by others. You should not make comments based on religion, politics, sex, sexuality or racial issues.
- Remember that your comments can be seen by many and a comment is not easy to erase once you commit to making it public. It is important to note those persons who publish false or misleading comments about another person in the public domain maybe liable for defamation.
- When disagreeing with the opinion of others keep it appropriate and polite.
- It is inappropriate for adult officials to communicate on a one-on-one basis with players under the age of 18 years via social media platforms and / or messaging.

Guidelines for Social Media

- Adult officials should not have players under the age of 18 years as their “friends” on social networking sites when the primary reason for the relationship is rugby league and they have a position of trust in relation to that young person.
- Officials should carefully consider what they post as some comments can be seen by friends of friends. This also applies to comments left on other people’s pages and the sharing of photographs. Consider your position as a role model in this area.
- In the event of a player under the age of 18 years showing an official a text, instant message, image, email or posting that is considered inappropriate for a child to have, the official must inform the appropriate person whether that be the Club or Guardian of the minor.
- Treat others as you would like to be treated.
- Be smart about protecting yourself and your privacy. What you publish is widely accessible and will be around for a long time, so consider the content carefully. Google and Microsoft have long memories!
- Participants who send inappropriate electronic communication or post inappropriate online content or comments regarding another St Marys Junior Rugby League Club participant or any third party will be subject to disciplinary action by the Junior League Executive and the St Marys Rugby League Club Board of Directors.

Anti-discrimination, Harassment & Bullying Policy

St Marys Rugby League Club opposes all forms of discrimination, harassment and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and social media. Some forms of discrimination, harassment and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

St Marys Rugby League Club takes all claims of discrimination, harassment, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the Rugby League Executive.

St Marys Rugby League is welcoming and we will seek to include members from all areas of our community.

- **People with a disability**

Where possible we will include people with a disability in our teams and club.

- **People from diverse cultures**

We will support and respect people from diverse cultures and religions to participate in our club.

- **Sexual & Gender Identity**

All people, regardless of their sexuality, are welcome at our club. We strive to provide a safe environment for participation and will take action over any homophobic behaviour.

- **Girls playing in boys teams**

If there is not a separate sex competition, our club will support girls playing in boys teams up until the age of 12 years.

Equality

St Marys Rugby League Club is committed to providing a safe environment where individuals of all ages and genders can participate in social activities and rugby league. St Marys Rugby League Club acknowledges:

- The disadvantaged position some individuals have had in rugby league due to their gender.
- Achieving gender equality requires diverse approaches for women and girls to achieve similar outcomes for all genders.
- Achieving equality requires diverse approaches for men, people with disabilities, First Nations peoples, LGBTQIA+ individuals, and people from culturally and linguistically diverse communities to achieve similar outcomes for all.

St Marys Rugby League Club will:

- Engage fairly and equitably with participants, community stakeholders, staff, members, volunteers, officials, supporters, and members of the Penrith & District Junior Rugby League and NSW Rugby League, in a positive, respectful, and constructive manner, regardless of gender.
- Engage with the broader rugby league community to assess the implications for women, men, people with disabilities, First Nations peoples, LGBTQIA+ individuals, and people from culturally and linguistically diverse backgrounds of any planned action, including policies, programs, and communications.

Statement of Intent

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future planning, policies, and practices. St Marys Rugby League Club understands that gender equality is:

- The attainment of equal rights, responsibilities, and opportunities for women, men, trans, and gender-diverse people. Equality does not mean that everyone will become the same, but that their rights, responsibilities, and opportunities will not depend on their gender.
- The provision of fairness and justice in the distribution of benefits and responsibilities.

Guidelines for Head Injuries and Managing Concussion



The most important element in the management of concussion must always be the welfare of the player. All players with concussion, or suspected of having a concussion, should seek urgent medical assessment.

Sport-related concussion is a traumatic brain injury caused by a direct blow to the head, neck or body resulting in an impulsive force being transmitted to the brain that occurs in sports and exercise-related activities. Symptoms and signs may present immediately, or evolve over minutes or hours, and commonly resolve within days, but may be prolonged (Patricios et. al. 2023).

Symptoms include but are not limited to headache, blurred vision, dizziness, nausea, poor balance, fatigue and feeling “not quite right”. A concussed player may also exhibit confusion, memory loss and reduced ability to think clearly and process information. Loss of consciousness is not common and occurs in less than 10% of cases of concussion. **A player does not have to lose consciousness to have concussion.**

The management of head injuries may be difficult for non-medical personnel. It may be unclear whether you are dealing with a concussion, or there is a more severe structural head injury, especially in the early phases of an injury. Concussion is considered a medical condition and therefore can only be assessed, diagnosed, and managed by an appropriately qualified doctor.

