

Emerald Lakers Rewards & Recognition Policy

1. Purpose

The purpose of this policy is to ensure fairness, consistency, and inclusivity across all teams when providing gifts, rewards, and recognition.

It aims to prevent financial pressure on coaches, team managers, or families and to ensure all players are treated equally regardless of team.

2. Scope

This policy applies to all:

- Coaches
 - Team Managers
 - Team volunteers
 - Players and families
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3. General Principles

- Recognition should focus on effort, teamwork, sportsmanship, and improvement, not just performance.
 - No team should feel disadvantaged based on a coach's personal financial capacity.
 - All rewards must remain low-cost, optional, and consistent across the club.
 - The club promotes equal opportunity for recognition across all teams.
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4. Player of the Week (or Similar Awards)

- Teams may nominate a "Player of the Week" or similar recognition.
- Recognition should be:
 - Verbal (e.g., announced at training or game)
 - Recorded via team chat or social media post (if applicable)
- Physical rewards are optional but must follow guidelines below.

Approved Reward Options:

- Small token item (e.g., confectionary)
- Club provided vouchers or rewards

Not Permitted:

- Cash or gift cards
- High-value items

- Frequent or excessive gifting
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5. Gifts & Presents

Coaches/Team Managers/Families:

- Must not feel obligated to provide gifts at any time
- Personal spending on players or coaching staff should be minimal

5.1 End-of-Season Gifts for Coaching Staff (Optional):

- Players/families may choose to provide an end-of-season gift; however:
 - Should be low-cost and consistent (recommended max: \$10–\$15 per player)
 - Should ideally be organised by the team collectively, not an individual

Team Collections

- Any collection of money for gifts must be:
 - Optional for families
 - Clearly communicated
 - Modest in value
- No player should miss out due to inability to contribute

5.2 End-of-Season Gifts from Coaching Staff (optional):

- Coaches/Team Managers may choose to provide an end-of-season gift; however:
 - This must be low-cost and modest in nature
 - Recommended maximum spend: \$5–\$10 per player
 - Gifts should be equal for all players
- Coaching staff must not feel pressure to provide these gifts.
- Teams should not compare gifts between teams or seasons.

5.3 Gifts Throughout the Season from coaching staff

- Gifts provided by coaching staff throughout the season are permitted, however must strictly follow the club's guidelines to ensure fairness and consistency across all teams.
- Any in-season gifting must:
 - Be low-cost and minimal (recommended max: \$5–\$8 per player, per instance)
 - Be equal for all players
 - Be infrequent and not form a regular expectation
- Gifts should be used as an occasional gesture to support:
 - Team morale
 - Celebration of effort or milestones
 - Positive team culture

Appropriate Examples:

- Zooper Doopers / icy poles after a game
- Small lollies or chocolates

- Shared team snacks
- Low-cost novelty items

Not Permitted:

- Expensive or high-value items
 - Frequent or routine gifting
 - Cash, vouchers, or significant prizes
 - Any gifting that creates comparison or pressure between teams
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6. End-of-Season Team Celebrations

- Teams are permitted to hold an end-of-season celebration to recognise player participation and team achievements.
- Celebrations should be inclusive, low-cost, and optional for all families.
- Costs must be kept reasonable and modest (recommendation: low-cost or pay-your-own-way where possible)
- Attendance must be optional, with no pressure on families to attend or contribute financially
- Activities should be appropriate for all players and promote team inclusion

Acceptable Examples:

- Team picnic at a local park
- Casual BBQ
- Pizza or dinner outing (pay-your-own-way)
- Shared dessert or small celebration after the final game

Gifts at Celebrations:

- Any gifts provided at end-of-season events must follow club guidelines:

Not Permitted:

- High-cost events that may exclude players
 - Mandatory payments or expectations for attendance
 - Lavish parties or experiences that create comparison between teams
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7. Club-Provided Recognition (Recommended)

To maintain consistency, the club should aim to provide:

- End-of-season participation awards/medals/standardised certificates
- Milestone achievement acknowledgement and certificates
- Once a year presentation night to acknowledge and celebrate player, coaching staff and club achievements
- End of year club celebration

8. Social Media Recognition

- Teams are encouraged to recognise players via:
 - Team chats
 - Club social media (if applicable)
- Must follow club child safety and consent policies

9. Compliance

- All coaching staff are expected to follow this policy
- Any concerns can be raised with the Club Committee
- The club reserves the right to intervene if practices create inequality or pressure

10. Key Message

Recognition should be about:

Encouragement

Confidence

Team culture

— not financial contribution.