



North Coast Academy of Sport

MEMBER PROTECTION POLICY

IMPORTANT NOTE:

For this policy and other policies to be binding on Academies, their members and other relevant persons, they must be:

- formally incorporated or adopted into an Academy's constituent documents (being the Memorandum and Articles of Association; Constitution of a company; or the rules of an incorporated association) or the rules, regulations or by-Laws made under the constituent documents;
- be agreed to as part of a membership application, agreement, form, other contract with the Academy, which relevant members and other persons intended to come within the scope of this policy are required to sign.

Authorised by:		Title: Member Protection Policy	Page: 1
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

CONTENTS

POLICY

1. Introduction
2. Purpose of Our Policy
3. Who Our Policy Applies To
4. Extent of Our Policy
5. Academy Responsibilities
6. Individual Responsibilities
7. Protection of Children
 - 7.1 Child Protection
 - 7.2 Supervision
 - 7.3 Transportation
 - 7.4 Taking Images of Children
8. Discrimination, Harassment and Bullying
 - 8.1 Discrimination
 - 8.2 Harassment
 - 8.3 Bullying
9. Inclusive Practices
 - 9.1 People with a Disability
 - 9.2 People from Diverse Cultures
 - 9.3 Sexual & Gender Identity
 - 9.4 Pregnancy
10. Responding to Complaints
 - 10.1 Complaints
 - 10.2 Complaint Handling Process
 - 10.3 Disciplinary Measures
 - 10.4 Appeals

Attachment 1: Working with Children Check Requirements

- 1.1. Working with Children Check Requirements
- 1.2. Working With Children Check Requirements
- 1.3. National Police Checks

Attachment 2: Codes of Conduct

Attachment 3: Reporting Requirements and Documents

Attachment 4: Procedure for Handling Allegations of Child Abuse

Attachment 5: Confidential Record of Child Abuse Allegation

Authorised by:		Title: Member Protection Policy	Page: 2
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



1. Introduction

The North Coast Academy of Sport (NCAS) is part of the Regional Academies of Sport Inc. (RASi), a network of sport academies assisting talented junior athletes from regional areas of NSW. Established in 1989, NCAS services a coastal region from Laurieton to Tweed Heads and its mission is:

To facilitate the identification and development of talented junior athletes from the North Coast of NSW. In order to achieve this mission, the Academy supports talent development programs in partnership with state and regional sporting organisations, and conducts development activities for athletes and coaches. Since 1989 the Academy has assisted many athletes to achieve success at state, national and international level.

2. Purpose of Our Policy

The main objective of the North Coast Academy of Sport Member Protection Policy (“policy”) is to maintain responsible behaviour and the making of informed decisions by members and other participants in this academy. It outlines our commitment to a person’s right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our academy of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our academy’s activities.

3. Who Our Policy Applies To

This policy applies to everyone involved in the activities of our academy whether they are in a paid or unpaid/voluntary capacity and including:

- Academy board members, administrators and other academy officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers, consultants, and others;
- referees, umpires and other officials;
- athletes;
- members, including any life members;
- parents;
- spectators; and
- *[any other person to whom the policy may apply].*

4. Extent of Our Policy

Our policy covers all matters directly and indirectly related to the North Coast Academy of Sport and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of conduct and behaviour that occurs at training sessions, at social events organised or sanctioned by the academy and on away and overnight trips. It also covers private behaviour where that behaviour brings our academy into disrepute or there is suspicion of harm towards a child or young person.

5. Academy Responsibilities

We will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;

Authorised by:		Title: Member Protection Policy	Page: 3
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



- deal with any complaints made under this policy in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to the appropriate authorities.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our board request to be referred to them.

6. Individual Responsibilities

Everyone associated with our academy must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- consent to the screening requirements set out in this policy, and any state or territory Working with Children checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18, or where otherwise required by law;
- treat other people with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

7. Protection of Children

7.1 Child Protection

The North Coast Academy of Sport is committed to the safety and wellbeing of children and young people who participate in our academy's activities or use our services. We support the rights of the child and will act at all times to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

North Coast Academy of Sport acknowledges the valuable contribution made by our staff, members and volunteers and we encourage their active participating in providing a safe, fair and inclusive environment for all participants.

7.1.1: Identifying and Analysing Risks of Harm

North Coast Academy of Sport has developed and implement a risk management strategy, which includes a review of our existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to children because of the action of an employee, volunteer or another person.

