



Warilla-Barrack Point SLSC

Code of Conduct & Expectations

Members, Parents, Guardians and Carers

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Document Framework

These two companion policies establish practical behaviour and participation expectations for junior members and for parents, guardians and carers involved in Warilla-Barrack Point SLSC (WBPSLSC) Junior, Senior Activities as well as Surf Sports.

They are intended to operate consistently with, and not replace, the WBP Constitution, applicable SLSA and SLSNSW policies and regulations, and the WBP Club Competition Team & Nominated Competitor Selection Policy.

Where a matter is specifically governed by a higher-level SLSA or SLSNSW policy, the WBP Constitution, or the WBP Team Selection Policy, that governing document applies to the extent of the matter.

Related Documents:

- WBP Constitution.
- SLSA Member Protection Policy and Member Code of Conduct.
- Applicable SLSA and SLSNSW competition, child safety, complaint and member protection policies.
- WBP Club Competition Team & Nominated Competitor Selection Policy.

Member Code of Conduct & Expectations Policy (Juniors and Seniors)

**Participate. Learn. Compete fairly. Support your teammates. Respect others.
Represent Warilla-Barrack Point with pride.**

1. Purpose

Warilla-Barrack Point Surf Life Saving Club (WBPSLSC) is committed to providing members with a safe, supportive, inclusive and positive environment in which they can develop as competitors, teammates and future surf lifesavers.

This policy establishes the standards of behaviour and participation expected of junior competitors representing WBP at Nippers, training, carnivals, Club activities and Surf Life Saving competition.

The purpose of this policy is not simply to regulate behaviour. It is to help junior competitors understand what representing WBP means.

2. Application

This policy applies to members when participating in or attending:

- Sunday Nippers, Junior and Senior Activities.
- Club and Surf Sports training.
- Club Championships.
- Carnivals and championships.
- Club camps, development activities and team functions.
- Travel associated with WBP competition or activities.
- Any other activity where the competitor is representing WBP or Surf Life Saving.

This policy should be read together with the WBP Constitution, applicable SLSC and SLSNSW policies and regulations, and the WBP Club Competition Team & Nominated Competitor Selection Policy.

3. Our Competitor Standard

WBP expects every member to:

1. Treat teammates, competitors, coaches, age managers, officials, volunteers, parents and members of the public with respect.
2. Listen to and follow reasonable instructions from coaches, age managers, officials, water safety personnel and other authorised Club representatives.

3. Participate safely and never deliberately place themselves or another person at unnecessary risk.
4. Make a genuine effort during Nippers, training and competition.
5. Be willing to learn, receive coaching and develop their skills.
6. Encourage teammates and contribute positively to the team environment.
7. Compete fairly and within the rules and spirit of Surf Life Saving.
8. Accept the decisions of officials and carnival referees appropriately.
9. Demonstrate good sportsmanship in both victory and defeat.
10. Care for Club equipment, facilities and the property of others.
11. Never bully, abuse, harass, intimidate, discriminate against or deliberately exclude another person.
12. Represent WBPSLSC positively both on and off the beach.

4. Nippers, Training and Participation

WBP recognises that Surf Life Saving begins with lifesaving. Sunday Nippers is an integral part of the Club and contributes to the development of surf awareness, lifesaving skills, confidence, teamwork and the lifesavers of the future.

Junior members are encouraged to participate genuinely in both Sunday Nippers and relevant Club training.

WBP does not expect perfect attendance. Children have school, family commitments, illness, holidays, other sports and other legitimate reasons for being unavailable.

However, members seeking competitive opportunities should understand that participation, commitment and genuine involvement in the Club matter.

Where participation or attendance is relevant to team selection, it will be considered only in accordance with the WBP Club Competition Team & Nominated Competitor Selection Policy.

5. Training and Coachability

Members are expected to attend training ready to participate positively and safely.

Members should:

- Listen when coaches are providing instruction.
- Make a genuine effort to complete activities.
- Be willing to attempt new skills and learn from mistakes.
- Respond appropriately to constructive coaching and feedback.
- Avoid behaviour that unnecessarily disrupts the training of others.
- Respect that coaches may make decisions about training groups, activities, equipment and safety.
- Support other competitors regardless of their ability or competitive level.

