

Play By The Rules

Alf McMillan - VSA MPIO - August 2019



Are we always...

Inclusive?

Safe?

Fair?

Then and Now

Threats, bullying and put-downs were accepted as part of the everyday banter between sporting club members - and even in the workplace!

Some 'survived' and even thrived - but many had unexpressed or unrecognised concerns and just gave up or failed to reach their potential within the field.

Experience and seniority told ignorance and youth what to do - in no uncertain terms!

One-way respect.

People have many choices about how they will spend their leisure time.

They are involved in gliding because (we hope) they want to be: Administrators, coaches, instructors, supporters. Pilots too!

We need to be much more attuned to the wide and varied differences and needs of everyone.

Mutual respect.

A hypothesis

Gliding is not attracting and retaining members for several reasons. Some of them are:

- Failure to recognise and adapt to changed circumstances
- Lack of a dynamic culture
- Traditional command and control approach
- Not enough listening by 'top' to 'bottom'
- Unempowered members

To address this, we must modernise our thinking, culture and approach

But, how...?

We need to
support people
to get this
change
happening

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Play By The Rules

Play by the Rules is an interactive education and information website on discrimination, harassment and child protection in sport.

Play by the Rules provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.



Play by the Rules provides free information, resources, online training, promotions and campaigns aimed at ensuring everyone involved in sport can do so in an enjoyable, safe environment, free from discrimination, harassment or bullying.

WWW.
playbytherules
.net.au

Play by the Rules is supported and funded by federal, state and territory government agencies.

Play By The Rules

The resources - at first sight - may appear to be...

- Not for gliding
- Not necessary
- Adding to the volunteer burden

Club leadership and members should...

- Have a good look
- Select materials that help
- Think about how to adapt them to their club's situation
- Save a whole world of pain when something goes wrong



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Play By The Rules - Resources

There are plenty of freely available resources that can be used across the gliding community and within your club, including at the VSA and GFA levels to support and promote a fairer and rules-based way of running gliding.

This is not all about the MPIO:

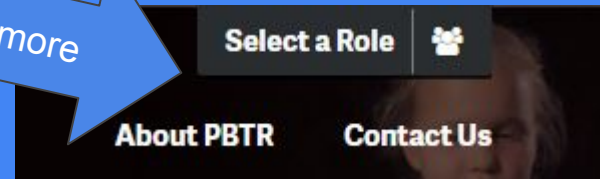
The site helps clubs and members to understand and handle:

- Anti-bullying and harassment
- Non-discrimination
- Child protection
- Complaint handling

... and much, much more...

Training for everyone

Click here to find out more



Administrator



Administrators play a vital role in sport, particularly to reduce the potential for things to go wrong. Here, you can access resources to help you manage risks in your sport.

Administrator

Committee members,
GFA, VSA people

Coach or Official



Coaches and officials are what make sport tick. They play a crucial role in helping keep sport safe, fair and inclusive. Here are a number of tools and resources to help you do just that.

Coach or Official

Instructors, Coaches,
Official Observers, etc.

Player



If you are a player then you can make a huge contribution to making sport safe, fair and inclusive. Your behaviour influences others, not only your team mates, but everyone involved in sport.

Player

Pilots, ground crew and
other support people

Parents



As a parent you should be aware of your clubs responsibilities. At the same time you also have responsibilities and you can play a huge role in creating a safe environment for your child.

Parents

Parents and other family
members

Fair Play Code

[Play Short Video Clip](#)

GFA - Member Protection Policy

GFA requires every individual and organisation bound by this Policy to:

- a. Be ethical, fair, respectful and honest in all their dealings with other people and GFA;
- b. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- c. Always place the safety and welfare of people above other considerations;
- d. Comply with GFA's Articles, Regulations, MOSPs, rules and policies including this member protection Policy;
- e. Operate within the rules and customs, practices and values of the sport;
- f. Comply with all relevant Australian laws (Federal and State), particularly antidiscrimination and child protection laws;
- g. Be responsible and accountable for their conduct; and
- h. Abide by the relevant Role-Specific Codes of Conduct outlined in Appendix C of this Policy.

MPIO - What do they do?

The MPIO role is to:

- Provide confidential, impartial and timely information about a person's rights, responsibilities and options when the person is making a complaint or raising a concern under the GFA Member Protection Policy
- Support and listen to the person's concerns - acting as a 'sounding board'

The MPIO does **not**:

- Investigate matters;
- Resolve conflicts;
- Give advice; or,
- Act as an advocate for the person making a complaint or raising a concern (although if asked, they may elect to accompany the person to talk with someone else)

MPIO Training is available

Government-funded training is available - just give a few hours of your time...

CERTIFICATE OF COMPLETION



THIS IS TO CERTIFY THAT:

Alf McMillan

HAS COMPLETED THE COURSE

**PBTR - Member Protection Information
Officer training**

Certificate Number
0753485/2019

Completion date
23 April 2019

Expiry
24 April 2021

Play by the Rules is a collaboration between the Australian Sports Commission, the Australian Human Rights Commission, all state and territory departments of sport and recreation and human rights/equal opportunity commissions, the Office of the Children's Guardian (NSW) and the Anti-Discrimination Board of NSW.

Gliding: Remember, it is a *sport!*

We are supposed to be having fun. So, let's all '*play by the rules*'

<https://www.playbytherules.net.au/>

Your Member Protection Information Officer (MPIO) can help you to find out more about 'Play By The Rules' resources, templates and tools

Coming soon...

VSA Online Play By The Rules
Roadshow

Over the next few months, the VSA will be contacting clubs to start conversations with their members about what it means to 'play by the rules'.

The VSA will host a series of online sessions for club members.

Details of how to take part in these sessions will be sent out with invitations to members.

VSA MPIIO

Contact details

Alf McMillan:

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Your Member
Protection
Information Officer
(MPIIO) can help with
unaddressed
concerns where
required