7.1.2: Developing Codes of Conduct for Adults and Children

Authorised by:		Title: Member Protection Policy	Page: 4
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



We have developed and promoted a code of conduct that specifies standards of conduct and care we expect of adults when they deal and interact with children, particularly those in the our care. We have also implemented a code of conduct to promote appropriate behaviour between children.

The codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour (See Attachment 2).

7.1.3: Choosing Suitable Employees and Volunteers

The North Coast Academy of Sport will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

The North Coast Academy of Sport will ensure that Working with Children Checks and criminal history assessments are conducted for employees and volunteers working with children, where an assessment is required by law. If a National Police Check is obtained as part of the screening process, the North Coast Academy of Sport will ensure that the criminal history information is dealt with confidentially and in accordance with relevant legal requirements (See Attachment 1.3).

7.1.4: Support, Training, Supervise and Enhance Performance

The North Coast Academy of Sport will ensure that all our employees and volunteers who work with children have ongoing supervision, support and training. Our goal is to develop their skills and capacity and to enhance their performance, so we can maintain a child-safe environment in our academy.

7.1.5: Empower and Promote the Participation of Children in Decision-Making and Service Development

The North Coast Academy of Sport will promote the involvement and participation of children and young people in developing and maintaining a child-safe environment in our academy.

7.1.6: Report and Respond Appropriately to Suspected Abuse and Neglect

The North Coast Academy of Sport will ensure that employees and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable grounds that a child has been, or is being, abused or neglected (See Attachments 3, 4 and 5).

In addition to any legal obligations, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child or is in breach of this policy they may make an internal complaint.

Please refer to our complaints procedure in section 10 of this policy.

Any person who believes a child is in immediate danger or in a life-threatening situation, should contact the police immediately.

7.2 Supervision

Children under the age of eighteen [18] must be supervised at all times by a responsible adult. We endeavour to provide an appropriate level of supervision at all times. If a member finds a child under the age of eighteen [18] is unsupervised, they should assume responsibility for the child's safety until the child's parent/guardian or supervisor is located.

Authorised by:		Title: Member Protection Policy	Page: 5
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



For reasons of courtesy and safety, parents must collect their children on time. If it appears a member will be left alone with just one child at the end of any academy activity, they will ask another member to stay until the child is collected. For the safety and welfare of the child and members, one-on-one child and member situations should always be avoided.

7.3 Transportation

Parents and or guardians are responsible for organising the transportation of their children to and from academy activities (e.g. training and competitions). Where we make arrangements for the transportation of children (e.g. for away training or overnight trips), we will conduct a risk assessment that includes ensuring vehicles are adequately insured, the driver has a current and appropriate licence for the vehicle being used and the appropriate safety measures are in place (e.g. fitted working seatbelts).

7.4 Taking Images of Children

Images of children cannot be used inappropriately or illegally. We require that members, wherever possible, obtain permission from a child's parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used.

To respect people's privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which are used in connection with our academy.

When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the child's parent or guardian. We will not provide information about a child's hobbies, interests, school or the like, as this can be used by paedophiles or other persons to "groom" a child.

We will only use images of children that are relevant to our academy's activities and we will ensure that they are suitably clothed in a manner that promotes our academy. We will seek permission from a child's parent or guardian before using their images.

8. Discrimination, Harassment and Bullying

North Coast Academy of Sport is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

8.1 Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purpose of determining discrimination, the offender's awareness and motive are irrelevant.

Authorised by:		Title: Member Protection Policy	Page: 6
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

8.2 Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment involves unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti-discrimination laws.

The following is a list of all the personal characteristics that apply throughout Australia:

- gender;
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration;
- national extraction or social origin;
- marital status, relationship status, identity of spouse or domestic partner;
- pregnancy, potential pregnancy, breastfeeding;
- family or carer responsibilities, status as a parent or carer;
- age;
- religion, religious beliefs or activities;
- political beliefs or activities;
- lawful sexual activity;
- sexual orientation and gender identity;
- profession, trade, occupation or calling;
- irrelevant criminal record, spent convictions;
- irrelevant medical record;
- member of association or organisation of employees or employers, industrial activity, trade union activity;
- physical features;
- disability, mental or physical impairment;
- defence service; and
- personal association with someone who has, or is assumed to have, any of these personal characteristics.

Legislation also prohibits:

- racial, religious, homosexual, transgender and HIV/AIDS vilification; and
- victimisation resulting from a complaint.

8.3 Bullying

The North Coast Academy of Sport is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable at our academy.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or group.

Authorised by:		Title: Member Protection Policy	Page: 7
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



Whilst generally characterised by repeated behaviours, one off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. We will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint (refer to section 10 of this policy).

