



Mareeba Junior Rugby League Club - Code of Conduct

SECTION 1 — Who We Are

Mareeba Junior Rugby League is a proud community club with a long history of rugby league in our region. For generations, the game has brought people together in Mareeba — building connection, resilience and pride.

We are a small town with a big heart.

As a junior club, we are responsible not only for developing footballers, but for helping young people grow and for strengthening our community. Players, coaches, volunteers, parents and supporters all play a role in shaping the culture of MJRL.

At MJRL, differences are left at the gate. Once we are here, everyone is held to the same standards.

How we behave — on and off the field — matters.

SECTION 2 — What We Believe

Junior rugby league should be positive, inclusive and developmental.

At MJRL, we believe that effort matters just as much as ability, and that children deserve the chance to learn, improve and grow in a supportive environment. No child is written off for having a bad day, a bad game or a tough season if they continue to show up and try.

When a child struggles with behaviour, confidence or engagement, the first response is to ask why before we judge. Decisions are made with player safety and wellbeing at the centre.

The team matters. Strong teams are built by valuing every player, supporting them, and creating space for each individual to grow.

SECTION 3 — Role Expectations

The values and standards outlined in this Code apply to everyone involved in MJRL.

We rely on the leaders within our club — including coaches, volunteers, committee members and families — to help set the standard for behaviour and culture. The way adults act, communicate and respond has a direct impact on the experience of young players and the wider club environment.

The following sections outline expectations for each role. Practical checklists sit alongside this Code and are designed to support understanding and day-to-day application.

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SECTION 3.1 — Coaches & Team Volunteers

Coaches, team volunteers and committee members set the tone at MJRL. When we represent the club, how we speak, act and respond — especially when things are tough — has a big impact on players and families.

People in coaching and support roles are expected to help create a safe and positive environment for all players. This means setting standards, but also showing care, valuing effort, and remembering that kids learn and develop at different rates.

Coaching takes time and effort. While detailed plans are not required, coaches are expected to give some thought to what their team needs across the season and at training. Support is available, and coaches are encouraged to ask for help when needed.

MJRL recognises that coaching and volunteering can be demanding and appreciates the time given by volunteers. At the same time, behaviour that puts player wellbeing or a safe environment at risk is not acceptable and will be addressed in line with this Code.

SECTION 3.2 — Players

Being part of MJRL means being part of a team, a club and a community.

Playing junior rugby league is about having a go, learning, and being part of something bigger than yourself. Players are expected to play by the rules, play fair, and look after their teammates, opponents, coaches and officials.

Wearing the MJRL jersey means being part of a club that is supported by a wide and diverse community. Players are expected to represent the club with pride, both on and off the field.

MJRL understands that players are still learning. When players struggle with behaviour, confidence or engagement, the first response is guidance and support — especially where effort is shown. No player will be written off for having a bad day, a bad game or a tough season.

At the same time, repeated or serious behaviour issues will be addressed by the Club in line with this Code.

For players in Under 13s and above, some on-field incidents and serious behaviour matters are managed through Queensland Rugby League (QRL) judiciary and Code of Conduct processes. Where this applies, MJRL will support and follow these processes alongside its own.

SECTION 3.3 — Parents, Carers & Spectators

If you are part of MJRL — whether as a parent, carer or spectator — you matter. The way adults behave at training, games and club events has a big impact on how kids experience junior rugby league.

Parents and carers are expected to support effort, learning and enjoyment, and to let coaches coach and players play. Kids learn from what they see on the sideline. Concerns should be raised through club communication pathways, not from the sideline or online.

MJRL is a proud and competitive club. Passion, encouragement and backing your team are part of the game here. Passion is welcome — disrespect is not.

MJRL is a volunteer-run club and aims to provide a safe, family-friendly environment. Alcohol must only be consumed in licensed areas, and smoking or vaping is not appropriate around playing or spectator areas. Behaviour that takes away from a safe and positive environment is not acceptable at club activities.

Behaviour that puts player wellbeing or a safe environment at risk will be addressed in line with this Code.

SECTION 4 — Social Media & Online Behaviour

What is said online carries the same weight as what is said in person.

All participants are expected to communicate appropriately about players, coaches, officials, volunteers, the Club and other clubs. Social media must not be used to criticise, harass, abuse or undermine individuals or the Club.