No child is expected to be perfect. Effort, willingness to learn and respectful engagement matter.

6. Teamwork and Team Events

Selection in a WBP team carries a responsibility to teammates.

Members selected for team events are expected to make a genuine effort, support their teammates and fulfil reasonable team commitments.

Where applicable, this may include participation across relevant surf and beach team events in accordance with the WBP Team Selection Policy.

A competitor's primary team commitment remains to their own eligible age group. Racing in an older age group remains subject to the Team Selection Policy and applicable competition rules

7. Competition and Sportsmanship

When representing WBP, members must compete fairly and within the rules and spirit of competition.

- Give their best reasonable effort.
- Respect officials and their decisions.
- Respect competitors from WBP and other Clubs.
- Celebrate appropriately.
- Accept disappointment appropriately.
- Never deliberately cheat, impede, intimidate or disadvantage another competitor.
- Appropriately acknowledge competitors and good performances.
- Remember that their behaviour represents themselves, their family, WBP and Surf Life Saving.

8. Teammates and Club Culture

WBP members should contribute to an environment where other children, parents, carers and guardians want to participate.

Members must not ridicule, belittle or exclude another child because of their ability, results, team selection, appearance, background or mistakes.

Success by another WBP member should not be treated as something taken away from somebody else. Members should encourage teammates, recognise effort and understand that every competitor contributes differently to the Club.

9. Selection Decisions

Team and nominated competitor selection is governed exclusively by the WBP Club Competition Team & Nominated Competitor Selection Policy.

members are expected to respect announced team selections and must not confront, criticise, blame or intimidate another child (junior or senior) because that child (junior or senior) was selected for a team or event.

No child (junior or senior) is responsible for a decision made by the Selection Panel.

members must not ridicule, belittle or exclude another child (junior or senior) because of their ability, results, team selection, appearance, background or mistakes.

Success by another WBP competitor should not be treated as something taken away from somebody else. Members should encourage teammates, recognise effort and understand that every members contributes to the Club.

Any question, concern or complaint regarding selection is an **adult** governance matter and must be managed through the pathway established by the Club Team Selection Policy.

10. Safety and Wellbeing

Instructions relating to surf conditions, water safety, equipment, competition safety or the suspension or modification of an activity must be followed immediately.

A junior or senior member should tell a Coach, Child Protection Officer, Age Manager, Water Safety member or another trusted adult if they:

- Feel unsafe.
- Are injured or unwell.
- Do not understand an instruction.
- Believe another child or member may be unsafe.
- Experience or witness bullying, harassment, abuse or inappropriate behaviour of any kind by anyone - child or adult.

11. Social Media and Electronic Communication

Members must use social media and electronic communication responsibly when their conduct relates to WBP, Surf Life Saving, another Club member or members of the public. This also extends to public personal life, WBP expects all members regardless of age to act as role models and be upstanding members of our community.

Online behaviour that would be unacceptable face-to-face is equally unacceptable online.

Bullying, humiliating, threatening, discriminatory or offensive content concerning teammates, coaches, officials, volunteers, members of the public or other competitors is not acceptable.

12. When Expectations Are Not Met

WBP recognises that children and are still learning.

Where behaviour falls below expectations, the Club should ordinarily respond in a manner appropriate to the individuals age, circumstances and seriousness of the behaviour, with an emphasis on education, correction and development.

This may include a mediated discussion with the competitor, involvement of their parent or carer, reasonable behavioural expectations, or other action available under applicable Club and SLS policies.

Serious or repeated behaviour may be referred through the appropriate WBP, SLSNSW or SLSA process. Nothing in this policy limits the operation of applicable child safety, member protection, disciplinary or competition procedures.

13. Commitment to all Competitors

In return for these expectations, WBP commits to providing members with an environment that is:

- Safe.
- Fair.
- Inclusive.
- Supportive.
- Development-focused.
- Competitive where appropriate.
- Fun.

Every member will have the opportunity to learn, participate, develop friendships, challenge themselves and become part of the Surf Life Saving community.