- In the period following a concussion, a player should not be allowed to return to play or train until they have had a formal medical clearance using the NRL Head Injury/Concussion Medical Clearance form by a doctor. N.B. this is the only form in Rugby League that will be accepted as medical clearance to return to play.
- A RTS (Return to Sport) Strategy should be followed to manage the return to training and/or play following a diagnosed concussion. Children and adolescents generally take longer to recover from a concussion and additional time (there is limited research determining how much additional time is required, however it is recommended a minimum of at least double the time period required for adults) should be allowed in developing a RTS Strategy for a child or adolescent.

Guidelines for Head Injuries and Managing Concussion



- For children and adolescents, an RTL (Return to Learn) Strategy may be required. If symptom exacerbation occurs during cognitive activity or screentime, difficulties with reading or other aspects of learning are reported, clinicians should consider the implementation of an RTL Strategy. RTL and RTS Strategies can be completed in parallel, however student athletes should complete full Return to Learn before unrestricted Return to Sport.
- Unrestricted Return to Sport can only occur once a player has been cleared using the NRL Head Injury/Concussion Medical Clearance Form.
- A child or adolescent is defined as a person aged 18 years and younger, an adult is defined as a person who has attained the age of 19 years and above.
- Player's suspected of having a concussion must not be allowed to drive, operate machinery, drink alcohol, take anti-inflammatory medication (including aspirin and Ibuprofen), or use strong painkillers, such as those containing codeine, or sleeping tablets until they have been medically cleared to do so by a doctor.
- The best available evidence shows that recommending strict rest until the complete resolution of concussion-related symptoms is not beneficial following a Sport Related Concussion (SRC). Relative (not strict) rest, which includes activities of daily living and reduced screen time, is indicated immediately and for up to the first 2 days after injury. Individuals can return to light-intensity physical activity (PA), such as walking that does not more than mildly exacerbate symptoms, during the initial 24–48 hours following a concussion.

Complications can occur if a player continues playing before they have fully recovered from a concussion. Therefore, a player who is suspected of having a concussion must be taken out of the game or training session immediately. A player who has suffered a suspected concussion or exhibits the symptoms of concussion should not return to play in the same game or training session or any game/training session until medically cleared by a doctor, even if they appear to have recovered.

Guidelines for Head Injuries and Managing Concussion



The complications which can possibly occur following a concussion include:

- Increased risk of other musculoskeletal injury (possibly due to an increase in reaction time) or repeated concussion (with the second injury often much more severe than the first);
- Prolonged symptoms;
- Symptoms of depression, anxiety and other psychological problems;
- Severe brain swelling (especially in young players); and
- Potential long-term cognitive deficits and a deterioration in brain health, however this is not currently definitively proven but currently the topic of continued research.

Complications are not common, however, the risk of complications from a concussion are increased by allowing the player to return to play or unrestricted training before they have completed the RTS Strategy as outlined below. It is therefore essential to recognise a suspected concussion, remove the player from the game or training, confirm the diagnosis with a doctor, and keep the player out of training and competition until the player has been cleared by a medical professional using the NRL Head Injury/Concussion Medical Clearance Form.

A complete copy of the NRL Community Rugby League Policy and Guidelines for the Management of Concussion can be found at <https://www.playrugbyleague.com/policies>

STEPS IN THE MANAGEMENT OF CONCUSSION

Presence of any symptoms or signs suggestive of concussion e.g., stunned, confused, memory problems, balance problems, headache, dizziness, 'not feeling right'



Apply first aid, including cervical spine immobilisation, if indicated



Remove from the Ground – Assess using the NRL Community Head Injury, Recognition and Referral Form*
*Developed from the CRT6



Presence of any RED FLAGS as per CRT6 following injury: neck pain or tenderness, double vision, weakness or tingling in the arms/legs, severe or increasing headache, seizure or convulsion, deteriorating conscious state, vomiting, increasingly restless, agitated or combative, or any other deteriorating



YES – Call an ambulance and Refer to hospital



NO – DO NOT allow a player to return to play. Refer to a medical practitioner for assessment either at the ground, local medical centre, or hospital emergency department.

NOTE: For any player with a loss of consciousness, basic first aid principles should be applied i.e., **D**anger, **R**esponse, **S**end for help, **A**irway, **B**reathing, **C**PR, and **D**efibrillation (**DRSABCD**). Care must always be taken with the player's neck, as it may have also been injured in the collision. An ambulance should be called, and the player(s) transported to hospital for assessment and management.



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