



# Healthy Environment Policy

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Version 2.1

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# 1. Policy Overview

## 1.1 Introduction

Football West is the sole governing body for football in Western Australia and represents all levels of competition, development and coaching in metropolitan and regional areas. The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity.

Football West, which is affiliated to FA and FIFA, has created an environment that brings the game to life on parks, pitches and indoor centres around the state.

Football West nurtures and encourages the next generation of players through clearly defined pathways for players, coaches and match officials, while also recognising its responsibility to create environments that support health, wellbeing and positive community outcomes.

## 1.2 Context

The key objectives of this policy encompass the following:

- Build and maintain an environment and culture that supports healthy lifestyle choices.
- Increase knowledge and awareness of health and wellbeing issues and healthy lifestyle behaviours.
- Facilitate active participation in a range of initiatives that support health and wellbeing.

These objectives apply across Football West workplaces, venues, events and facilities.

## 1.3 Purpose

The purpose of this Policy is to ensure Football West employees, volunteers and associated personnel understand Football West's role and position in relation to creating healthy environments. This Policy should be understood in conjunction with Football West's constitution and related policies.

## 1.4 Audience

This Policy applies to all Football West employees, including full-time, part-time, permanent, fixed term, casual. This policy also applies to volunteers or work experience students and any visitors to the Football West workplace.

## 1.5 Responsibilities

The following responsibilities have been assigned:

Role	Function
CEO	<ul style="list-style-type: none"><li>• Approve this Policy.</li></ul>

COO, GM Football & HR Manager	<ul style="list-style-type: none"> <li>Implement and annually review this Policy and recommend changes to the CEO for consideration.</li> </ul>
Managers	<ul style="list-style-type: none"> <li>Adopt and promote this Policy and incorporate its key elements in plans and budgets.</li> </ul>
Staff	<ul style="list-style-type: none"> <li>Adhere to this policy in performing their specific functions.</li> </ul>

#### 1.6 Authority

This Policy derives its authority from the CEO. The Policy is effective from the date of CEO approval.

#### 1.7 Review

This Policy will be reviewed and updated biannually or earlier as required due to legislative, operational or venue changes.

#### 1.8 Promotion & Availability

Football West will promote the Policy regularly via its employee onboarding and engagement platform and/or training platform. This Policy will also be available to all employees:

- a) Via direct email to every employee as soon as practicable after approval.
- b) On SharePoint in the folder '1 Administration/Policies'.

### 2. Policy Statement

Football West is committed to integrating healthy environment practices into our operations, to promote and facilitate activities that encourage healthy lifestyles. Football West aims to provide a safe, supportive, and inclusive environment so that staff, volunteers, and the community can engage in positive relationships and activities that have mutual benefits.

### 3. Guiding Principles

Football West is committed to creating healthy environments by:

#### 3.1 Increasing healthy eating

Football West will:

- Ensure healthy food and drink choices are available, displayed prominently and priced competitively in relation to less healthy alternatives at events/activities and at premises under Football West control.
- Ensure sugary drinks are not prominently displayed for sale.
- Make free drinking water available.
- Not provide unhealthy food/drink (or vouchers for same) as prizes, awards, or fundraising initiatives.
- Ensure any promotion or fundraising activities involving food and drink items meet this policy.

- Source food vendors from the Healthier Vendor Guide or vendors who are able to offer food and drink choices that are consistent with the assessment criteria for inclusion in the guide.
- Ensure any contracted food and drink suppliers are compliant with this policy including:
  - New food supply or catering contract and related leases;
  - Renegotiated or renewed contracts or related leases; and

### 3.2 **Increasing physical activity**

Football West will:

- Ensure safe practices for physical activity are adhered to.
- Provide information and promotion of alternative transport options to activities and events (walking, cycling and public transport) – if applicable.

### 3.3 **Preventing harm from alcohol**

Football West will:

- Not provide Alcohol (or vouchers for same) as prizes or awards.
- Ensure low strength alcohol and non-alcoholic choices are available.
- Not promote, glamorise or encourage over-consumption or rapid consumption of alcohol (e.g. discounted drink prices, happy hours, drinking competitions).
- Ensure all staff responsible for the sale or supply of alcohol are trained in Responsible Service of Alcohol.
- Provide alcohol-free areas within the venue during junior-focused events.