Parent, Guardian & Carer Code of Conduct & Expectations Policy

The sport belongs to the children. Adults are there to support them

1. Purpose

Parents, guardians and carers play an essential role in the success of WBP's Junior Activities and Surf Sports programs.

Children benefit most when families, coaches, Age Managers, officials and volunteers work together to create an environment that is safe, positive, respectful and focused on the child's development.

This policy establishes the conduct and participation expected of parents, guardians and carers involved in WBP Activities and competition.

Questions about a child's development are welcome and should be raised respectfully at an appropriate time

2. Application

This policy applies to parents, guardians and carers while attending or participating in WBP activities, including Nippers, training, carnivals, Club Championships, Club functions, competition-related travel and electronic or social media communication relating to WBP.

It should be read together with the WBP Constitution, applicable SLSA and SLSNSW policies and regulations, and the WBP Club Competition Team & Nominated Competitor Selection Policy.

3. Parent, Guardian and Carer Expectations

Parents, guardians and carers are expected to:

- Remember that children participate in Surf Life Saving and Surf Sports for their own enjoyment, development and experience.
- Encourage effort, learning, participation and good sportsmanship rather than focusing solely on results.
- Be positive role models.
- Treat all children, Coaches, Age Managers, Officials, volunteers and other families respectfully.
- Respect the authority and decisions of competition Officials and Carnival Referees.
- Allow coaches to coach.

- Encourage children to listen to and engage positively with coaching.
- Support their child's teammates and recognise the achievements of other competitors.
- Exercise appropriate self-control at training and competition.
- Follow established Club pathways when raising questions, feedback or concerns.
- Never bully, abuse, threaten, intimidate, harass, discriminate against or humiliate another person.
- Support the values, reputation and objectives of WBP and Surf Life Saving.

4. Coaching Staff

The coaches are responsible for coaching.

Parents and carers should support that relationship rather than attempt to coach their child from the sideline where doing so conflicts with, distracts from or undermines the direction being provided by the Club's coaches.

Parents, guardians and carers must not:

- Publicly challenge or undermine a coach during training or competition.
- Provide competing instructions to children while they are under the direction of a WBP coach.
- Pressure coaches to provide preferential training, equipment, positions or opportunities to their child.
- Approach a coach aggressively or immediately following an emotionally charged event or selection decision.

Coaches must be allowed to coach all children in a safe space.

5. Children Must Never Carry Adult Disputes

The Parents and carers must not involve children in adult disagreements concerning coaching, selection, Club governance or the conduct of another family.

A parent or carer must never approach, question, criticise, blame or intimidate another child regarding:

- Team or event selection.
- Race results.
- An incident involving their own child.
- A disagreement with a Coach, Selection Panel, Age Manager, Official or another family.

Concerns involving children must be raised with the appropriate adult Club representative.

No child should be made to defend a decision made by an adult, coach, official or Selection Panel.

6. Competition and Officials

Parents and carers must respect the authority of referees, judges and competition officials.

Disagreement with an official's decision does not justify abuse, confrontation or inappropriate behaviour.

Parents should model the behaviour expected from competitors by exercising self-control, respecting other Clubs and acknowledging the performances of all competitors appropriately.

7. Team Selection

All team and nominated competitor selections are governed by the WBPSLSC Junior Competition Team & Nominated Competitor Selection Policy.

Parents must respect the integrity and independence of the Selection Panel and must not attempt to influence selection through lobbying, pressure, personal relationships or approaches to individual selectors.

A parent's conduct or relationship with Club personnel must not be attributed to their child or used as a selection criterion. Equally, parents are expected to allow the Selection Panel to assess competitors under the published policy.

8. Selection Complaints and Feedback

Selection-related concerns must be managed strictly through the pathway established by the WBP Club Competition Team & Nominated Competitor Selection Policy.

For Juniors, the Junior Team Manager is the sole initial point of contact for selection-related complaints, escalation and feedback. Where the Junior Team Manager has a declared actual or perceived conflict of interest, the matter may proceed directly to the JAC in accordance with the Team Selection Policy.

