



2024 - Alcohol Management Plan

Rationale

This Management plan provides the basis for a balanced and responsible approach to the use of alcohol at Pines Football and Netball Club events and activities. This management plan will help to ensure the club:

- Meets its duty of care in relation to the health and safety of our members and guests who attend our club functions.
- Upholds the reputation of the club, our sponsors, and partners.
- Understand the risks associated with alcohol misuse and our role in minimising this risk.

Pines Football and Netball Club recognises the legal responsibilities, financial and social benefits of holding a liquor license in the community. In doing, so we will adhere to liquor licensing laws and the criteria of the clubs' Code of Conduct. Accordingly, and to ensure the aims of the club are upheld and that alcohol is managed responsibly, the following policy requirements will apply:

- When alcohol is served by the club at our facilities or during a club function, even if off site
- To all players, coaches, officials, members, club visitors, club facilities, club functions and other activities undertaken by the club where alcohol is consumed.

General Principles

A risk management approach will be taken in planning events/activities involving the sale, supply, or consumption of alcohol. Such events will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.

Alcohol misuse can lead to unsafe or unacceptable sexual and/or violent behaviour, drink-driving and other alcohol-related harm. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy, or any other policy of the club.

Committee Members, Members, Players, and Officials

- Must not compete, train, coach or officiate if affected by alcohol.
- Must not provide, encourage, or allow people aged under 18 to consume alcohol.
- Must not participate in or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Must not pressure anyone to drink alcoholic beverages.
- Must not post images on social media of themselves or others drinking alcohol at club-related activities.
- Must accept responsibility for own behaviour and take a responsible approach and use good judgment when alcohol is available.



General Weekly Social Room use

- A current and appropriate liquor license is maintained.
- The club's liquor license will be displayed as near as practical to the entrance of the clubroom or beside the bar/canteen (as required by law).
- All mandatory required liquor license signage will be displayed in each area/room covered by the club's license.
- The names of Responsible Service of Alcohol (RSA) trained personnel will be displayed and/or kept in a folder at the canteen/bar.
- Bar servers of alcohol are not permitted to consume alcohol when on duty.
- Club House 'traffic light' flow chart procedure for unruly and / or intoxicated patrons is explained to Bar Staff and posted in Bar Area.
- Our young players to understand the significance of sportsmanship and its role in shaping their character. Good sportsmanship extends beyond the football and netball field, teaching valuable lessons that will stay with them throughout their lives.

Club Functions

The club will not:

- Conduct functions where a minimum amount of liquor sales is required
- Conduct 'all you can drink' functions
- Provide alcohol-only drink vouchers for functions
- Include alcohol in the price of tickets (or will limit 'free' drinks to a maximum of Four).

Function Advertising

The club will:

- Not over-emphasise the availability of alcohol or refer to the amount of alcohol available
- Not encourage rapid drinking or excessive drinking
- Give equal reference to the availability of non-alcoholic drinks
- Display a clear start and finish time for the function.
- Refer to our Functions Alcohol Management plan

Service of Alcohol

Alcohol will be served according to the club's Liquor Licence with the safety and well-being of members and guests the priority.

The club will ensure:

- Only RSA trained bar servers with current qualifications will serve alcohol.
- People under 18 will not serve alcohol.
- Excessive or rapid consumption of alcohol is not encouraged which includes not conducting:
Happy hours
Cheap drink promotions
Drinking competitions



- When serving non-pre-packaged alcohol (e.g., drinks in glasses), standard drink measures will always be served. (The glass measurement guide is provided behind the bar for staff to refer to).
- Where possible, alcohol will cease being served at least 30 minutes before the designated time for close of the function. All Fridges containing alcohol will be locked at this time.
- Non-alcoholic beverages will continue to be made available during the last 30 minutes of service.

Underage Drinking

The club has a strict policy:

- Alcohol will not be served to persons aged under 18.
- Servers and committee members will ask for proof of age whenever the age of a person requesting alcohol is in doubt.
- Only photo ID's will be accepted as 'proof of age'.
- The club will discourage the drinking of alcohol in the change-rooms to reduce the risk of minors being served alcohol illegally. Team captains will be accountable to ensure no minors are given alcohol.