9. Inclusive practices

North Coast Academy of Sport is welcoming and we will seek to include members from all areas of our community.

The following are examples of some of our inclusive practices.

9.1 People with a disability

The North Coast Academy of Sport will not discriminate against any person because they have a disability. Where it is necessary, we will make reasonable adjustments (e.g. modifications to equipment and rules) to enable participation.

9.2 People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in our academy and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

9.3 Sexual & Gender Identity

All people, regardless of their sexuality or gender identity, are welcome at North Coast Academy of Sport. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person's sexuality or gender identity.

9.4 Pregnancy

The North Coast Academy of Sport is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our academy's activities. We will not tolerate any discrimination or harassment against pregnant women.

We will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child, is of utmost importance in their decision-making about the extent they choose to participate in our academy.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in

Authorised by:		Title: Member Protection Policy	Page: 8
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

our academy. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with North Coast Academy of Sport. We will only require pregnant women to sign a disclaimer in relation to their participation in our academy whilst they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person bound by this policy, she may make a complaint (refer to section 10 of this policy).

10. Responding to Complaints

10.1 Complaints

North Coast Academy of Sport takes all complaints about on and off-field behaviour seriously. North Coast Academy of Sport will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously;
- the person making the complaint (complainant) will be given full details of what is being alleged against them and have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

More serious complaints may be escalated to our Board of Directors.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our academy may need to report the behaviour to the police and/or relevant government authority.

10.2 Complaint Handling Process

When a complaint is received by North Coast Academy of Sport the person receiving the complaint (e.g. Executive Director, Member Protection Information Officer) will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant's concern;
- inform the relevant government authorities and/or police, if required by law to do so; and
- where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the academy will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about;
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);
- seeking advice from an external agency (e.g. Office of Sport, Office of the Children's Guardian or anti-discrimination agency);
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to an external agency and an investigation is conducted, the academy will:

- co-operate fully with the investigation;

Authorised by:		Title: Member Protection Policy	Page: 9
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on external agency's recommendations.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

10.3 Disciplinary Sanctions

North Coast Academy of Sport may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined by our constituent documents, by Laws and the rules of the game.

Possible sanctions that may be taken include:

- a direction that the individual make verbal and/or written apology;
- counselling of the individual to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by North Coast Academy of Sport.
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our academy considers reasonable and appropriate.

10.4 Appeals

The complainant or respondent may be entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by North Coast Academy of Sport to our Board of Directors. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

Attachment 1.1: MEMBER PROTECTION DECLARATION

The North Coast Academy of Sport has a duty of care to all those associated with our academy and to the individuals and organisations to whom this policy applies. As a requirement of our Member Protection Policy, we must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

Authorised by:		Title: Member Protection Policy	Page: 10
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



I (name) of (address)
born / /

sincerely declare:

1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children or acts of violence [*add other crimes you consider relevant e.g. narcotics*].
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence [*add other crimes you consider relevant e.g. narcotics*]
4. To my knowledge there is no other matter that the academy may consider to constitute a risk to its members, employees, volunteers, athletes or reputation by engaging me.
5. I will notify the Executive Director immediately upon becoming aware that any of the matters set out in clauses 1 to 4 above has changed.

Declared in the State of

on / / (date) Signature

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:

Signature:

Date:

Authorised by:		Title: Member Protection Policy	Page: 11
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

Attachment 1.2: WORKING WITH CHILDREN CHECK REQUIREMENTS

Working with Children Checks aim to create a child-safe environment and to protect children and young people involved in our sport from physical and sexual harm.

They assess the suitability of people to work with children and young people and can involve:

- criminal history checks;
- signed declarations;
- referee checks; and
- other relevant background checks to assess a person's suitability to work with children and young people.

Working with Children Check requirements vary across Australia. [Fact Sheets](#) for each state and territory are available on the Play by the Rules website: www.playbytherules.net.au.

Detailed information, including the forms required to complete a Working with Children Check, are available from the following relevant agency.

New South Wales

Contact the Office of the Children's Guardian

Website: www.kidsguardian.nsw.gov.au/check

Travelling to other states or territories

It is important to remember that when travelling to other states or territories, representatives of sporting organisations must comply with the legislative requirements of that particular state or territory.

In certain jurisdictions, temporary, time limited exemptions from working with children checks may be available for interstate visitors with a Working with Children Check in their home state.

The laws providing interstate exemptions are not consistent across Australia.

If an employee or volunteer for your academy is travelling interstate to do work that would normally require a working for children check, you will need to check the relevant requirements of that state or territory.

