

BRONTE

SURF LIFE SAVING CLUB • 1903

Title:	Member Protection Policy
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Responsible Portfolio:	Administration
Authority:	This policy is binding on all Members of Bronte SLSC and is to be interpreted in accordance with the Bronte SLSC Constitution.

MEMBER PROTECTION POLICY

Bronte Surf Life Saving Club (Bronte SLSC) is committed to the health, safety, protection, welfare and well-being of all its members and is dedicated to providing a safe, fun and enjoyable environment for all those participating in surf lifesaving activities.

At Bronte SLSC, we take an inclusive approach, ensuring all of our members are treated with respect and dignity and are protected from discrimination, harassment and abuse regardless of gender, age, ability or nationality.

Bronte SLSC's surf lifesavers are nurtured in an environment that values safety, trust, respect, care and responsibility. As part of the surf lifesaving 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 lies, create great Australians and build better communities".

Bronte SLSC adheres to the policies outlined in [Surf Life Saving Australia's Member Protection Policy](#).

The SLSA Member Protection Policy conveys a message to all members and prospective members about minimising their exposure to risk. 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.

JUNIOR MEMBERS

A key component of our Member Protection Policy is the wellbeing of our junior members.

Bronte SLSC is committed to implementing the SLSA Safeguarding Children and Young People Program as detailed in the [SLSA Safeguarding Children and Young People Handbook](#), to ensure that safeguarding our young members is everybody's business.

This program is underwritten by the Surf Life Saving Australia Member Protection Policy. It provides all Clubs with resources and education, including online courses and webinars, to support them in establishing a safe environment for members.

SLSA SAFEGUARDING CHILDREN AND YOUNG PEOPLE – 6 STEPS

STEP 1: COMMITMENT STATEMENT

Bronte SLSC is committed to:

- The safety and wellbeing of children and young people and to providing them with positive and nurturing experiences;
- Protecting and understanding the rights of children and young people;
- Respecting and listening to children and young people and addressing their concerns raised;
- Asking for consent to disclose information about children and young people where necessary;
- Using best practice standards in recruiting and screening prospective employees and volunteers;
- Striving to ensure that persons in positions of authority do not harm children and young people;
- Providing training and support for people in positions of authority to assist them to fulfil their roles and to understand their obligations;
- Supporting parents and carers of children and young people and communicating honestly and effectively with them;
- Providing a formal avenue via which members can report any suspicion or concern of abuse or neglect being committed in relation to a child or young person;
- Addressing any claims of abuse and neglect raised;
- Encouraging children and youth within the Club to speak up if they do not feel safe or something does not feel right; and
- Building a culture that challenges inappropriate behaviour.

STEP 2: CODES OF CONDUCT

Bronte SLSC is committed to the Codes of Conduct set out in:

1. The SLSA Member Protection Policy – Appendix B; and
2. The SLSA Safeguarding Children and Young People Handbook.

The SLSA Member Protection Policy includes expectations relating to respect, ethics, professionalism, complying with Club and SLSA rules, policies and procedures, reporting breaches of the Safeguarding Program and being a positive role model.

The SLSA Safeguarding Children and Young People Handbook includes expectations relating to positive guidance, overnight stays, language, adhering to role boundaries, transporting children, use of electronic communications, use of changing rooms, use of photography, physical contact, gift giving, wearing of uniforms and use of alcohol or drugs.

STEP 3: EDUCATE AND RAISE AWARENESS – ONLINE COURSE

SLSA provides a free, online learning course accessible via the Training Library in each member's SLS Members Area Account: The *Safeguarding Children and Young People Awareness Course*. The course takes approximately 20 minutes and provides practical examples and scenario-based training that aims to increase members' awareness of child abuse and child protection and to improve their confidence to take appropriate action when they become concerned for the safety of a child.

Bronte SLSC commits to proactively encouraging all active members to complete this course by season commencement each year.

STEP 4 - HOW TO REPORT

Bronte SLSC has put in place a [Grievance Policy](#) via which members are encouraged to report any concerns regarding the health, welfare and safety of its members.

Bronte SLSC commits to addressing any complaints, reports or disclosures brought to its attention.

STEP 5 - SCREENING AND RECRUITMENT AND WORKING WITH CHILDREN CHECK (WWCC)

When employing staff, Bronte SLSC will follow the Safeguarding Children and Young People recruitment and screening guidelines.

All Bronte SLSC members and employees (over the age of 18 years) require a current WWCC if they are undertaking a child-related role. This includes Nipper Age Managers, Water Safety, Officials, Trainers, Assessors, and Coaches.

The WWCC is managed and monitored by the Office of the Children's Guardian (OCG) and involves a national criminal history and workplace misconduct check. A WWCC clearance is recorded by the Club into SurfGuard and lasts for 5 years unless revoked earlier by the OCG.

[Apply for a NSW WWCC](#)

Compliance with this requirement will be monitored by the following responsible personnel:

Position	Person responsible for ensuring compliance	Supported by
Employees and Club Management: <ul style="list-style-type: none">• Office staff• Kiosk staff• Bar staff• BOM	General Manager	Office Administrator
Nippers: <ul style="list-style-type: none">• Age Managers• Age Assistants• Water Safety• Coaches• Officials	Director of Nippers	Nippers Committee Nippers Administrator
Cadets: <ul style="list-style-type: none">• Trainers• Coaches	Director of Youth	Education Administrator Office Administrator
Education: <ul style="list-style-type: none">• Trainers• Assessors• Facilitators• New members undertaking Bronze Medallion training	Director of Education (CTO)	Education Administrator Office Administrator
Lifesaving: <ul style="list-style-type: none">• Patrol members	Director of Lifesaving	Lifesaving Administrator Office Administrator Education Administrator
Surf Sports (Senior Club): <ul style="list-style-type: none">• Coaches• Officials	Director of Surf Sports	Office Administrator

STEP 6 - ENGAGING AND COMMUNICATING

Each year, Bronte SLSC will remind all renewing members to be familiar with the Club's Member Protection Policy, including the SLSA Safeguarding Children and Young People Program handbook.

All members are encouraged to visit the Club website for relevant child protection policies, which will be reviewed annually in line with SLSA procedures.