Intoxicated Members and Visitors

- Intoxicated people will not be permitted to enter the premises.
- Alcohol will not be served to any person who is or appears intoxicated. PFNC House Rules Protocols (HRP) to be followed to any intoxicated patron.
- Bar Staff to speak directly to the Duty Committee Member (DCM).
- Bar servers will follow RSA training procedures when refusing service to an intoxicated person. Refer HRP.
- If a person becomes intoxicated, they will not be served alcohol but will be provided with water and options for safe transport home from the club.
- If a person becomes intoxicated, they will be asked to leave the premises immediately and offered safe transport options. Police may also be contacted to remove the person, if required.
- Any alcohol-related incident and any action taken will be recorded in the club's incident register.

Availability Of Non-Alcoholic and Low Alcohol Drinks

The club recognises that alcohol is not the only revenue stream available and actively encourages the sale of alternative products to that of alcohol.

- Tap water will be made available free of charge, we also sell bottled water.
- We provide nonalcoholic wine and beers options, and light and mid strength beer options these are priced at a lower selling price point. We have a sign in the bar area stating that these options are available.

Safe Transport Policy

The club recognises that driving under the influence of alcohol or drugs is illegal and hazardous to individuals and the wider community. Accordingly, the club implemented a Safe Transport Policy which is reviewed regularly in conjunction with this policy. We ask that members and guests of our club including functions, plan their transport requirements to ensure they would arrive home safely without leaving and driving or being a passenger in a vehicle driven by any person who could be under the influence of alcohol or drugs. As part of the club commitment and duty



of care, we will offer to contact a taxi or ride share company to assist any intoxicated member or guest a safe alternative of transport from the club.

Club Member Trips

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 association. The club will not actively promote or fund-raise for player's end of season trips, thereby minimising the club's risk and liability if an alcohol-related incident occurs.

Policy And Responsible Use of Alcohol Promotion

The club will promote the alcohol management policy regularly:

- By putting a copy of the policy on the website and in member/player information
- In club newsletters and flyers/invitations for functions
- Via social media
- Through periodic announcements to members at functions.
- The club will educate club members and supporters about the alcohol policy and the benefits of having such a policy.
- The club will actively demonstrate its attitude relating to the responsible use of alcohol and promote positive messages through its social media platforms.
- The club will pursue non-alcohol sponsorship and revenue sources.

Non-Compliance

All club committee members will enforce the alcohol management policy and any non-compliance, particularly in regard to Licensing Laws.

This covers all patrons; - members, associate members, guests and visitors will be handled according to the Clubs Code of Conduct, Grievance and disciplinary policy.

PFNC House Intoxication Procedure

- Bar Staff to speak directly with the Duty Committee Member (DCM) to handle patrons who are displaying intoxication.
- DCM to explain the policy to the person/people concerned, including identification of the section of policy not being complied with.
- If the Bar Staff notice same patron/ patrons' behaviour escalating they are to speak to the DCM and possibly recommend they are refused service.
- Continued non-compliance with the policy should be handled by The DCM and another committee member (two up) who will use their discretion as to the action taken, offer patron alternative nonalcoholic drink or refusal to serve which may include asking the person/ people to leave the facilities or function.
- It's our duty of care to ensure we offer intoxicated patrons to contact a taxi or arrange a friend not drinking to take them home.
- Failure to follow the Request to leave the premises may result in the police been called to forcibly remove the intoxicated patron.



Barring Order

Barring orders can be served on drunk, violent, or quarrelsome patrons.

If you are drunk, violent, or quarrelsome, management or police can bar you from a licensed premises for up to 6 months by serving you with a Barring Order.

If you are served a Barring Order, you must:

- leave the venue immediately
- not remain within 20 metres of the venue.
- Once a person is served with a barring order, they must leave the venue and its vicinity immediately and cannot return until the barring order expires. If a person does not comply with the barring order, Victoria Police may issue them with an on-the-spot fine.
- It is an offence to breach a Barring Order. Penalty exceeds \$3,000

Policy Management

The presence of a bar manager and/or committee members is essential to ensure compliance with this policy. The bar manager or at least two committee members who are RSA trained are required to be present at all club functions when the bar is open.

Key responsibilities of the bar manager/duty committee members are to ensure:

- Compliance with this policy and the liquor licensing laws
- Persons under 18 years of age are not served alcohol
- Intoxicated people are not served alcohol and are asked to leave after safe transport options are offered or provided (Follow Club Flow Chart)
- Any alcohol-incidents are recorded in the incident register
- Visiting police are cooperated and assisted with any inquiries

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Next policy review date is March 2025.