



Easts Volleyball Club

Member Protection Strategy Framework

Document History

Date	Who	Details
17/6/2023	Peter	Created this version of the Member Protection strategy framework

1. Framework Definitions

These definitions apply across all elements of this Strategy. Other elements of this strategy will have specific terms defined within those documents.

East's Activities	<p>All activities conducted by East's as part of the club's activities including, but not limited to:</p> <ul style="list-style-type: none">• Management Committee meetings.• Other East's Team Member meetings.• Player selections and trials.• Volleyball training activities. <p>Participation of players in competitions.</p>
East's Team Members	<p>All committee members, club officials, players, coaches, referees, volunteers, service providers and others involved in club activities.</p>
Member	<p>A person who is a member of East's together with their parent/s, guardians, family and supporters.</p>
Strategy	<p>The strategy detailed in this document and all of the Statements, Codes and Practices referred to in this document.</p>

2. What is the purpose of this strategy?

2.1. Background

East's Volleyball is a community based sporting club that delivers volleyball training and competition programs, and other events to players of all ages.

East's have created a Member Protection Policy and have committed to ensuring that every individual feels safe, respected, and valued throughout their involvement with our club.

2.2. Strategy Scope

- a. This strategy applies to all East's Team Members.
- b. Service providers who deliver services to East's Volleyball's members must comply with this strategy when delivering those services to East's members.

For example: If East's Volleyball engages a service provider to deliver specific coaching or training to people who are East's members or friends and family of, East's Volleyball must ensure that the service provider is aware of and complies with this strategy and all of the relevant policies and procedures that are in place at the time that the coaching or training session takes place.

- c. This strategy will be considered when developing, designing, and managing other policies and programs to ensure they promote East's commitment to member protection.

3. Member Protection at our Club

3.1. Governing Frameworks for Member Protection

There are a range of laws and regulations that specifically apply to Young Person Safeguarding. These are outlined in detail in our **Young Person Safeguarding Strategy Framework**.

The National Integrity Framework was established in part of the Australian Government response to the inquiry that looked into Australia's Sports Integrity Arrangements and Safeguarding the Integrity of Sport (The Wood Review). The Government response to the Wood Review was released on 12 February 2019. Part of that response was the creation of a National Integrity Framework for Sport and the creation of Sport Integrity Australia.

The National Integrity Framework takes a proactive approach to mitigate integrity threats to sports and provide a safe, fair and healthy environment for participants at all levels of sport. The Framework is a streamlined suite of policies that sets out the broad expectations for the conduct of all participants in sport. These expectations relate to safeguarding children, member protection, competition manipulation and sports wagering, and the misuse of drugs and medicines.

The role of Sport Integrity Australia is to provide advice and assistance to counter the:

- use of prohibited substances and methods in sport
- abuse of children and other persons in a sporting environment
- manipulation of sporting competitions
- failure to protect members of sporting organisations and other persons in a sporting environment from bullying, intimidation, discrimination or harassment.

In addition, the Qld *Anti-Discrimination Act 1991* prohibits discrimination, sexual harassment, vilification and victimisation. It effectively provides that people are entitled to be treated fairly and not judged by their sex, race, age or religion, whether they have an impairment or hold certain political beliefs. The Qld Human Rights Commission was established under that legislation and the Commission's roles is '*to support people and communities to resolve issues of discrimination or human rights breaches through dispute resolution*'.

The Australian Human Rights Commission (AHRC) has been established under Australian Federal Law and has a role to '*protect and promote human rights in Australia and internationally*'. The AHRC investigates and conciliates discrimination and human rights complaints, and produces

'guidelines for employers, and provide [training and resources](#) to assist organisations in embedding and supporting diversity and inclusion'.

3.2. Key Principles for Member Protection at Easts

There are key principles that guide our approach to member protection at Easts Volleyball, ensuring that every individual feels safe, respected, and valued throughout their involvement with our club.

Safety: We prioritize the safety and well-being of all our members. We maintain a secure environment by implementing robust policies and procedures to prevent and address any potential risks or harm.

