



Surf Life Saving Australia Policy

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PART 1—MEMBER PROTECTION POLICY

1.1 INTRODUCTION

Surf Life Saving Australia (SLSA) including its subsidiary companies, State Centres, Branches and Clubs (collectively referred to in this document as SLS Entities), is committed to the health, safety and wellbeing of all its members and is dedicated to providing a safe environment for those participating in Surf Life Saving activities and events. SLSA wants Surf Life Saving (SLS) to be fun, enjoyable and safe for all.

Surf lifesavers are nurtured in an environment that values safety, trust, respect, caring and responsibility. This environment encourages acceptance, confidence and risk taking. For surf lifesavers to venture into challenging waters in times of distress, they need to have faith and trust in themselves and in the people around them. The motivation for surf lifesavers to give freely of their time is to be found in SLS environments that value:

- safety and support
- caring and camaraderie
- trust and teamwork
- respect and responsibility.

As part of the SLS community, each individual makes a commitment to actively encourage behaviours that promote a supportive and nurturing environment and contribute to our core purpose: 'To save lives, create great Australians and build better communities'.

1.2 POLICY RATIONALE

This Policy aims to assist SLSA to uphold its core values and create a safe, fair and inclusive environment for everyone associated with SLS. It sets out SLS' commitment to ensure that every person involved in SLS is treated with respect and dignity and protected from discrimination, Harassment and Abuse. It also seeks to ensure that everyone involved in SLS is aware of their legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them. All SLS Entities are committed to the health, safety and general wellbeing of everyone involved in SLS. That is the rationale for this Policy.

This Policy has a number of key appendices which can be accessed here:

[INSERT LINKS]

Although appendices these documents are part of the Policy and are binding on Members.

All SLSA Entities will promote and monitor this Policy and its procedures to the fullest extent possible and with the assistance of their Members. All SLS Entities recognise that the responsibility for safeguarding Members including Children or Young People in SLS lies with all those involved in SLS and is not the sole responsibility of any one person at Club, Branch, state or national level.

This Policy has been endorsed by SLSA's board of directors (Board) on 22 October 2016, and is effective immediately. It has been incorporated into SLSA's regulations in accordance with clause 39 of SLSA's Constitution. The Policy starts on the date it is adopted by the Board and will operate until replaced. Copies of the current Policy and its attachments are available on the SLSA website at www.sls.com.au.



1.3 WHO IS BOUND BY THIS POLICY?

This Policy (including its appendices) binds everyone who is involved in SLS including but not only:

- a) persons appointed or elected to boards, committees and sub-committees
- b) volunteers
- c) support personnel
- d) all Members, including State Centres, Clubs, individual members, life members and members of Members (including Branches)
- e) any other person involved in SLS including but not limited to participants, parents, guardians, spectators, sponsors and licensees and other contracted parties to the full extent possible.

This Policy will continue to apply to a person, even after they have stopped their association or employment (subject to this Policy's terms) with an SLS Entity, if disciplinary action against that person has commenced.

1.4 COMMITMENT

All SLS Entities will strive to:

- provide a safe environment for everyone involved in SLS
- take an inclusive approach in its activities
- ensure the safety and wellbeing of their Members and Children or Young People in particular.

In delivering on this commitment to the health, safety and wellbeing of all their Members, each SLS Entity takes seriously its positive obligation to educate and inform everyone involved in SLS of each person's responsibilities to:

- protect each other, and particularly Children or Young People, from all Abuse and Child Abuse including Grooming
- create and maintain a Member and child-safe culture and a culture of inclusion and safety that is understood, endorsed and put into action by all.

Subject to their respective legislative, rules and human resources (employment) frameworks, all SLS Entities must:

- adopt, implement and comply with this Policy (including its appendices)
- ensure that the constitution, by-laws or other rules and policies include the necessary clauses for this Policy to be enforceable
- publish, distribute and promote this Policy and the consequences of breaches
- promote and model appropriate standards of behaviour at all times
- deal with any breaches, reports or Formal complaints made under this Policy in a sensitive, fair, timely and confidential manner
- apply this Policy consistently
- recognise and enforce any penalty imposed under this Policy
- ensure that a copy of this Policy is available or accessible to the persons and associations to whom this Policy applies
- use appropriately trained people to receive and manage any report, complaint or allegation
- monitor and review this Policy regularly.

1.5 BREACHES OF POLICY

All SLS Entities encourage everyone in the SLS community to comply with this Policy. Failure to comply with this Policy may be considered a breach and result in disciplinary action in accordance with this Policy and/or other SLA regulations.

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