



**NORTHERN
SUBURBS
FOOTBALL**
EST. 1957

Policy Title	Video and Photography Policy (including VEO and elevated cameras)
Approved By	NSFA Board
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Applies To	All NSFA affiliated Clubs, players, players, coaches, managers, officials, referees, parents, guardians, spectators, contractors and any person attending an NSFA sanctioned activity

A COMMUNITY FIRST POLICY FOR FILMING, SHARING AND LOOKING AFTER EACH OTHER OUR COMMUNITY FOOTAGE VISION

How we look after each other when cameras are rolling.

If you film, you accept the vision.

Filming at NSFA matches and training is part of community football. The act of recording is permitted. But your footage is not just yours, it is part of how we look after each other.

We share when asked.

If your club committee or NSFA requests footage of a match, the person who recorded it must provide it. Footage is a community record, not a private asset.

We respect other people's kids.

We do not post photos or videos that identify a child from another club without their parent or guardian's permission. Ever.

We respect ourselves on the sideline.

VEO and elevated cameras pick up audio. If you would not say it on the record, do not say it on the sideline.

We honour parent requests.

If a parent has notified their club that they do not want their child's image shared publicly, that decision is final. Every club must check before posting.

This is the spirit of the Policy. The clauses that follow set out how it works in practice, what is required of clubs and members, and what happens when the vision is broken.

1. PURPOSE

The primary purpose of this Policy is to safeguard the children, young people, referees, officials and other individuals captured in Footage taken at NSFA sanctioned activities. The welfare, dignity and privacy of the people in the Footage come first. Filming and photography are part of community football.

This Policy begins with our Footage Vision, set out above. It then translates that vision into the practical rules clubs, coaches, parents, players and spectators are required to follow when filming, sharing or being asked to share footage taken at NSFA sanctioned activities.

This Policy must be read alongside the NSFA's Member Protection Framework, the Codes of Conduct, the Football Australia National Code of Conduct and Ethics, the Football Australia National Safeguarding Policy Framework and the Football NSW Social Media Policy.

2. SCOPE AND APPLICATION

This policy applies to:

- All NSFA sanctioned matches, training sessions, tournaments, knockouts, representative fixtures, trials, presentations and other NSFA activities.
- All NSFA affiliated clubs and their committees, officials, coaches, managers, volunteers and members.
- All registered players, including senior and junior players.
- All match officials and referees registered with NSFA, Northern Tigers or NSFRA.
- All parents, guardians, spectators, supporters, family members and other attendees.
- All contractors, photographers, videographers and media engaged by NSFA or any affiliated club.

Participation in any NSFA-sanctioned activity, whether as a registered participant or as an attendee, constitutes acceptance of this Policy and Footage Vision.

Every NSFA affiliated club must adopt a local Video and Photography Policy that aligns with and gives effect to this Policy. Local club policies must reflect the obligations on Sharing and Publication, registration based consents, and parent or guardian no publication notifications. Clubs must publish their local policy to their members and provide it to NSFA on request.

3. DEFINITIONS

- **Footage** means any photograph, image, audio, video, or other recording, in any format, capturing all or any part of an NSFA-sanctioned activity. Audio captured alongside video is part of the Footage.
- **Senior Match** means any match in which all on-field participants (including substitutes) are aged 18 years or older at the time of the match.
- **Junior Match** means any match in which one or more on-field participants are under 18 years of age at the time of the match. For the avoidance of doubt, this includes mixed age matches and matches involving any U18 player.
- **Minor** means a person under 18 years of age.
- **Identifiable Minor** means a Minor who, in any single piece of Footage or post, can reasonably be recognised. Footage identifies a Minor if any of the following is true: the

Minor's face is visible and in focus; the Minor's full name, first name with surname initial, jersey number combined with team or club name, or other identifying detail is shown or named in caption, voiceover or tag; the Minor is tagged on a social media platform; or a reasonable person who knows the Minor would recognise them from the Footage. Wide angle action where a Minor's features are not the focus and no identifying detail is shown is not identifying.

