

Scarboro Surf Life Saving Club Policy 1.0 Member Protection (Draft Update 10/05/2022)



1. Introduction

This policy will assist in ensuring that Club Members are aware of relevant SLSA and/or SLSWA Policies which specify procedures and guidelines designed for the protection of members.

Scarboro SLSC regards discrimination, bullying and harassment in any form as unacceptable and in accordance with our Constitution and relevant SLSA and/or SLSWA Policies and Guidelines, will take all reasonable steps to deal with any incident of harassment within our Club.

2. Objectives

The objectives of this document are to:

- Ensure that Scarborough SLSC Members are aware of their legal and ethical rights and responsibilities as well as the standards of behaviour expected of them as surf lifesavers and members of our Club, including showing respect to each other.
- Provide Club Members with information on how to seek redress in or submit a complaint of any incident of harassment, bullying, personal abuse and/or discrimination in any form from any other Club member or group of members.
- Provide Club Members with details of various SLSA policies and procedures designed to assist in their understanding of member protection generally.

3. SLSA Policies

At both a state and national level, SLSA and SLSWA have developed a range of policies and procedures designed to support member protection. Scarborough SLSC will abide by all of the policies and procedures, which are available on the Club website.

4. Member Protection Information Officer

Scarboro SLSC will appoint one (1) Member Information Protection Officer who, among other duties, will be responsible for managing member screening requirements in compliance with relevant SLSA and SLSWA Policies.

Their training requirements, experience and specific duties will be outlined in the appropriate Job Description.

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5. Complaints Manager

Scarboro SLSC will appoint one (1) Complaints Officer who, among other duties, will be responsible for receiving and managing complaints in compliance with relevant SLSA and SLSWA Policies.

Their training requirements, experience and specific duties will be outlined in the appropriate Job Description.

6. Peer Support Officers

Scarboro SLSC will appoint two (2) Peer Support Officers (one male and one female) who, among other duties, will be responsible for supporting members and providing empathetic support.

Their training requirements, experience and specific duties will be outlined in the appropriate Job Description.

7. Persons in Positions of Authority

Where possible and practical Scarboro SLSC will ensure that all relevant persons in positions of authority:

- Are familiar with the contents of all relevant SLSA and SLSWA policies and procedures
- Will receive training in how to keep children and young persons (CYP – defined as members under the age of 18 years) safe from Abuse.
- Are clear about what is expected of them regarding the welfare and safety of CYP.
- Understand their obligations in regard to this Policy.

8. Child Protection

An integral part of this overall policy is in specific regard to the protection of CYP and is in line with regulations governing Working with Children and SLSA and SLSWA policies.

Any incidents relating to child abuse must be reported to the Police within 24 hours if the child is at risk of harm or an incident of serious or criminal nature. The Police should be contacted for advice if there is any doubt as to whether the report is of a serious enough nature to be reported to the Police.

- **Overnight Stays:**
Overnight stays are to occur only with the authorisation of the Board and of the parents/ carers of the members concerned. In all such circumstances where CYP are undertaking an overnight stay the Board will appoint a senior member as chaperone and any number of support personnel as may be deemed necessary depending on the number of CYP involved. Practices and behaviour during an overnight stay shall be consistent with the general practices of the Club and community expectations at all times.
- **Working with Children:**

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Subject to relevant legislation and SLSA and SLSWA policies and procedures, Scarboro SLSC will maintain a Working with Children Register and ensure that all relevant personnel, including employees, officers and volunteers working with CYP, are holders of a current Working with Children Check and undergo other background checks as may be deemed necessary by the Board.

9. Breaches of Policy

Any failure to comply with this policy and/or the Code of Conduct may be considered a breach under this clause resulting in disciplinary action in accordance with Club and/or SLSA and SLSWA policies and procedures.

In any circumstance where a member experiences, is exposed to or feels personally threatened by any incident of harassment, bullying, personal abuse and/or discrimination of any kind, their first redress is to report the incident to the Complaints Manager

For more information – please search:

- Scarboro SLSC Constitution and Policies at <http://www.scarboro.com.au/constitution-and-policies/>
- SLSA policies at <https://www.mybeach.com.au/members/member-protection/>

Ends.