Online comments can affect individuals, teams and the reputation of the Club, including the experience of the children who play here.

Concerns, feedback or complaints must be raised through club communication pathways, not on social media or other public forums. If you wouldn't say it at the fence, in the clubhouse or in front of kids, it shouldn't be said online.

Online behaviour that breaches this Code will be managed in line with the Club's behaviour and complaints processes.

SECTION 5 — Complaints and Behaviour Management

MJRL aims to address behaviour concerns early, fairly and with care. Most issues are managed through guidance, support and clear communication, with the focus on improving behaviour and protecting player wellbeing.

SECTION 5.1 — Raising Concerns, Feedback and Complaints

Using the right first point of contact helps resolve most issues early and avoids unnecessary escalation.

Concerns should be raised through club communication pathways, rather than from the sideline, in group chats or on social media.

The table below outlines the recommended **first point of contact**, depending on who is raising the concern. If a conflict of interest exists, concerns may be raised directly with the Secretary or President.

Table: Communication & Escalation Pathways

Who is raising the issue	First contact	If the issue continues / next step
Coaches & Volunteers	Coaching Coordinator	President or Secretary if unresolved, or where a conflict of interest exists. Volunteers may also seek advice from the volunteer coordinator.
Parents & Carers	Team Manager (admin or minor matters)	Coaching-related concerns to Coaching Coordinator or Wellbeing Officer . Parents may also seek advice from the volunteer coordinator. Written contact to Secretary if required
Players	Trusted adult	May include Coach, Team Manager or Wellbeing Officer . Safety or wellbeing concerns may escalate directly to the Coaching Coordinator or Secretary
Feedback (Non-Formal)	Online feedback form	Reviewed by Club leadership. Serious matters may be escalated consistent with Club policies
Formal Complaints	Secretary (in writing)	Managed by the Management Committee in accordance with the Constitution

Additional notes:

- Feedback submitted via the online form is **not a formal complaint**
- Feedback may be submitted **anonymously or with contact details** if a response is sought
- Anonymous feedback may limit the Club’s ability to respond, but serious concerns will be acted on where required

SECTION 5.2 — How Behaviour Concerns Are Managed

When behaviour concerns require a formal response, MJRL uses a staged approach. This helps ensure responses are clear, appropriate and focused on protecting player wellbeing and the club environment.

This approach applies to all participants, including players, coaches, volunteers, parents, spectators and committee members.

Where applicable, this process operates alongside Queensland Rugby League (QRL) judiciary or disciplinary processes.

Table: Three Phase Process for Behaviour Concerns

Stage	When this stage may apply	Possible responses	Purpose
Stage 1 – Support & Guidance	<ul style="list-style-type: none"> • First-time issues • Lower-level behaviour concerns • Misunderstandings or lapses in judgement 	<ul style="list-style-type: none"> • Conversation to clarify expectations • Guidance, support or mentoring • Education around club values and standards • Agreed steps to address the issue 	Support and correction, not punishment
Stage 2 – Formal Warning & Temporary Restriction	<ul style="list-style-type: none"> • Behaviour continues after Stage 1 • Issue is more serious in nature • Boundaries have not been respected 	<ul style="list-style-type: none"> • Formal warning • Temporary suspension or restriction from some club activities (e.g. training, games, events) • Conditions placed on continued involvement 	Set clear boundaries and protect the club environment
Stage 3 – Removal from Club Activities	<ul style="list-style-type: none"> • Serious misconduct has occurred • Behaviour poses a risk to others • Previous stages have not resulted in change 	<ul style="list-style-type: none"> • Suspension or removal from all club activities for the remainder of the season • Non-renewal or cancellation of membership • Referral to governing bodies where required 	Protect individuals, the club and the wider community

SECTION 6 — Our Commitment

MJRL is committed to creating a positive, safe and inclusive environment for all participants. In applying this Code, the Club commits to:

- Supporting players, coaches and volunteers
- Acting early when concerns arise
- Promoting effort, learning and enjoyment
- Protecting player wellbeing
- Applying behaviour standards fairly and consistently
- Intervening clearly where behaviour does not align with club values

This Code is intended to support positive behaviour, guide early intervention and provide clarity where boundaries are crossed. It is applied with fairness, proportionality and a focus on the best interests of junior players and the Club community.

