



# HEALTHY CLUB POLICY

## PURPOSE

The Bunbury Barbarians Junior Rugby Union Club Inc. is a "Healthy Club", that ensures we focus on the welfare, health, wellbeing and safety of Members (and other Rugby Union participants in the local area) and promote and provide a training, competition and social environment that is healthy, safe and enjoyable. This includes but is not limited to:

- Upholding that every person involved in Rugby is treated with respect and dignity, and is safe and protected from harassment, discrimination, bullying, abuse and other unfair or inappropriate conduct;
- Initiatives with a preventative focus, to create a safe environment and minimise risk of injury;
- Fostering an inclusive, family focused culture with an emphasis on being proactive by:
  - Placing importance on adults and Barbarians players leading by example by modelling and promoting healthy and respectful behaviours;
  - Setting guidelines for Club operations;
  - Empowering and encouraging young people to make healthy and positive lifestyle choices;
  - Responsibly managing the service and consumption of liquor; and
  - Ensuring that sport and family are our first priority.

Kids can be exposed to a lot of negative influences. Our Club aim is for playing Rugby at Barbarians to be a positive experience for players and families and to surround our players with positive influences. We want Barbarians to be a place where kids want to be, and where parents want their kids to be.

## COMPLIANCE WITH RUGBY AUSTRALIA (RUGBY AU) POLICIES

Our Club commits to following the Rugby AU policies which have been developed to provide players, administrators and any other entities involved in Rugby an additional reference for issues that are outside the scope of the Laws of the Game and in addition to the IRB Regulations. More Information can be found [here](#).

## TO WHOM THIS POLICY APPLIES

This policy applies to all members of our Club as defined in our Constitution. Membership Categories: Life Member, Playing Member, Ordinary Member (includes Volunteers), and Temporary Visiting member.

## RESPONSIBILITY

To provide a safe environment and to identify practices or environments that offer potential safety or welfare issues, our Club makes the management of player and volunteer safety a **WHOLE CLUB** focus and responsibility. All Board Members and Club volunteers will be provided with an up-to-date copy of the Clubs Health Club Policy in all volunteer induction resources and will be requested to abide by, promote and monitor its implementation. This Policy recognises that the health and

welfare of all those associated with our Club is a joint responsibility, which includes the support and cooperation of the parents and guardians of our junior playing members.

## **NON-COMPLIANCE STRATEGY**

If any member or visitor breaches this Policy, the following non-compliance strategy will be reasonably followed:

- Assume that the person is unaware of the Healthy Club Policy;
- A Club representative will approach the person breaching the Policy and ask them to refrain from the behavior and refer them to the Policy;
- Continued non-compliance will be handled by at least two (2) Board Members, who will consider the severity of the non-compliance along with any legal requirements and use their discretion to determine the appropriate course of action. This can include:
  - Verbally remind the person again;
  - Issue the person with a written letter outlining the Healthy Club Policy and state that continued non-compliance may lead to them being requested to leave;
  - Request the person to leave the Club grounds, facilities or function;
  - Escort the person from the area;
  - Instigate a formal complaint for breach of the Code of Conduct or Member Protection Policy or Club Constitution and referral to Conduct Committee for possible disciplinary action; or
  - Make a report to the appropriate authorities i.e. Police for alleged criminal activity.

## **PROMOTION OF THE POLICY**

Our Club recognises the importance of promoting the Healthy Club Policy and the benefits of the Policy among our members. Effective communication of the Policy is vital in establishing its acceptance by our members, in minimising Policy breaches and in developing a Healthy Club culture.