Authorised by:		Title: Member Protection Policy	Page: 12
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

Attachment 1.3: NATIONAL POLICE CHECKS

From <https://www.afp.gov.au/what-we-do/services/criminal-records/frequently-asked-questions>: A National Police Check (NPC), sometimes referred to as a 'police check', involves comparing an individual's details (such as name and date of birth) against a central index of names using a name matching algorithm to determine if the name and date of birth combination of that individual matches any others who have police history information. The name will then be vetted by police personnel to determine what information may be disclosed, subject to relevant spent conviction legislation and/or information release policies.

A National Police Check may be used to help screen and make informed decisions about individuals within the Australian community for many of roles, including but not limited to:

- recruitment and job applications
- volunteer and not for profit positions
- working with children or vulnerable groups
- licensing or registration schemes applications
- work-related checks due to legislation or regulations
- Australian permanent residence and citizenship
- visa applications for some countries
- employment overseas

There are a number of purposes for National Police Checks and it is your responsibility to make sure you choose the correct one. It is recommended that you confirm with whoever is asking you to supply the NPC to ensure the purpose you select is correct.

National Police Checks are only done with the consent of the person having the check done.

Paraphrase from https://portal.police.nsw.gov.au/s/policecheck-definition?reportType=CP_PoliceCheck: The NSW Police Force provides an opportunity for NSW residents aged 14 years and above to apply for a National Police Check for the purpose of employment and student placement.

Authorised by:		Title: Member Protection Policy	Page: 13
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

Attachment 2: CODES OF CONDUCT

Player's Code of Conduct

- Play by the rules.
- Never argue with an official.
- If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper.
- Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team.
- Your team's performance will benefit, so will you.
- Be a good sport.
- Applaud all good plays whether they are made by your team or the opposition.
- Treat all participants in your sport as you like to be treated.
- Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team-mates and opponents.
- Without them there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.
- Respects the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Parent's Code of Conduct

- Remember that children participate in sport for their enjoyment.
- Encourage children to participate, do not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to play according to the rules and settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn by best example.
- Appreciate good performances and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials and administrators.
- Without them, your child could not participate.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Spectator's Code of Conduct

- Remember that young people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams.
- Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decisions of officials and teach young people to do the same.
- Never ridicule or scold a young player for making a mistake.
- Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- Show respect for your team's opponents.
- Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass players, coaches or officials.

Authorised by:		Title: Member Protection Policy	Page: 14
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Coach's Code of Conduct

- Remember that young people participate for pleasure and winning is only part of the fun.
- Never ridicule or yell at a young player for making a mistake or not coming first.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of your sport and teach your players to do the same.
- Ensure that the time players spend with you is a positive experience.
- All young people are deserving of equal attention and opportunities.
- Avoid overplaying the talented players.
- The 'just average' players needs and deserves equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Display control, respect and professionalism to all involved with the sport.
- This includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage players to do the same.
- Show concern and caution toward sick and injured players.
- Follow the advice of physician when determining whether an injured player is ready to recommence training or competition.
- Obtain appropriate qualification and keep up to date with the latest coaching practices and the principles of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Administrator's Code of Conduct

- Involve young people in planning, leadership, evaluation and decision making related to the activity.
- Give all young people equal opportunities to participate.
- Create pathways for young people to participate in sport not just as a player but also as a coach, referee, administrator etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players.
- Remember that young people participate for their enjoyment and benefit.
- Do not over emphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- Remember, you set an example.
- Your behaviour and comments should be positive and supportive.
- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Media's Code of Conduct

- Provide coverage of young people's competitive and non-competitive sport as well as reporting adult sport.

Authorised by:		Title: Member Protection Policy	Page: 15
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



- Be aware of the differences between adult sport, professional sport and modified sports programs for young people.
- Don't highlight isolated incidents of inappropriate sporting behaviour.
- Focus upon a young player's fair play and honest effort.
- Do not place unfair expectations on young people.
- They are not miniature professionals.
- Describe and report on the problems of young people participating in organised sport.
- Focus on the abilities and the disabilities of young people.
- Avoid reinforcing stereotypical views on the involvement of boys/girls in particular sports.
- Give equal time and space to reporting boys and girls sports.
- Familiarise yourself with the National Junior Sport Policy.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

Breach

1. Breaches shall be referred to the NCAS Executive Director.

Relevant References

1. Each of the Codes can be found within the Sport Australia website: www.ausport.gov.au.

Policy Review & History

- These codes of conduct are adopted from Sport Australia in their current forms and any revision that may, from time to time be adopted.
- Adopted by the NCAS Board on 30/03/2021.