Together, we are responsible for the culture we create.

Appendix A — QRL Code of Conduct: Breaches (U13s and above)

(Summary reference only - [full document available here](#))

The following table summarises the Queensland Rugby League (QRL) Code of Conduct breach framework. It applies to **players aged Under 13s and above** and operates **alongside** MJRL club processes.

Table: QRL Breach Summary

Breach Category	Description (examples)	Typical Outcome	Managed By
Minor Breaches	Low-level misconduct, dissent, unsporting behaviour	Warning or demerit points	QRL
Moderate Breaches	Repeated misconduct, abusive language, poor sportsmanship	Demerit points, match suspension	QRL
Serious Breaches	Abuse, threats, violence, racial vilification, serious misconduct	Immediate suspension, judiciary referral	QRL Judiciary
Repeated Breaches	Accumulation of demerit points across season	Automatic suspension or further sanction	QRL

Important Notes

- QRL Code of Conduct and Demerit Point processes apply to on-field and certain off-field behaviour for Under 13s and above.
- MJRL club processes operate **in parallel** and may address behaviour, welfare and participation matters not covered by QRL judiciary processes.
- Where required, MJRL will support and comply with QRL investigations, suspensions and determinations.
- This summary is provided for information only. The official QRL Code of Conduct and Judiciary Guidelines apply at all times.

Appendix B — Coach Development & Support Framework *(Internal reference tool)*

This framework exists to support coaches in their role and to help them grow in confidence, skill and effectiveness over time. Coaching junior rugby league is challenging, and many coaches are learning as they go.

The framework may be used to guide positive conversations, offer feedback, or identify areas where additional support or mentoring could be helpful. It is **not a grading system** and is not used to rank or compare coaches.

Where development, behaviour or performance concerns are raised, this framework can also help provide clarity and consistency when working through those issues together.

Table: Coaching Framework

Area	Needs Developments	Meeting Expectations	Exceeding Expectations
Player Environment	Players disengaged or uneasy	Players feel safe and supported	Players confident, engaged and motivated
Team & Player Development	Limited improvement observed over time	Clear improvement across season	Strong development across all ability levels
Inclusion & Effort	Ability prioritised over effort	Effort and attendance valued	All players challenged, supported and included
Behaviour & Role Modelling	Behaviour or language not aligned with club expectations	Behaviour aligned with expectations	Consistent positive role model
Communication	Communication can be defensive or unclear	Respectful and clear	Proactive, constructive communication
Planning & Coaching Intent	Limited evidence of planning; sessions often improvised	Sessions show thought and purpose	Clear season and session planning; adapts to player needs
Engagement with Club	Limited engagement with guidance or support	Engages with support when needed	Actively collaborates with others and mentors where appropriate

Planning does not require formal documents or complex programs. It may include simple session plans, clear weekly goals, or discussions with the Coaching Coordinator.

Appendix C — Player Engagement & Behaviour Reflection *(Internal reference tool)*

This framework is designed to support coaches in understanding player behaviour and engagement, and to help identify when a player may need guidance, reassurance or additional support.

It is intended as a reflective tool to assist decision-making and conversations, not as a disciplinary checklist or labelling system.

This framework is not shared publicly and is used to guide internal support discussions. It encourages coaches to ask:

“Is this a discipline issue — or a support opportunity?”

Table: Players Framework

Area	Needs Support	On Track	Thriving
Turning up & having a go	Attendance or effort is inconsistent	Turns up and puts in effort	Highly committed and sets the standard
Team behaviour	Struggles to meet team behaviour expectations	Respectful to teammates and coaches	Positive influence within the team
Learning & response to coaching	Can become frustrated or switch off when challenged	Listens and responds to coaching	Curious, resilient and keen to improve
Playing tough but fair	Struggles at times with control or boundaries	Competes hard within the rules	Tough, fair and disciplined
Enjoyment & connection	Appears disengaged or not enjoying footy	Generally positive and involved	Loves being part of the team
Representing the club	Needs reminders about behaviour or club pride	Represents the club appropriately	Shows pride in the jersey on and off the field

Appendix D - Coaches and Team Volunteers Checklist

1. **Player Environment**

Create a safe, positive and inclusive team environment. Ensure players feel supported, valued and able to have a go. Address behaviour early and calmly, with player wellbeing in mind.