### 3.4 **Mental health and wellbeing**

Football West is committed to:

- Promoting social and emotional wellbeing through Football West practices and policies.
- Providing a welcoming environment that encourages broad community participation.
- Treating all individuals and groups with equality and respect.
- Providing contact details for suitable mental health service providers i.e. crisis support lines (if required).
- Supporting staff and volunteers to participate in mental health training
- Providing access to wellbeing programs and Employee Assistance Program (EAP)
- Workload management and prevention of burnout
- Supportive leadership and communication

### 3.5 **Creating a smoke-free Football West**

Football West will:

- Ensure all indoor and outdoor areas under Football West's control is smoke-free including the use of e-cigarettes/vaping.
- Promote smoke-free areas with appropriate smoke-free signage.
- Access to stop-smoking services

### 3.6 **Physical Health and Safety**

Football West will support:

- Safe and ergonomic work environment
- Access to appropriate facilities and equipment
- Hazard and risk management processes
- Reporting safety concerns and incidents
- Encourage walking and stand-up meetings

### 3.7 **Respectful Workplace Behaviour**

Football West has zero tolerance for bullying, harassment and discrimination and is committed to:

- Clear standards of behaviour
- Promoting a culture of inclusion and respect
- Hiring and engaging personnel who align with Football West culture and values
- Ongoing workplace education and training

### 3.8 **Sun protection**

Football West will:

- Provide adequate sunshade.
- Provide free sunscreen at outdoor events.
- Encourage participants and staff/volunteers to wear sun-protective clothing.
- Schedule events/competitions/activities outside peak UV times where appropriate

### 3.9 **Environmental sustainability**

Football West will:

- Avoid or limit the use of single-use plastics.
- Work towards effective management of waste including recyclable and organic materials.
- Minimise printed promotional material.
- Participate in a Containers for Change scheme to recycle and fundraise.

## 4. Breach of the Policy

Any breach in this Policy will be dealt with in line with Football West's disciplinary procedures. Any concerns or alleged breaches of this Policy will be investigated fairly and confidentially in accordance with Football West's relevant policies and procedures.

## 5. Useful Resources

### 5.1 Statutes, Policies and Other Official Documents

- a) [Work Health & Safety Policy](#)
- b) [Misconduct Policy](#)
- c) [Alcohol & Other Drugs Policy](#)

### 5.2 Websites

- a) <https://www.healthway.wa.gov.au/our-priorities/>

## 6. Definitions and Interpretation

### Definitions

The following capitalised terms, when not appearing in headings, have the following meanings when used in this Policy. Capitalised terms used in the Constitution bear the same meaning when those terms are used in this Policy.

**CEO** means the Chief Executive Officer.

**COO** means the Chief Operating Officer.

**Employee** means a person employed by Football West in a permanent, temporary or casual capacity.

**FA** means Football Federation Australia Limited.

**FIFA** means Fédération Internationale de Football Association.

**Football West** means Football West Limited ACN 109 919 324.

**GM Football** means the General Manager - Football

**Policy** means this Football West Policy as amended by the CEO from time to time.

**Workplace** means any place at which work is carried out on behalf of Football West including named workplaces, football clubs, hired venues and sporting camps, but excluding an employee's private residence.

## Interpretation

Unless the context otherwise requires:

- headings are for convenience of reference only and do not affect interpretation.
- references to any gender include all genders.
- references to the singular apply to the plural and vice versa.
- references to a person include any other entity recognised by law and vice versa.
- where a word or phrase is defined, its other grammatical forms have a corresponding meaning.
- any reference to a paragraph number refers to a paragraph in the same sub-section unless otherwise stated.
- any reference to a party to this document includes its successors and permitted assigns.
- any reference to any agreement or document includes that agreement or document as amended at any time.
- the use of the word includes or including is not to be taken as limiting the meaning of the words preceding it.
- the expression at any time includes reference to past, present and future time and the performance of any action from time to time.
- reference to a statute includes all regulations and amendments to that statute and any statute passed in substitution for that statute or incorporating any of its provisions to the extent that they are incorporated; and
- all monetary amounts are inclusive of GST unless stated otherwise.