Attachment 3: REPORTING REQUIREMENTS AND DOCUMENTS

Authorised by:		Title: Member Protection Policy	Page: 16
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

RECORD OF COMPLAINT

Name of person receiving complaint			Date: / /
Complainant's Name	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18		
Complainant's contact details	Phone: Email:		
Complainant's role/status in Club	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official 		
Name of person complained about	<input type="checkbox"/> Over 18 <input type="checkbox"/> Under 18		
Person complained about role/status in Club	<input type="checkbox"/> Administrator (volunteer) <input type="checkbox"/> Parent <input type="checkbox"/> Athlete/player <input type="checkbox"/> Spectator <input type="checkbox"/> Coach/Assistant Coach <input type="checkbox"/> Support Personnel <input type="checkbox"/> Employee (paid) <input type="checkbox"/> Other <input type="checkbox"/> Official 		
Location/event of alleged issue			
Description of alleged issue			

<p>Nature of complaint (category/basis/grounds)</p> <p>Can tick more than one box</p>	<p> <input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination <input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods <input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse <input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse <input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation <input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision <input type="checkbox"/> Other </p>
<p>What they want to happen to fix issue</p>	
<p>Information provided to them</p>	
<p>Resolution and/or action taken</p>	
<p>Follow-up action</p>	

Attachment 4: PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE

If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000. Fact sheets on reporting allegations of child abuse in different states and territories are available at www.playbytherules.net.au.

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity. All people working with North Coast Academy of Sport in a paid or unpaid capacity have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Step 1: Receive the allegation

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

Do	Don't
Make sure you are clear about what the child has told you.	Do not challenge or undermine the child.
Reassure the child that what has occurred is not his or her fault.	Do not seek detailed information, ask leading questions or offer an opinion.
Explain that other people may need to be told in order to stop what is happening.	Do not discuss the details with any person other than those detailed in these procedures.
Promptly and accurately record the discussion in writing.	Do not contact the alleged offender.

Step 2: Report the allegation

- Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm, to the police and/or the relevant child protection agency. You may need to make a report to both.
- Contact the relevant child protection agency or police for advice if there is **any** doubt about whether the allegation should be reported.
- If the allegation involves a person to whom this policy applies, then also report the allegation to the Executive Director or Board of Directors of North Coast Academy of Sport so that they can manage the situation.

Step 3: Protect the child and manage the situation

- The Executive Director or Board of Directors will assess the immediate risks to the child and take interim steps to ensure the child's safety and the safety of any other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending him or her until any investigations have been concluded. Legal advice should be sought before any interim steps are made if the person is an employee of North Coast Academy of Sport.
- The Executive Director or Board of Directors will consider what services may be most appropriate to support the child and his or her parent/s.
- The Executive Director or Board of Directors will consider what support services may be appropriate for the alleged offender.

Authorised by:		Title: Member Protection Policy	Page: 19
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22



- The Executive Director or Board of Directors will seek to put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

Step 4: Take internal action

- At least three different investigations could be undertaken to examine allegations that are made against a person to whom this policy applies, including:
 - a criminal investigation (conducted by the police)
 - a child protection investigation (conducted by the relevant child protection agency)
 - a disciplinary or misconduct inquiry/investigation conducted by the North Coast Academy of Sport Board.
- The North Coast Academy of Sport will assess the allegations and determine what action should be taken in the circumstances. Depending on the situation, action may include considering whether the alleged offender should return to his or her position, be dismissed, banned or suspended or face other disciplinary action.
- If disciplinary action is undertaken, we will follow the procedures set out in section 10.3 of our Member Protection Policy.
- Where required we will provide the relevant government agency with a report of any disciplinary action we take.

Contact details for advice or to report an allegation of child abuse:

New South Wales	
New South Wales Police Non-urgent police assistance Ph: 131 444 www.police.nsw.gov.au	Department of Communities and Justice Ph: 132 111 www.community.nsw.gov.au

Authorised by:		Title: Member Protection Policy	Page: 20
Version No: 2	Date: December 2022	Next Review: December 2023	No of Pages: 22

Police contacted	Who: When: Advice provided:
Government agency contacted	Who: When: Advice provided:
President and/or MPIO contacted	Who: When:
Police and/or government agency investigation	Finding:
Internal investigation (if any)	Finding:
Action taken	
Completed by	Name: Position: Signature: / /
Signed by	Complainant (if not a child)

This record and any notes must be kept in a confidential and safe place and provided to the relevant authorities (police and government) should they require them.