The Club will promote the Health Club Policy regularly by:

- Providing Club volunteers with a hard copy of the Policy in induction packs;
- Placing non-smoking signage in prominent locations around our grounds on competition days and at training;
- Publishing the full version of the Policy on our website;
- Promoting the Health Club Policy in the Club Profile sent to potential sponsors;
- Promoting our association with Good Sports in our newsletter, handbook, website and on our Facebook page;
- Placing notices, sharing links and reminders relevant to sections of our Policy in our weekly newsletter and Facebook page and other social media;
- Displaying educational and promotional posters relevant to sections of our Policy on our home game noticeboard and canteen;
- Making announcements at Club functions or fundraising events where alcohol is being consumed;
- Including notices on flyers or invitations to Club functions or fundraising events where alcohol is being consumed;
- Engaging print media by promoting the Club policy in media releases;
- Inviting stakeholders for educational presentations aimed at parents/guardians and/or volunteers and/or players;

- Promote our Clubs involvement in the Good Sports Program through the Good Sports logo appearing on player jerseys; and
- Presenting a Club Good Sports Award at the end of season award presentations.

## **POLICY REVIEW**

This Policy will be reviewed annually to ensure it remains relevant, practical and that it reflects community expectations and legal requirements.

## **REVISION HISTORY**

Revision date	Comment	Page No.	Revised by
08-Feb-2020	Annual Policy Review	All	SB

## **VERSION CONTROL**

Custodian of document	Vice President Off-Field
Version	5
Date of next review	08-Feb-2021

# HEALTHY CLUB FOCUS AREAS

## MEMBER PROTECTION

Our Club follows the Rugby AU [Member Protection Policy](#). All volunteers appointed to Team and Club volunteer roles are required to read and understand the Member Protection Policy.

## GENERAL SAFETY

Our Club is committed to ensuring that players and volunteers have a safe environment in which to play and practice, by regularly assessing the condition of playing surfaces, playing equipment, and the weather, so that potential hazards, obstructions or dangers can be identified and addressed.

All volunteers are encouraged to identify practices, or environments, that pose potential safety or player welfare concerns.

Our Club commits to:

- Complete the [Match Day Inspection Checklist](#) for every home game and event as well as an [Annual Safety Audit](#). Maintain appropriate records;
- Communicate with the Leschenault Leisure Centre and the Shire of Harvey to ensure playing surfaces, lighting and change room areas are well maintained;
- Ensure all sporting equipment is age appropriate, well maintained and in good working order; and
- Provide equipment to rope off all playing enclosures on game days.

Rugby is a winter sport so teams train and play in the rain. Training, games or events will be cancelled if a SEVERE Weather Warning is issued by the [Bureau of Meteorology](#). Our Club commits to following the [World Rugby Lightning Safety Guidelines](#).

Our Club commits to providing volunteers with the resources, information and training to safely and effectively carry out their roles by:

- Sourcing and facilitating volunteer training and development opportunities in areas such as Coach and Referee Development, Sport Safety, First Aid, Sports Trainers, Responsible Service of Alcohol, Food Safety and best practice Club governance and operations;
- Promote and encourage volunteers to attend these training and development initiatives;
- Allocating a budget to sponsor volunteers to attend training and development initiatives;
- Provide Club volunteers with role specific induction folders at the commencement of each season, which include role descriptions, policies, procedures and resources; and
- Organise formal and informal meetings and opportunities for volunteers to be briefed, upskilled and prepared to carry out their role.

## SPORT SAFETY & INJURY PREVENTION

Our Club commits to following the [Rugby AU Medical & First Aid Requirements](#). The Rugby AU Medical and First Aid Requirements have been developed in line with the Rugby AU [Safety Policy](#) and are designed to ensure that the game is as safe and enjoyable as possible for all participants. The [Serious Injury Protocol/Report](#), [Blood Policy](#) and [Concussion Management](#) are included as part of the recommendations.

Our Club commits to compliance with the Rugby AU [Smart Rugby Policy](#). Smart Rugby, our Occupational Health and Safety Program for the game of Rugby is the **compulsory minimum**

requirement for every coach and referee participating in Rugby where there is a tackling component. The Smart Rugby qualification requires updating every two years.