- **Sharing or Publication** means any act that makes Footage available to any person who is not a member of the recorder's immediate family or household, including without limitation: posting on any public or private social media platform, group chat or messaging app beyond a household; uploading to YouTube, Vimeo, VEO Cloud or any video platform; emailing, messaging or transferring to a third party; broadcasting; livestreaming; or use in advertising or promotional material. Internal team use and coaching review of Footage within the recording club is not Sharing for the purposes of this Policy
- **Disclosure Request** means a request for access to Footage made under clause 7 by a Club Committee or by NSFA.
- **Grievance Matter** means any conduct, incident, allegation, complaint or dispute that is the subject of, or that may reasonably become the subject of, any of the following: a complaint under the NSFA Member Protection Framework; a referral to a Member Protection Information Officer (MPIO); a charge or proceeding before the NSFA Tribunal (formerly PD&DC); a Code of Conduct complaint; a safeguarding concern; a grievance under any Football Australia or Football NSW regulation; or any matter referred to police or external authorities.
- **VEO** means any VEO branded camera system or any equivalent automated, AI-driven or elevated match-recording system.
- **Club Committee** means the elected or appointed committee of an NSFA affiliated club, acting through its President, Secretary or other duly authorised office holder.

4. FILMING AT NSFA ACTIVITIES

Filming and photography are permitted at NSFA sanctioned matches and training, on the basis that everyone who films accepts the Footage Vision. The act of recording is not, in itself, restricted by this Policy.

However, NSFA expects all participants and attendees to use cameras with respect for the people on the field, on the sideline, and in the stands. The fact that something is lawful does not always make it the right thing to do. If a parent or guardian asks you, in good faith, not to film their child closely or to stop pointing a camera at a particular person, the courteous and community-minded response is to respect that request, even where you would be within your rights to continue. NSFA expects this of its members.

The legal position, for completeness, is that Australian law does not prohibit photography or videography of people, including children, in publicly accessible spaces, provided the Footage is not indecent, voyeuristic, defamatory, in breach of a court order, or used for unauthorised commercial purposes. Most NSFA fixtures take place at council and school grounds where filming is lawful.

Where an NSFA activity is held at a private venue, the venue's restrictions on filming, if any, take precedence over this clause.

5. SHARING AND PUBLICATION OF FOOTAGE

While the act of recording is permitted, what you do with the Footage afterwards is governed by this clause. The principle is simple: dignity, privacy and respect for children come first.

5.1 Senior Matches and Adult Participants

Footage of Senior Matches and identifiable adult participants may be Shared or Published freely, provided the Footage:

- Is not edited, captioned, sound tracked or framed in a manner that humiliates, harasses, defames, vilifies or unfairly targets any individual.
- Does not focus disproportionately on a referee, official, coach or single individual in a manner intended to incite criticism or abuse.
- Does not breach the NSFA Code of Conduct, the Football NSW Social Media Policy, or any law.
- Is not used for commercial purposes without the prior express written consent of NSFA.

5.2 Junior Matches and Identifiable Minors

Consent Rule For Minors:

No club, member, parent or other person may Share or Publish Footage that features an Identifiable Minor without the prior written consent of that Minor's parent or legal guardian. This rule applies regardless of whether the Minor is from your own club or another club. There is no exception for highlights packages, club promotion, social media reels, or end-of-season videos.

For the avoidance of doubt:

- Recording a Junior Match is permitted. The act of filming is not restricted by this clause.
- Internal team and coaching use of footage from a Junior Match, is permitted within the recording club, on the basis of the consents collected at registration.
- Wide-angle, action-focused Footage that does not identify any individual Minor may be Shared or Published, provided no Minor is named, tagged or singled out, and provided the Footage is consistent with this Policy.
- Footage that identifies a Minor (close-up shots, posts that name or tag the Minor, footage where the Minor is the clear subject) requires the prior written consent of the parent or guardian before Sharing or Publication.
- Where a parent or guardian has notified their club that they do not consent to public images of their child being Shared or Published, no club may Share or Publish Footage identifying that child, regardless of which club is doing the posting. Clubs are responsible for maintaining a register of these notifications and consulting it before any post involving Minors.
- If consent is requested and is not provided, or is withdrawn, the footage must not be shared or published, and any existing public posting must be removed without delay.

5.3 Personal and Family Use

A parent, guardian or family member may retain and view Footage of their own child within their immediate family or household. This is genuine personal use and is not restricted by this Policy. Once Footage leaves the family or household, by being posted online, sent to a wider chat group, or otherwise made available to others, it is Sharing or Publication and is subject to clauses 5.1, 5.2 and 7.