Parents must not seek explanations from individual coaches, selectors, Age Managers, other competitors or other families outside that process.

This protects:

- The child from becoming involved in an adult dispute.
- The coach from being individually pressured.
- The selector from being required to disclose confidential deliberations.

- The family from receiving inconsistent or informal responses.
- The Club from multiple versions of the same complaint circulating through different people.

A disagreement with the outcome of sporting judgement does not, by itself, establish that the selection process was unfair.

For Senior specific escalation and feedback, please contact the Senior Team Manager or alternative pathway outlined in the WBP Club Competition Team & Nominated Competitor Selection Policy.

9. Nippers and Club Training (Juniors)

Parents and carers should encourage genuine participation in both the Nippers program and relevant Club training while maintaining appropriate perspective.

Children have different abilities, goals, developmental stages and commitments outside Surf Life Saving.

WBP does not expect perfect attendance, and children should not be made to participate when injured, unwell or where doing so would be unsafe.

Where participation is relevant to competition selection, it will be assessed only in accordance with the Team Selection Policy.

10. Sideline Behaviour

Positive encouragement is welcomed. Parents and carers must not:

- Yell at, ridicule or humiliate a child for making a mistake.
- Abuse or aggressively challenge officials.
- Criticise another child.
- Compare children publicly in a degrading manner.
- Encourage deliberate rule-breaking or unfair competition.
- Engage in conduct that disrupts training or competition.
- Create unnecessary conflict between competitors or families.

11. Communication

WBP encourages respectful communication. Questions and constructive feedback are legitimate and form an important part of a healthy Club.

The expectation is not that parents remain silent. The expectation is that concerns are raised with the right person, through the right pathway, at the right time and in an appropriate manner.

Where a specific WBP policy establishes a designated communication, complaint or escalation pathway, that pathway must be followed.

12. Social Media, Group Chats and Electronic Communication

Social media and group messaging must not become an alternative forum for resolving Club disputes.

Parents and carers must not use social media, messaging groups or other electronic platforms to:

- Abuse, ridicule or attack children, coaches, officials, volunteers or other families.
- Campaign against an individual child or selection decision.
- Publish confidential Club or selection information.
- Discuss any other club in a negative light.
- Make knowingly false or misleading allegations.
- Encourage others to target or pressure an individual.
- Circumvent established complaint or feedback pathways.

13. Safety and Child Protection

The safety and wellbeing of children takes priority over competition or sporting outcomes.

Parents and carers must comply with reasonable safety instructions issued by authorised WBP personnel and must not encourage a child to disregard a direction concerning surf conditions, water safety, injury, equipment or competition safety.

Nothing in this policy prevents or restricts any person from immediately raising a genuine concern regarding the safety or protection of a child through the appropriate WBPSLSC, SLSNSW, SLISA or external pathway.

14. Respect for Volunteers

The Club relies heavily upon volunteers. Coaches, Age Managers, Water Safety personnel, Officials, Committee members and other volunteers contribute substantial time to provide opportunities for both competing and non-competing members.

Parents are entitled to raise legitimate concerns. However, disagreement does not justify disrespectful treatment of volunteers or relevant individuals.

15. Breaches of this Policy

Concerns regarding behaviour under this policy should be managed through the appropriate WBP, SLSNSW or SLISA governance, member protection, complaint or disciplinary process applicable to the circumstances.

Serious matters involving child safety, abuse, harassment, discrimination or other conduct governed by an SLISA or SLSNSW policy must be managed under the applicable higher-level policy rather than informally under this document.

Nothing in this policy limits the powers or responsibilities of the WBP Management Committee under the Club Constitution.

16. The Standards We Want Adults to Set

Children learn Club culture from the adults around them. WBP therefore asks every parent, guardian and carer to help create an environment where children see adults:

- Respect coaches.
- Respect officials.
- Respect volunteers.
- Respect other families.
- Celebrate effort and achievement.
- Handle disappointment appropriately.
- Raise concerns through the correct pathway.
- Put children ahead of adult competition, politics or conflict.

The objective is not to prevent parents from advocating for their children. It is to ensure that advocacy occurs appropriately, respectfully and without diminishing the experience of another child.