Respect: We foster a culture of respect, treating all individuals with dignity and fairness. We promote positive and inclusive behaviour, ensuring that everyone feels valued and supported.

Equality: We believe in equal opportunities for all members, regardless of their background, race, ethnicity, gender, sexual orientation, or ability. We strive to eliminate discrimination and create a level playing field for everyone.

Open Communication: We encourage open and transparent communication among all members, providing channels to report any concerns, incidents, or breaches of our member protection policies. We listen attentively and take prompt action to address any issues that arise.

Accountability: We hold ourselves accountable for maintaining high standards of member protection. Our coaches, officials, volunteers, and staff are expected to adhere to our policies and codes of conduct, with clear consequences for any misconduct.

Education and Awareness: We are committed to educating our members about their rights and responsibilities within our member protection framework. We regularly provide training, resources, and information to increase awareness and promote a safe and inclusive environment.

4. East Volleyball's Commitment Member Protection

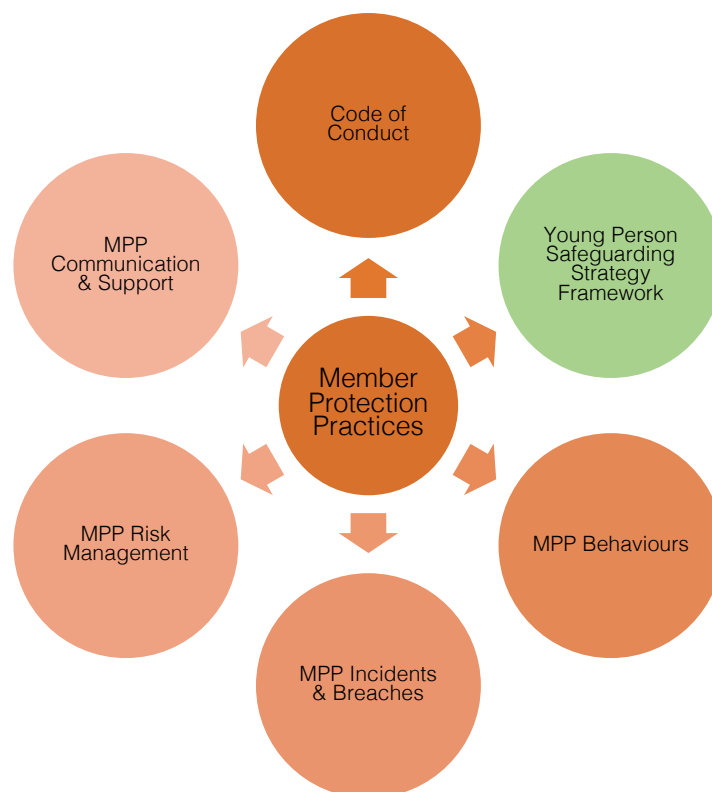
Our commitment to Member Protection is:

At East Volleyball, we are unwavering in our commitment to member protection and fostering diversity. We strive to create a safe, inclusive, and respectful environment that upholds the rights and well-being of all individuals involved in our club, regardless of their background, race, ethnicity, gender, sexual orientation, or ability. We celebrate the richness of diversity and believe that everyone should have equal opportunities to participate, excel, and contribute to our volleyball community. Our policies and procedures reflect our firm stance against any form of harassment, abuse, discrimination, or misconduct. By prioritizing member protection and diversity, we aim to create an environment where every participant feels valued, respected, and empowered to embrace their unique identity and thrive both on and off the volleyball court.

5. Embedding this commitment

In our Club, we view any action, omission or circumstances that does not ensure that every individual feels safe, respected, and valued throughout their involvement with our club as a breach of our Member Protection responsibilities.

Our Code of Conduct and Member Protection Practices as well as any specific guidelines to support these detail how we turn our commitment into practice.



5.1. Code of Conduct

All Easts Team Members are expected to treat all Easts Members, their families and supporters with respect. Easts Volleyball has developed and implemented a **Code of Conduct** that outlines, practically, expectations of behaviours for Coaches, Players, Parents, Spectators, Officials and Administrators,

All Easts Team Members, Parents, Spectators and Officials must adhere to this Code of Conduct and are required to confirm this before they start any involvement.