The role of First Aid Coordinator is a Board position. Our Club appoints First Aid trained volunteers for each team who are equipped with a Club provided first aid kit. The Club provides a first aid post at all home games and carnivals manned by first aid trained volunteers. The Club allocates resources to acquire and restock first aid equipment as required. First aid volunteers are recognisable in hi-visibility vests which are provided by the Club.

Our Club is committed to the injury prevention methods of:

- Following the Rugby AU [Participation Policy](#). This policy is aimed at ensuring that as many people as possible can participate in Rugby; however, it must be safe and fair for all participants;
- Enforcing game laws and changes;
- Encouraging players to have a commitment to training and a high level of fitness so that they are physically prepared (e.g. conditioning, warm-up, stretching and cooling down);
- Run pre-season training programs prior to the commencement of the competition season;
- A focus on player skill and technique development to increase player skills to approach body contact with confidence and to minimise the chance of injury. Rugby is a body contact sport. By its nature, body contact has the potential to cause injury. Smart Rugby helps to provide a safe environment for all players at all levels. Incorporating the practices of Smart Rugby into training sessions helps to ensure that players are prepared to be capable;
- Coaches be trained in the correct methods for teaching Rugby skills and techniques (see Smart Rugby);
- Encouraging players to take breaks to rehydrate throughout training and matches. Ensure that water is readily available and free to players. Each team is allocated water bottles and carrier for the season which are the responsibility of the Team Manager.;
- Ensure players wear mouth guards for training and matches. The Club sells emergency mouth guards. Head gear is recommended;
- Sensible selection for player positions;
- Discouraging players from returning to play too soon after injury or illness;
- Requesting that parents of a player who is ill, injured, has a pre-existing medical condition or is taking prescription medication to discuss any implications for participation with their treating medical practitioner before participating in sport or physical activity. Written medical clearance (i.e. Doctor permission) may be required before playing;
- Request that players complete a pre-season medical history form as required;
- Encouraging players to respect the well-being of their teammates and opponents;
- Encouraging older players, coaches, referees, officials and parents to be sport safety role models and to be aware of their roles and responsibilities;
- Promoting sport safe strategies through the Club website, posters, weekly newsletter and volunteer induction resources; and
- Encouraging members and volunteers to always wear suitable clothing and footwear.

## **SUN AND HEAT PROTECTIVE BEHAVIOUR**

Our Club recognises that unprotected exposure to the ultraviolet (UV) radiation from the sun, can have immediate negative impact on performance and hydration and can cause sunburn. Exposure to UV radiation also increases the risk of eye and skin damage and skin cancer.

The Club promotes sun safety awareness and sun protective behaviours and practices. The Club encourages a commonsense approach and consideration of the comfort and well-being of all individuals including players and officials.

Our Club commits to taking all reasonable care to minimise the UV radiation exposure for our members by:

- Encouraging members to consult the UV index forecast for the area where the activity or event is to take place i.e. [SunSmart App](#);
- Considering the timing of activities and wherever possible schedule events, games and training outside of peak UV times;
- Encouraging the use of shade to protect participants and spectators. The Club provides gazebos for members to erect for this purpose;
- Actively promoting the [5 SunSmart steps](#) – Slip! Slop! Slap! Seek! Slide!
  - Slip on clothing;
  - Slop on sunscreen;
  - Slap on a hat;
  - Seek shade; and
  - Slide on sunglasses
- Provide free SPF 30+ sunscreen for members and participants.

The Club recognises that:

- High intensity exercise in a hot environment, with the associated elevation of body temperature, can lead to heat illness. Heat illness in sport presents as heat exhaustion or the more severe heat stroke;
- Young children are especially at risk in the heat. Prior to puberty, the sweating mechanism essential for effective cooling, is poorly developed;
- Children usually slow down or stop playing if they feel distressed in the heat. On no account should children be forced to continue sport or exercise if they appear distressed or complain about feeling unwell; and
- Pre-season training sessions, competitions and carnivals all pose the greatest risk to our members for heat illness due to the temperature at this time of year. It is also important to be aware that for those who have not recently or regularly undertaken sport or physical activity, modifications may need to be made to minimise the risks when levels of activity rise.