5.4 Internal Coaching and Club Use

A coach, club or NSFA may retain Footage on internal systems for coach education, talent identification, player development, performance review and the administration of the game, on the basis of registration consents. This is not Sharing or Publication, provided the Footage is not made available outside the recording club's coaching environment.

6. FOOTAGE AS A COMMUNITY RECORD

When you film at an NSFA sanctioned activity, your Footage captures more than just your team or your child. It captures other people's children, other clubs' players, referees and officials doing their job, and the conduct of everyone on the sideline. That is why, in NSFA, Footage is treated as a community record.

Treating Footage as a community record does not mean it is public. Footage stays within the NSFA community. It is held by the recording person or club, made available to other clubs and to NSFA on the terms set out in this Policy, and is not to be Shared or Published outside the NSFA community except in accordance with clause 5. Parents and guardians can expect that Footage of their child captured at an NSFA sanctioned activity is ring fenced to the people and bodies that need it for coaching, team review and the proper administration of the game. This means that Footage may be requested by another Club Committee or by NSFA, and the person or club holding the Footage is required to provide access to it. The detailed mechanism is in clause 7. The mandatory disclosure regime for Grievance Matters is in clause 8.

7. DISCLOSURE ON REQUEST

Binding obligation: Any Footage taken at an NSFA sanctioned activity must be made available, by view only access at minimum, on the request of a Club Committee or NSFA, in accordance with this clause. Refusal or failure to comply is a breach of this Policy.

7.1 Who May Request

A Disclosure Request may be made by:

- The Club Committee of any club whose team, players, coaches, officials or supporters were participants in or attendees at the relevant match or activity.
- NSFA, acting through the Chief Executive Officer or a delegate.

A Disclosure Request must be made in writing (email is sufficient) and must identify the match or activity, the date, and the reason for the request. Requests by parents, players, coaches or other individuals are not Disclosure Requests under this clause and must be channelled through their Club Committee.

7.2 Who Must Comply

The obligation to provide Footage on a Disclosure Request applies to:

- The club whose coach, manager, contractor, volunteer or VEO operator recorded the Footage.
- Any individual who recorded Footage at the relevant activity and has Shared or Published it, or has indicated they intend to.

Footage held by a parent or family member solely for personal and family use, and not Shared or Published, is not subject to a Disclosure Request from another Club Committee. NSFA may still request such Footage in connection with a Grievance Matter under clause 8.

7.3 Process and Escalation

The intended path of a Disclosure Request is club to club, with NSFA as the escalation point. The process is:

1. The requesting Club Committee sends the Disclosure Request directly to the holding club's President or Secretary.
2. The holding club must acknowledge the request within three (3) business days and provide access within seven (7) days, unless a refusal ground in clause 7.6 applies.
3. If the holding club refuses, fails to respond, or disputes the request, the requesting club may escalate to NSFA at admin@nsfa.asn.au.
4. NSFA will mediate the dispute. NSFA may, at its discretion, direct that the Footage be provided. A direction by NSFA must be complied with within forty eight (48) hours.
5. Where NSFA itself makes the Disclosure Request, the holding club or person must provide access within seven (7) days, or within forty eight (48) hours where NSFA designates the request as urgent.

7.4 Form of Disclosure

Footage must be provided in full and unedited form, including all video and audio, with metadata and timestamps intact. The Footage must not be edited, cropped, spliced, muted, watermarked, slowed, accelerated or otherwise altered prior to disclosure.

View only access is sufficient to satisfy this clause. A shared VEO Cloud link, an unlisted YouTube or Vimeo upload, or a download link to the original file are all acceptable methods of providing access. The holding club may choose the method, provided the receiving Club Committee or NSFA can view the complete Footage with audio.

7.5 Retention

Clubs that record Footage at NSFA matches (whether by VEO, elevated camera or otherwise) must retain that Footage for a minimum of sixty (60) days from the date of the match. During that period the Footage is subject to Disclosure Requests under this clause. After sixty (60) days, retention is at the club's discretion, save that Footage that is or may be relevant to a Grievance Matter must be retained in accordance with clause 8.