5.2. Member Protection Practices: Behaviour

The **Member Protection Practices: Behaviour** have been developed to identify and prevent behaviour that may not ensure that every individual feels safe, respected, and valued throughout their involvement with our club. A breach of these practices is a breach of our Member Protection Strategy and will be managed in accordance with the **Member Protection Practices - Incidents and Breaches Policy**. The behaviours are:

Behaviour 1 – Respectful and Inclusive Conduct: We will treat all individuals with respect, fairness, and inclusivity, regardless of their background, race, ethnicity, gender, sexual orientation, or ability. Discrimination, harassment, or bullying in any form will not be tolerated.

Behaviour 2 – Clear Boundaries: We will establish and communicate clear boundaries regarding appropriate behaviour and interactions within the club. This includes guidelines for coaches, officials, volunteers, and members to ensure a safe and respectful environment for all.

Behaviour 3 - Ethical Decision Making: We will prioritize ethical decision making in all aspects of our operations. Our actions and decisions will be guided by integrity, honesty, and a commitment to the welfare of our members. We will consider the potential impact on member protection and act in their best interests.

Behaviour 4 – Avoid Conflicts of Interest: We will identify and manage conflicts of interest to ensure that the best interests of our members are upheld. We will maintain transparency and take necessary steps to avoid situations where personal or professional relationships could compromise member protection or create biases.

Behaviour 5 - Active Listening: We will actively listen to our members, ensuring that their concerns and feedback are heard and taken seriously. We will respond promptly and appropriately to any reports or disclosures related to member protection.

Behaviour 6 – Maintain Confidentiality: We will maintain strict confidentiality when handling sensitive information related to member protection concerns, following legal and ethical guidelines. Information will only be shared on a need-to-know basis to ensure the safety and well-being of those involved.

Behaviour 7 - Prompt Reporting and Action: We will encourage and empower our members to report any suspected or observed breaches of member protection policies. We will respond promptly to reports, conducting thorough investigations and taking appropriate action to address the situation.

Behaviour 8 - Ongoing Education and Training: We will provide regular education and training to our coaches, officials, volunteers, and members on member protection policies, procedures, ethical decision making, and conflicts of interest. This will enhance awareness and understanding, empowering individuals to contribute to a safe and supportive environment.

Behaviour 9 - Transparent Communication: We will maintain open and transparent communication with our members, providing them with updates on member protection policies, procedures, ethical considerations, and any relevant changes. We will ensure that information is easily accessible and readily available.

Behaviour 10 - Continuous Improvement: We will regularly review and evaluate our member protection strategy and practices. We will seek opportunities for improvement, align with best practices, and adapt our policies and procedures accordingly.

5.3. Member Protection Practices: Incidents and Breaches

Our aims for member protection will only be achieved if issues are reported and dealt with quickly and effectively. The **Member Protection Practices: Incidents and Breaches** outline what is required to manage complaints and concerns related to Member Protection. These practices are:

1. Breaches:
 - a. Defining a breach
 - b. Managing and recording a breach
 - c. Reporting a breach
2. Incidents:
 - a. Making complaints
 - b. Reporting concerns
 - c. Managing and recording complaints
 - d. Managing and recording disputes
 - e. Actions following breach

5.4. Member Protection Practices: Risk Management

An important aspect of our commitment to Member Protection is ensuring that we are effectively evaluating risks related to Member Protection and then implementing strategies that effectively manage those risks. The **Member Protection Practices: Risk Management** outline our practices for evaluating and managing risks to ensuring that every individual feels safe, respected, and valued throughout their involvement with our club. These practices are:

1. Identifying and evaluating risks to Member Protection
2. Implementing strategies to manage and mitigate identified risks
3. Reviewing risks
4. Risk Management for High Risk activities