For Club activities that are scheduled during the hotter months or when hot weather is forecast, the Club commits to take caution and consider if it is appropriate for the activity to continue as planned or if it should be modified, postponed to cooler conditions or cancelled.

Accordingly, the Club commits to following the [World Rugby Heat Guidelines](#).

Modifications to consider in hot weather to minimise the risk of heat illness include:

- Reduce or limit intensity of activity;
- Reduce or limit duration of activity;
- Reduce playing time for participant;
- Increase the number of rests and/or extend rest periods;
- Divide games into shorter playing periods to allow for extra rest periods;
- Allow additional substitutions than usual for players and officials;
- Increase opportunities for rehydration during the activity; and

- Provide extra water for wetting face, clothes and hair (not just to drink) and ice to cool down (not just for injuries).

## **RESPONSIBLE SERVICE AND CONSUMPTION OF ALCOHOL**

Our Club is committed to promoting a culture and conducting its activities in a manner that encourages responsible service and consumption of alcohol and ensures the priorities and focus of the Club operations remain on sport and family. Our Club recognises the need to:

- Meet its duty of care in relation to the health and safety of our members and others who attend our Club;
- Uphold the reputation of the Club, Sponsors, partners and Good Sports;
- Understand the risks associated with alcohol misuse and our role in minimising this risk.

Junior events (games, training etc) of our Club will be ALCOHOL FREE. Alcohol should not be available, nor be consumed in and around junior competition areas and the Club will not sell, encourage or openly promote drinking alcohol at our junior events, when junior players are present. This includes on any Club organised transport, tours, camps or away trips that involve junior members. Alcohol-free social events will be provided for families.

While our Club does not sell alcohol, we acknowledge that alcohol may be consumed at Club related events and activities (that do not involve junior playing members) including meetings, volunteer functions, Sponsor functions and other fundraising events. The Club may also hold functions at licensed venues.

Accordingly, the following requirements will apply to all members, Club facilities and functions and at any other event or activity undertaken by the Club where alcohol is consumed:

- A Risk Management approach will be taken in planning events/activities including the supply or consumption of alcohol. Such events will be conducted and managed in a manner consistent with liquor licensing legislation and this Policy;
- The Club will adhere to laws in relation to the serving of alcohol in accordance with the requirements set out in the Liquor Licensing Act 1998; A liquor licence will be obtained, as required, at any event where alcohol is to be sold and in the absence of a liquor licence, observance of local by-laws in relation to alcohol consumption; and
- Excessive consumption of alcohol will not be an excuse for unacceptable behavior, particularly behavior that endangers others or breaches the law, this Policy or any other policy of the Club.

All members:

- Must not compete, train, coach or officiate if they are consuming alcohol or under the influence of alcohol;
- Must not provide encourage, or allow people aged under 18 to consume alcohol. Servers and Board Members will ask for proof of age whenever necessary or whenever in doubt;
- Must not provide, or serve alcohol to any person who is intoxicated;
- Must not participate in, or encourage, excessive rapid consumption of alcohol (incl. drinking competitions);
- Must not pressure anyone to consume alcohol beverages;
- Must not post images on social media or websites of themselves, or others, drinking alcohol at Club related activities, or while wearing Club uniform or merchandise; and

- Must accept responsibility for their own behavior and take a responsible approach and use good judgement when alcohol is available.

Our Club will actively promote the responsible use of alcohol by implementing the following:

- Provide Responsible Service of Alcohol training to volunteers. At least two Committee Members will have undertaken RSA training and at least one RSA trained Board Member is to be present when alcohol is consumed at a Club activity or event;
- Promote and adopt safe serving practices of alcohol including assisting members to drink within appropriate limits (e.g. servicing alcohol drinks in standard-size drink portions);
- Using its best endeavours to ensure that when alcohol is consumed, or served, at a Club activity or event; substantial food and water is available; and low alcohol and non-alcoholic drink options are offered;
- Intoxicated people will be asked to leave the Club facilities, ground or venue (after appropriate safe transport options are offered);
- The Club will pursue non-alcohol sponsorship and revenue sources; and
- An incident register shall be maintained and incident recorded.