7.6 Refusal Grounds

A holding club or person may refuse a Disclosure Request only on one of the following narrow grounds:

- The Footage is the subject of an active police investigation and the investigating officer has directed that it not be disclosed.
- Disclosure of the Footage is prohibited by a court order or other legal restriction.
- The Footage would identify a Minor whose parent or guardian has lodged a no publication notification with their club, and the requesting party has not committed to handling the Footage in accordance with that notification, provided that this ground is not available where the Disclosure Request relates to a Grievance Matter under clause 8.

A refusal must be communicated to the requesting party in writing, with the ground identified, within the same timeframe as compliance under clause 7.3. Any other ground, including inconvenience, embarrassment, sensitivity of audio, or disagreement with the reason for the request, is not a valid refusal ground. Disputed refusals must be referred to NSFA, whose determination is final.

7.7 Use of Disclosed Footage

Footage obtained on a Disclosure Request must be used only for the purpose stated in the request and must not be Shared or Published except in accordance with clauses 5 and 8. The receiving Club Committee or NSFA must hold the Footage securely and limit access to those reasonably required to address the matter giving rise to the request. Where Footage is provided club to club for purposes other than a Grievance Matter, the receiving club may use it only for internal coaching, player development, team review and personal review by participants and their immediate families. It must not be Shared or Published beyond the receiving club's coaching environment, and must not be posted on any public or private platform that includes an Identifiable Minor without consent under clause 5.2. Where Footage is provided in connection with a Grievance Matter, access is limited to NSFA staff, board members, MPIO officers, Tribunal members, legal advisers and any other person reasonably required to deal with the matter, all of whom are subject to confidentiality obligations.

7.8 Sanctions for Refusal

Failure or refusal to comply with a valid Disclosure Request, or the deletion, alteration or concealment of Footage following receipt of a Disclosure Request, constitutes a breach of this Policy. NSFA may apply any of the sanctions in clause 12 of this Policy, and may treat the failure as constituting an adverse inference against the holding club or person in any related Grievance Matter.

8. MANDATORY DISCLOSURE FOR GRIEVANCE MATTERS

Binding obligation: Any person in possession or control of footage that captures, records or otherwise relates to a grievance matter must provide that footage to NSFA in full, unedited form, and within the timeframes specified in this policy. Failure to do so is itself a breach of this policy and may result in sanctions in addition to those arising from the underlying grievance matter.

8.1 Trigger

The obligation in this Clause 6 is triggered as soon as a person knows, or ought reasonably to know, that:

- A complaint, allegation, grievance or report has been made or is being prepared in relation to an incident at an NSFA-sanctioned activity; or
- An incident has occurred at an NSFA-sanctioned activity that may reasonably give rise to a grievance matter, including (without limitation) red cards, alleged misconduct, abuse of officials, on-field violence, spectator misconduct, safeguarding concerns or any matter referred to MPIO, the NSFA Tribunal, NSFA staff, the NSFRA, Football NSW or police.

8.2 Obligation

On the trigger arising, every person in possession or control of relevant Footage (including clubs, coaches, managers, parents, players, spectators, photographers, contractors and operators of VEO or other elevated cameras) must:

1. Preserve the Footage in its original, unedited form, including all audio, metadata, timestamps and surrounding match content.
2. Not edit, crop, splice, overlay, watermark, slow, accelerate, censor, mute, alter, transcode beyond what is necessary for transfer, or otherwise modify the Footage.
3. Not delete, archive in a way that prevents retrieval, or transfer the Footage out of their control.
4. Provide the Footage to NSFA in full and unedited form, by upload to a NSFA-nominated location or by another method directed by NSFA, within seven (7) days of becoming aware of the Grievance Matter, or within forty-eight (48) hours of a written request from NSFA, whichever is sooner.
5. Disclose to NSFA the existence of any other Footage of the same incident known to the person, including who recorded it and on what device.
6. Not Share or Publish the Footage to any person, platform, media outlet or social media account while the Grievance Matter is on foot, unless expressly authorised in writing by NSFA.

6.3 Form of Footage Provided

Footage provided to NSFA under this clause must be supplied in the highest available resolution, in original file format wherever possible, with full audio and the complete continuous recording covering the relevant activity. View-only access is sufficient where the original file is held in cloud storage and NSFA confirms it is workable for the matter.

