

MEMBER PROTECTION POLICY

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| Policy Title: | Member Protection Policy |
| Policy Type: | Risk Management |

1. Introduction

Our Mission

- To foster, develop, and encourage the sport of cricket for the enjoyment of our members and their families in the Centenary/Inala/Forest Lake/Springfield/Camira/Wacol and surrounding areas.

Our Aims

- To foster and encourage good sportsmanship and a sense of friendly competition between all concerned.
- To facilitate the development of the skills of cricket in our players so they can achieve their potential.
- To foster and encourage the conventions and traditions of the game of cricket.
- To insist that all players, parents, and team officials abide by the Aussie Sports Code of Behaviour and the rules of the competition.
- To encourage players, captains, coaches, managers, and parents to conduct themselves in a manner that the club would be proud to say that that person belongs to our club.
- To improve the wellbeing of the local community by providing a medium for a wide cross section of players and their families to form new friendships. Provide social activities for our members and their families.

2. Purpose of Our Policy

The main objective of the WPC Cricket Club's Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It demonstrates 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 club 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 club's activities.

This policy is an overarching document to be read in conjunction with the other WPC Cricket policies and procedures and Australian Cricket's Commitment to Safeguarding Children and Young People. Most of these are located on the club website www.wpccricket.com.au and others on the club's shared one drive and are listed below:

- Australian Cricket's Commitment to Safeguarding Children and Young People
- Australian Cricket Looking After Our Kids
- Australian Cricket Policy for Safeguarding Children and young People
- Child Safety Policy
- Code of Conduct (Behaviour)
- Communication and E-Mail Policy

- Complaints and Feedback Policy and Procedures
- Disciplinary Action Policy and Procedure
- Grievance Procedure
- Harassment Sexual Physical Assault Policy and Procedure
- Photography Policy and Procedure
- Procedure for Handling Allegations of Child Abuse
- Risk Management and Safety Policy and Procedure
- Social Media Policy
- Substance Use and Abuse Policy and Procedure
- Volunteer Policy and Procedure

3. Who Our Policy Applies To

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

- Club Committee Members, Administrators and other Club Officials;
- Coaches, Captains, Assistant Coaches, Vice Captains and Team Managers and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;
- referees, umpires and other officials;
- Athletes;
- members, including any life members;
- parents;
- spectators; and
- other volunteers.

4. Extent of Our Policy

Our policy covers all matters directly and indirectly related to the WPC Cricket Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

5. Club Responsibilities

We will:

- appoint a Member Information Protection Officer whose role will be to be the first point of contact within the club for any person considering making a complaint under the Member Protection Policy.
- 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;
- 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 months; and

- seek advice from and refer serious issues to our parent associations - MSW Cricket, Qld Sub Districts Cricket Association, Warehouse Cricket, Qld Cricket or Cricket Australia.

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 state or national bodies request to be referred to them.

6. Individual Responsibilities

Everyone associated with our club 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. Member Protection Information Officer and Complaints

The appointed Member Protection Information Officer is the Secretary.

Any person considering making a complaint under the Member Protection Policy should direct their query/complaint to the Member Protection Information Officer.