

# Member Protection



## How clubs protect their members

Members are the greatest asset of sport and recreation organisations. The protection of members is a key responsibility of all clubs and associations.

Strategies to protect members include:

- Competition rules and by-laws
- Risk management policies and procedures
- Codes of behaviour
- Policies including member protection, anti-doping and inclusion
- Coach and official education
- Working with Vulnerable People Checks

## Education

Play by the Rules offers free, interactive online training for coaches, administrators, officials, players, parents and spectators. The training is designed to increase awareness and knowledge of:

- Discrimination and harassment
- Child protection
- Complaint handling
- Member Protection Information Officers

For further information visit

<http://www.playbytherules.net.au/>

## Codes of behaviour

Codes of behaviour explain the expected behaviour of athletes, officials, coaches, administrators, parents and spectators. They also outline disciplinary procedures for people who breach the code of behaviour.

A template code of behaviour is available at

<http://www.playbytherules.net.au/toolkits/club-toolkit>

## Member protection policies

Member protection policies are an effective strategy in managing bullying, harassment and other inappropriate behaviours. The Australian Sports Commission has a Membership Protection Policy template that:

- Guides and details an organisations and an individual's responsibilities
- The expectations on key issues including child protection, anti-discrimination and harassment
- A description of the organisations complaint handling procedures and the disciplinary measures associated with a breach of policy.

A copy of the policy can be found at:

<http://bit.ly/2q59AY0>

## *Creating a child safe environment*

Clubs and associations have a duty of care to develop child safe environments, minimise opportunities for child abuse and prevent child-offenders from gaining access to your organisation. It is now mandatory for people in a position to influence a child or vulnerable person to undertake the Registration to Work with Vulnerable People Check.

The Registration to Work with Vulnerable People Act 2013 (Act) aims to protect children from harm by providing a high standard of compulsory background checking for anyone involved in child related work or volunteering in Tasmania. Mandatory registration commenced on 1 April 2015.

Further information is available at the Department of Justice website at [http://www.justice.tas.gov.au/working\\_with\\_children](http://www.justice.tas.gov.au/working_with_children)

It is not only up to an individual to ensure they are registered to work with children but employers and volunteer organisations also have a number of responsibilities under the Act, including responsibility to ensure that staff and volunteers have a valid registration to work with children.

Obtaining a registration to work or volunteer with children plays a vital role in protecting children but its only one of the practices organisations need to ensure to promote safer environments for children.

Organisations should also have in place policies that promote safer and supportive environments for children. Many employers and volunteer organisations promote good risk management policies that include practices that safeguard children, codes of conduct and supervision and training. For organisations that require further resources to create safer environments for children, template policies can be found at [www.playbytherules.net.au](http://www.playbytherules.net.au)



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