## **SMOKE-FREE ENVIRONMENT**

Our Club recognises that smoking is hazardous to health and those non-smoking Club members and visitors have the right to be protected from exposure to tobacco smoke. All our venues and functions will be smoke free. This applies to all members, volunteers, families, officials, players and Club visitors.

We will ensure a smoke free environment by:

- Ensuring all areas of the Club including change rooms, grounds, event locations and all Club functions are smoke free;
- Not permitting the selling and supply of tobacco products on our premises;
- Prominently displaying NO SMOKING signage at all Club activities; and
- Advising members in newsletters that smoking is not permitted in and around our Club grounds.

All members representing our Club, in any capacity on or off the field, will refrain from smoking while they are acting in an official capacity, or volunteering for the Club, or while in Club uniform.

## **OTHER DRUGS**

Our Club will adopt the Rugby AU Policies in relation to [Anti-Doping Code](#), [Sports Supplement Policy](#) and [Illicit Drugs Policy](#) to the extent that they are applicable to junior rugby players who are participating in a grassroots rugby competition environment.

Our Club will take all reasonable care and attention to encourage and empower young people to make healthy, positive, lifestyle choices to remain drug free which includes;

- Discouraging the use of medications in respect to injury/recovery that would enable a member to participate and/or compete where they would not otherwise have been able;
- Promoting a NO DRUGS policy which includes the use of illicit and performance enhancing drugs;
- When aware, not allow participants under the influence of illegal drugs to compete, train, coach or officiate in order to prevent harm to themselves and other participants;



- Contacting a relevant agency and seeking professional advice on how to manage a situation where there is reason to believe that a member may be using illicit drugs; and
- Setting up links with local health services, to provide education initiatives and/or resources (such as presentations to our high school aged players) with the aim to assist older junior players to make the right choices when it comes to illicit drugs, and increasing awareness of the dangers of illicit drugs and the impact they may have on players sporting performance, health and the broader community.

## **SAFE TRANSPORT**

Our Club recognises that driving under the influence of alcohol or drugs is illegal and hazardous to individuals and the wider community. It takes considerable time until a person can legally and safely drive home if they have consumed over the recommended levels of alcohol. Our Club will promote and ask that all attendees at Club functions plan their transport requirements to ensure they arrive home safely and prevent driving under the influence of alcohol or drugs.

Safe transport options will be promoted as part of any event we hold, where alcohol is served or consumed:

- The Club will provide transport options (where available and possible) to and from Club related events or activities, where alcohol is to be consumed and the event of activity is to take place outside the Greater Bunbury Region;
  - The bus or transport provided will be an alcohol-free zone.
  - People who have consumed alcohol are to make alternative safe transport arrangements to get from the bus, or transport, drop-off to home.
- Taxi phone numbers will be prominently displayed at events or activities and taxis will be called free of charge; and
- In specific cases, where a designated driver nominated by the Club has accepted the responsibility to drive others home safely, the Club will provide non-alcoholic drinks and/or food free of charge (or passengers will be encouraged to pay for these for their driver).

Those attending Club activities where alcohol is being served, are encouraged to:

- Make alternative transport arrangements to get to and from the activity safely;
- Plan ahead and arrange overnight accommodation;
- Share a taxi (where available) with friends; and
- Ride with a driver who hasn't been drinking alcohol or taking drugs.

In the instance that a Club volunteer becomes aware that a parent or guardian has arrived at a Club event or activity already under the influence of drugs or alcohol, Club volunteers are encouraged to use their best endeavours to recommend and offer alternative safe transport options to minimise the risk of harm, particularly to those children under their care.