6.4 Use of Footage by NSFA

Footage provided to NSFA under this clause is provided for the sole purpose of NSFA's internal management of the Grievance Matter. NSFA will:

- Use the Footage solely to investigate, determine and resolve the Grievance Matter, including its referral to the NSFA Tribunal, MPIO, NSFRA, Football NSW, Football Australia, police or other authorities as required.
- Hold the Footage securely and limit access to NSFA staff, board members, MPIO officers, Tribunal members, legal advisers and any other person reasonably required to deal with the Grievance Matter.
- Not publish the Footage on any public NSFA channel, social media account, club channel or media outlet.

- Retain the Footage in accordance with NSFA’s record-keeping obligations, and dispose of it in accordance with NSFA’s data retention practices once it is no longer required.

6.5 Confidentiality

Persons who provide Footage to NSFA must not disclose the existence or content of that Footage to other parties to the Grievance Matter, the media, social media or any other third party while the matter is under review, except as required by law. NSFA will treat the identity of the provider as confidential to the extent reasonably possible, recognising that procedural fairness may require disclosure of the Footage itself to other parties to the matter.

6.6 Failure to Provide Footage

Failure or refusal to provide Footage in accordance with this Clause 6, or the deletion, alteration or concealment of Footage following the trigger event, will be treated by NSFA as a serious breach of this Policy. NSFA may, in addition to any other sanction:

- Treat the failure as constituting an adverse inference against the person, club or team withholding the Footage, including in the determination of the underlying Grievance Matter.
- Charge the person, club or team with a separate breach of this Policy.
- Refer the matter to the NSFA Tribunal.
- Apply sanctions under Clause 12 of this policy.

9. NSFA USE OF FOOTAGE

NSFA may, from time to time, record or commission the recording of Footage at NSFA events for legitimate Association purposes, including promotion of the game, coverage of representative football, governance, education, marketing and the celebration of community football. Where NSFA records or commissions such Footage, NSFA will:

- Comply with this Policy, the NSFA Member Protection Framework and the Football Australia National Safeguarding Policy Framework.
- Obtain or rely on registration-based consents for use of Footage featuring Minors, and seek additional written parent or guardian consent where Footage individually identifies a Minor in published material.
- Credit and brand Footage appropriately and respect the dignity of all participants.

10. PROHIBITED CONDUCT

The following conduct is prohibited at all NSFA-sanctioned activities and constitutes a breach of this Policy:

- Filming or photography in change rooms, toilets, showers, medical or first aid areas, or any other place where a reasonable person would expect privacy.
- Any covert, indecent, sexualised, exploitative or provocative filming or photography of any person, including but not limited to Minors.
- Filming or photography of any person who is the subject of a court order, suppression order, witness protection arrangement or family law restriction, where the person filming knows or ought reasonably to know of that fact.

- Sharing or Publishing Footage in a manner that humiliates, intimidates, defames, vilifies, harasses or incites abuse of any participant, official or referee.
- Sharing or Publishing Footage that targets a referee, match official or any individual in a manner intended to incite criticism, abuse or harassment.
- Sharing or Publishing Footage of a Minor in breach of clause 5.2.
- Editing, altering, deleting or withholding Footage that is, or may reasonably become, the subject of clause 6.
- Using Footage for commercial purposes without the prior written consent of NSFA.
- Using Footage in any way that breaches the NSFA Code of Conduct, the Football NSW Social Media Policy, the Football Australia National Code of Conduct and Ethics, the Football Australia National Safeguarding Policy Framework, or any law.
- Refusing or failing to comply with a Disclosure Request that is not properly refused under clause 7.6.

11. SAFE SETUP OF VEO AND ELEVATED CAMERAS

Operators of VEO, elevated cameras, tripods, poles and similar equipment are responsible for the safe setup and operation of that equipment. The following requirements apply:

- Equipment must be securely anchored using sandbags, weights, or fixed to a stable structure such as a fence (where permitted by the venue).
- Pegs must not be used, as they are unreliable on hard, synthetic or saturated surfaces.
- Tripods and poles must not be placed in high foot-traffic areas, behind goals where ball interference is likely, or in any position that obstructs spectators' view of the match.
- Equipment must not be left unattended in an upright or extended position. It must be dismantled promptly after use.
- Equipment must not be set up or operated in extreme weather (high winds, lightning, heavy rain). It must be dismantled promptly if conditions change.
- Operators must comply with the Football NSW Guide to Safe Setup of Sports Cameras, Stands and Tripods.