What this looks like: Players feel comfortable turning up, making mistakes, and trying again.

2. **Team & Player Development**

Focus on learning, improvement and development across the season. Extend natural ability while supporting effort and growth in every player. Recognise that players develop at different rates.

What this looks like: Progress over time matters more than short-term results.

3. **Inclusion & Effort**

Value effort, attendance and attitude, not just ability. Give all players opportunities to be involved and challenged. Avoid writing players off based on skill, confidence or behaviour.

What this looks like: Every player knows they belong and that effort counts.

4. **Behaviour & Role Modelling**

Set clear standards while showing care and understanding. Model the behaviour expected from players and parents. Be mindful of language, body language and reactions.

What this looks like: Calm, respectful leadership, especially when things are tough.

5. **Communication**

Communicate clearly and respectfully with players, parents, officials and volunteers. Address issues directly and through club processes, not in the moment. Keep conversations focused on solutions, not blame.

What this looks like: Even difficult conversations are handled professionally.

6. **Planning & Coaching Intent**

Support the team through coach-directed preparation and intent. Contribute to sessions and game day in line with the coach's plan and the needs of the players. Understand the purpose of activities and help reinforce key messages where appropriate. Planning does not need to be complex, and support is available.

What this looks like: Everyone working with the team understands the goals for training and games and helps create a focused, positive environment.

7. **Engagement with the Club**

Work constructively within club processes and decisions. Raise concerns early and seek support when challenges arise. Engage with guidance from the Coaching Coordinator.

What this looks like: Coaches and volunteers are supported and not left to manage issues alone.

Appendix E - Players Checklist

(This checklist supports the MJRL Code of Conduct and applies to all players.)

1. **Turning Up & Having a Go**

- Turn up to training and games ready to compete.
- Put in effort, even on tough days.
- Having a crack matters here.

What this looks like: You show up, stay involved, and keep going.

2. **Team Behaviour**

- Treat teammates, opponents and coaches properly.
- Follow the rules and accept decisions from referees.
- If there's an issue, captains raise it calmly at appropriate breaks in play.

What this looks like: You play hard without losing control or blaming others.

3. **Learning & Response to Coaching**

- Listen to your coach and try to apply feedback.
- Own your mistakes and move on.
- Mistakes are part of learning — they don't define you.

What this looks like: You stay engaged, even when things don't go your way.

4. **Playing Tough but Fair**

- Compete hard and give your best.
- Play within the rules.
- Tough football does not mean cheap shots, abuse or dirty play.

What this looks like: Strong, disciplined football that earns respect.

5. **Enjoyment & Connection**

- Back your teammates and acknowledge good play from both sides.
- Be someone your teammates want beside them.
- Enjoy the game and the people you play with.

What this looks like: You contribute to a positive team environment.

6. **Representing the Club**

- Represent MJRL with pride on and off the field.
- Your actions reflect on your team, your club and your community.

What this looks like: You wear the jersey properly and act accordingly.

Remember:

Everyone has off days — effort matters. Support comes first when you are trying. Repeated or serious behaviour issues will be addressed.

Appendix F - Parents, Carers and Spectators Checklist

(This checklist supports the MJRL Code of Conduct and applies to all parents, carers and spectators.)

- ❖ As part of MJRL, parents, carers and spectators are expected to:
- ❖ Support effort, learning and enjoyment — not just results.
- ❖ Support children to attend training and games where possible, and communicate with coaches or team managers about attendance or any health or wellbeing concerns that may affect participation.
- ❖ Encourage all players and acknowledge good play from both teams.
- ❖ Treat coaches, referees, officials and volunteers appropriately.
- ❖ Let coaches coach and players play.
- ❖ Remain off the field of play during training and games, unless invited or required in an official role.
- ❖ Follow club rules around alcohol, smoking and vaping at all club activities.
- ❖ Raise concerns through club communication pathways, not from the sideline, in group chats or online.
- ❖ Help where possible — MJRL is a volunteer-run club and relies on community support.

Remember:

Passion is welcome. Disrespect is not. Your behaviour directly shapes how kids experience the game.