## **FOOD SAFE PRACTICES**

Our Club is committed to compliance with and meeting the requirements of the Food Act 2008 and the Australia New Zealand Food Standards Code. This includes:

- Notification/Registration of canteen operations with the local Shire;
- Equipping our Volunteers with Food Safety skills & knowledge and an understanding of food handling policy and procedure by:

- Appointing a Canteen Coordinator to oversee canteen operations who has prior training, or whom completes the online food Safety Course: [www.harvey.imalert.com.au](http://www.harvey.imalert.com.au); and
- Providing one-off event canteen volunteers with a brief verbal and written induction of our canteen systems at the commencement of their shift and placing reminder signs in the canteen area.
- Operating our canteen (and catering) in a safe and hygienic way with safe food handling practices including:
  - Protecting food from contamination by implementing:
    - Effective cleaning and sanitation practices;
    - Maintaining volunteer personal health and hygiene; and
    - Safe transport, storage, preparation and serving practices.
  - Practices for maintaining safe temperature control.

The Club recognises the need to maintain a safe environment for volunteers and members in the canteen area by managing the risk of potential harm associated with canteen and catering equipment such as the urn, BBQ, gas bottle, oil and food spillage on the ground.

## **HEALTHY EATING**

Our Club promotes that a well-nourished junior athlete will be able to play better and for longer, stay mentally alert and recover quicker from training and competition. The key to healthy eating habits is to enjoy a variety of foods from the different food groups and to limit the intake of unhealthy foods and drinks.

Our Club is keen to increase the nutritional quality of the food we sell at our canteen and improve the availability of healthy food choices offered at our Club competitions, meetings, functions, events and activities. To do this, our Club commits to:

- Providing and prompting more prominently the healthier drink options, in an attempt to limit the sales of unhealthy drinks;
- Displaying educational resources such as posters that display the sugar content of unhealthy drinks;
- Providing access to free drinking water at activities and events, and selling chilled bottled water at a cost cheaper than the unhealthy drinks;
- Seeking out healthy catering for Club functions, activities or events whenever possible and when not possible, ensure that healthy food and drink alternatives are also available;
- Pricing the healthy food and drink choices cheaper than less healthy foods;

To uphold the healthy eating message, the Club will:

- Promote healthy eating on its Facebook page and in our newsletter;
- Avoid fundraising prizes and activities that have an emphasis on unhealthy food or drink i.e. confectionary and chocolates;
- Avoid the sale of unhealthy food at Club events and functions;
- Not pursue junk food/unhealthy food/drink sponsorship and revenue sources; and
- Not provide unhealthy food or drink (or vouchers for same) as prizes or awards.

## **POSITIVE MENTAL HEALTH AND WELLBEING**

1 in 5 Australians experience mental ill-health every year with only 35% of those seeking professional help. Mental illness refers to a range of illnesses – no two are the same. Generally, these illnesses

are health problems that significantly affect how a person feels, thinks, behaves and interacts with people. In Australia, the most common mental illnesses include anxiety disorders, depression, psychosis, substance abuse disorders and eating disorders.

While we can all feel down from time to time, a mental illness is a little different. People experiencing mental illness are often so overwhelmed by tension, fear or sadness that they can have difficulty maintaining relationships and carrying out day-to-day activities. For some, even getting out of the bed in the morning will feel impossible<sup>1</sup>.

Our Club is keen to increase the likelihood that members who are struggling, going through a tough time or have mental ill-health, will open up and seek help and recognises that a positive environment, where members feel supported and are actively engaged in our Club community, will have a positive effect on the mental health and well-being of members.

Our Club is committed to building on and further reinforcing the work the Club has been doing over recent years that promote positive mental health by developing and implementing a Club Mental Health Policy in 2020.

The Club will actively promote mental health at all Club events and activities as well as via social media channels.

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<sup>1</sup> Good Sports. (n.d.). *Good Sports Healthy Minds Program*. Retrieved from Good Sports: <https://goodsports.com.au/programs/healthy-minds/>