Clubs are responsible for ensuring that their coaches, managers, parents and contractors who set up VEO or similar equipment are aware of and comply with this clause. NSFA, the venue owner or any official may direct the removal or relocation of equipment that creates a safety risk or breaches this clause.

12. BREACHES AND SANCTIONS

Breaches of this Policy will be dealt with under the NSFA Member Protection Framework, the NSFA Codes of Conduct, the Football Australia National Code of Conduct and Ethics, the NSFA Tribunal Regulations, and any other applicable Football Australia or Football NSW regulation.

Without limiting the available sanctions, NSFA may impose any one or more of the following on a person, team or club found to have breached this Policy:

- A formal written warning.
- Mandatory removal of offending Footage from any platform.
- A direction to issue a public or private apology.
- A monetary fine, in accordance with NSFA fees and fines schedules.
- Match suspension, ground bans, or exclusion from NSFA-sanctioned activities.

- Loss of competition points or matches, where the breach is attributable to a team or club.
- Deregistration of the offending person or club from NSFA-sanctioned competitions.
- Referral to police or other external authorities, where the conduct may constitute an offence.

Sanctions for breach of clause 7 (disclosure on request) and clause 8 (mandatory disclosure for Grievance Matters) will be treated as serious matters, recognising that withholding Footage undermines the community vision and the integrity of NSFA's grievance and disciplinary processes.

13. SAFEGUARDING AND CHILDREN'S RIGHTS

NSFA is committed to the safety, dignity and wellbeing of all children and young people in football. In addition to the requirements of clause 5.2 and clause 8, the following safeguarding principles apply to all Footage:

- All children must be treated with dignity, care and respect in all Footage.
- Clubs must comply with the Football Australia National Safeguarding Policy Framework.
- Anyone with concerns about Footage involving a child must report those concerns under clause 13. Concerns of a serious nature must be reported directly to police.
- Where a parent, guardian or Minor (with parental support) requests the removal of Footage from any public platform, that request must be complied with promptly by the person who Shared or Published it.
- Clubs must collect, maintain and consult a register of parent or guardian no-publication notifications, and must check this register before any post involving Minors.

14. PRIVATE PROPERTY AND VENUE CONSIDERATIONS

Where an NSFA-sanctioned activity is held on private property, including clubhouses, schools, leased venues or council-controlled facilities subject to a venue agreement, the property owner or venue manager may impose additional restrictions on filming and photography. Where such restrictions are imposed and communicated, attendees must comply. Venue staff and officials may direct unauthorised filming to stop and may escalate non-compliance to security or police.

15. REPORTING CONCERNS

Any concern, complaint or report relating to filming, photography, Sharing or Publication of Footage, or relating to a breach of this Policy, should be raised through the following channels:

- In the first instance, to the relevant club's Member Protection Information Officer (MPIO), where the matter relates to a club participant.
- To the NSFA office at admin@nsfa.asn.au, or by telephone on (02) 9449 4933, where the matter is outside the scope of an individual club, or where the complainant prefers to deal directly with NSFA.
- To NSFA's Member Protection Information Officer at mpio@nsfa.asn.au for safeguarding-related concerns.
- Directly to police, where the matter involves suspected criminal conduct or a serious safeguarding risk.

16. RELATED POLICIES AND DOCUMENTS

- NSFA Member Protection Framework
- NSFA Code of Conduct (Players, Spectators/Parents, Coaches & Managers, Volunteers, Referees)
- NSFA Tribunal Regulations
- NSFA Complaints Procedure
- Football NSW Social Media Policy
- Football NSW Guide to Safe Setup of Sports Cameras, Stands and Tripods
- Football Australia National Code of Conduct and Ethics
- Football Australia National Safeguarding Policy Framework
- NSFA Information Classification Policy

17. REVIEW

This Policy will be reviewed annually by the NSFA Chief Executive Officer, with material amendments approved by the NSFA Board. NSFA may amend this Policy from time to time and the current version will be published at nsfa.asn.au.