5.5. Member Protection Practices: Communication & Support

Our Member Protection Strategy will be most effective when we have successfully communicated it to all people who are involved with the activities and programs that we run. Ensuring that all who are involved with our club are also involved in the development of this Strategy and all of its components means that they are more likely to accept, support and adhere to them. This also helps to build our club build a culture that recognises and values the importance of ensuring that every individual feels safe, respected, and valued throughout their involvement with our club. Our **Member Protection Practices: Communication and Support** aims to:

- Ensure that all people involved in our club are aware of their responsibilities and understand what is required of them in terms of behaviour and their roles.
- Ensure that all people feel comfortable with addressing issues of concern.
- Highlight our commitment to Member Protection across all of our activities and programs.
- Reduce the likelihood of Member Protection Incidents.

The practices are:

1. Consultation in the development and review of our Member Protection Strategy.
2. Ensuring this Strategy and documents that support this strategy are available and accessible.
3. Induction for new Easts Team Members.
4. Induction for the Parents/Family/Supporters of new Easts Team Members.
5. Incorporating Member Protection in personnel monitoring and coaching.
6. Refresher training for Easts personnel.

7. Supporting Easts personnel to meet Safeguarding requirements.
8. The role of the Safety Coordinators.
9. Reporting on Young Person Safeguarding.

6. Strategy Roles and Responsibilities

Ensuring that every individual feels safe, respected, and valued throughout their involvement with our club is the responsibility of all **Easts Team Members**. Key responsibilities are outlined below:

Who	Responsibilities
Club Management Committee	<ul style="list-style-type: none"> • Accountable Authority. • Endorses the Member Protection Strategy. • Provide leadership in ensuring that every individual feels safe, respected, and valued throughout their involvement with our club. • Demonstrate understanding and commitment to this strategy. • Ensure Member Protection in the design of club programs, activities, policies, procedures, and guidelines. • Ensure that all Easts Team Members are aware of this strategy and their obligations, and to assist them to meet their obligations. • Assist Easts Team Members to make complaints about Member Protection Incidents. • Provide immediate feedback and take immediate action when an Easts Team Member may not be meeting their obligations under this strategy.

Who

Responsibilities

- Club Safety Coordinators
- Manage **East Team Member** related Member Protection Incident Reports.
 - Regularly review relevant sporting industry, Volleyball Australia and Volleyball Queensland related risk registers (if available).
 - Support, advise and provide expertise to **East Team Members** and external stakeholders on Member Protection matters relevant to East Volleyball's functions including obligations under legislation.
 - Ensure all relevant policies, procedures, guidelines and codes are reviewed and updated every 2 years.
 - Review risk management plans annually or when Easts programs and other activities are developed or changed.
 - Ensure training programs are developed and implemented.
 - Coordinate training for Easts Team Members and monitor compliance.
 - Maintain accurate records for any Member Protection incidents and concerns.
 - Provide an report on Member Protection, including Young Person Safeguarding, for inclusion in the Club AGM.

-
- All Easts Team Members
- Complete Member Protection and any related training as directed by the Safety Co-ordinators.
 - Comply with the Code of Conduct and all policies, procedures and guidelines that support this strategy.
 - Comply with all relevant requirements of this strategy in the course of their work and any Easts Volleyball functions.
 - Comply with all requirements or directions given to them by the Easts Management Committee or the Club Safety Coordinators for the implementation of risk controls.
-

Who**Responsibilities**

Secretary and Treasurer

- When managing grants and procurements, consider Member Protection implications that is a usual part of, and more than incidental, to the services or grant activity.
 - Ensure third-party providers comply with their Member Protection obligations.
-

7. Strategy Review Every 2 years

This strategy (including all associated policies and guidelines) and the Code of Conduct will be reviewed to ensure that they are current and effectively support the overall Member protection commitment and the key principles as outlined above

The club Safety Coordinators have responsibility to ensure that all policies, processes and codes are kept up-to-date and to monitor compliance with and effectiveness of these policies, processes, guidelines, and codes. To do this the club Safety Coordinators will review the Governing Principles every 2 years and update this strategy to include any relevant legislative changes as required.