



SPORTING CODES COMBINE TO ADDRESS VIOLENCE AGAINST WOMEN



- ▶ **THE WATER POLO PRIDE CUP CELEBRATES DIVERSITY, INCLUSION AND EQUALITY IN SPORT**
- ▶ **WHAT UNDERPINS PARENTS BOORISH BEHAVIOUR?**

PLUS: SAFETY FOR CHILDREN - THE WORKING WITH CHILDREN CHECKS | ROYAL COMMISSION INTO CHILD ABUSE | 7 WAYS HOW YELLING IS HURTING CHILDREN | AND MORE...

Did you miss the recent Play by the Rules webinar - What Would You Do? Resolving Contemporary Ethical Issues in Sport. If so, fear not, you can catch the replay here: <http://www.playbytherules.net.au/news-centre/hot-topics/1452-free-webinar>

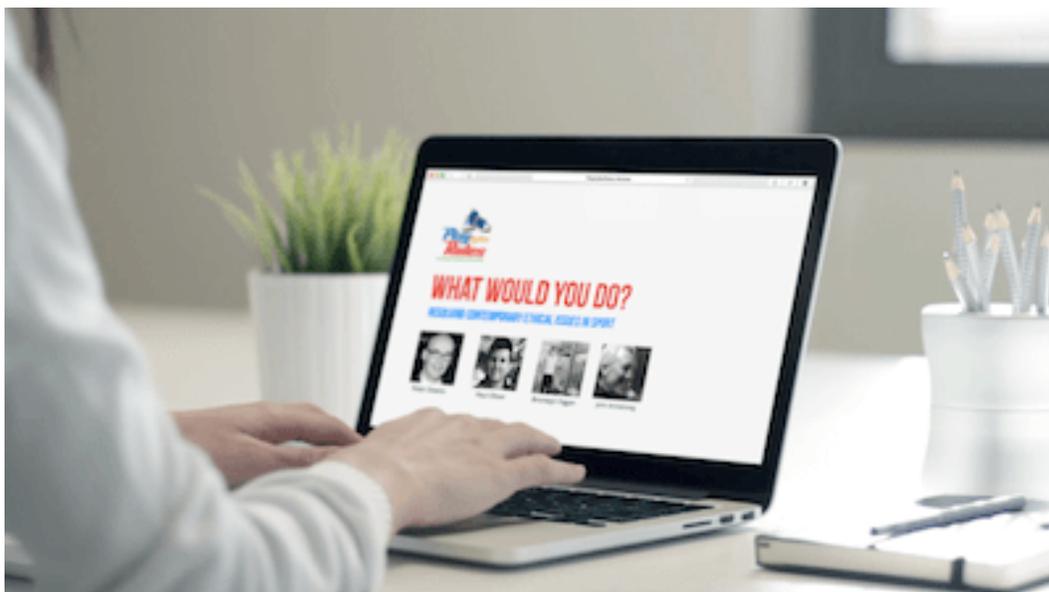


TABLE OF CONTENTS

THE EDITOR

NEWS

3 7 WAYS HOW YELLING AT OFFICIALS IS HURTING CHILDREN?

5 THE ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE FOCUS ON SPORT

FEATURE ARTICLES

6 THE WATER POLO PRIDE CUP CELEBRATES DIVERSITY, INCLUSION AND EQUALITY IN SPORT

8 NATIONAL SPORTING CODES COMBINE TO ADDRESS VIOLENCE AGAINST WOMEN

10 WHAT UNDERPINS PARENTS BOORISH BEHAVIOUR?

REGULARS

12 - 19

LEGAL STUFF - SAFETY FOR CHILDREN - THE WORKING WITH CHILDREN CHECKS

PERSPECTIVES - HOW TO MAKE AN APOLOGY THAT MATTERS

ONLINE COURSES UPDATE

RESOURCE PROFILE - THE COMPLAINTS FLOWCHART

VIDEO OF THE MONTH - RACIAL DISCRIMINATION, KNOW YOUR RIGHTS

SUBSCRIBE TO PLAY BY THE RULES

BACK PAGE

STATE/TERRITORY Play by the Rules CONTACTS

ACT

Grant Voysey (02 6207 2073)
grant.voysey@act.gov.au

NSW

Shannon Dixon (02 8754 8814)
shannon.dixon@sport.nsw.gov.au

NT

Debora Kanak (08 8924 3647)
debora.kanak@nt.gov.au

QLD

Jo O'Neill (07 3338 9253)
jo.oneill@npsr.qld.gov.au

SA

Jane Bartlett (08 7424 7622)
jane.bartlett@sa.gov.au

TAS

Al Adams
(03 6165 5094)
al.adams@dpac.tas.gov.au

VIC

Joshua Clark (03 9096 1870)
joshua.clark@sport.vic.gov.au

WA

Helen Cunningham
(08 9492 9700)
helen.cunningham@dss.wa.gov.au

NATIONAL

Peter Downs (02 6259 0316)
manager@playbytherules.net.au

THE EDITOR

Welcome to the 14th issue of the Play by the Rules magazine. It's been a fascinating few weeks in sport – not least the hearings conducted at the Royal Commission into Institutional Responses to Child Sexual Abuse, which had a focus on sport. It is important, if disturbing, reading for anyone interested in the welfare of sport. In this issue you can download the transcripts of the public hearings.

Our feature articles look at the excellent work being done on inclusion by water polo in Victoria and its involvement in the Pride Cup. You'll also learn about how major national sporting organisations are tackling the issue of violence against women. ANZSLA gives us a close look at the Working with Children Checks, and we look at how yelling is hurting children. And there is, as usual, lots more.

Enjoy this issue of the Play by the Rules online magazine and please share this with your sporting colleagues and friends.



Peter Downs
Manager - Play by the Rules

Please 'Like', 'Follow' and 'Subscribe' - a great way to support safe, fair and inclusive sport



7 WAYS HOW YELLING AT OFFICIALS IS HURTING CHILDREN

In March a community website from the United States, Switching the Field (www.switchingthefield.com), published an interesting article that resonated with over 17,000 people on the Play by the Rules Facebook page. Switching the Field describes itself as 'humble members of the greater soccer community doing our part to help the game'.

The article was entitled '4 ways yelling at referees is hurting our children' (<http://www.switchingthefield.com/yelling-at-referees-hurting-children.html>).

Here is an adaptation of the article – the 7 ways how yelling at officials is hurting children. At the end you can download an infographic for your own use.

1. They learn that mistakes are not okay

Of course, mistakes are a normal part of sport and of life. Mistakes are okay and they are nothing to be afraid of. Unfortunately there have been many examples of young officials giving up the role because of the fear and consequences of making mistakes. And what happens then?

2. They learn to make excuses

Blaming the official for a result is an excuse. A lot of things happen on the field of play. There are thousands of decisions made during a game, by officials and players. To focus on one decision as the turning point and blaming the official helps young people abdicate responsibility for their own actions.

3. They learn to give up when facing adversity

This is what happens when young people abdicate responsibility and blame the official. They have less resilience and can easily give up, feeling that control for their actions is out of their hands. It's far more positive to teach young people to control what they can control and accept what they can't.



4. They learn to disrespect authority

When people complain and yell at officials they model disrespect for authority. If a parent yells at an official we are teaching children that it's okay to be disrespectful. Like it or not, our actions and words on a sports field impact on children in many ways that are not confined to sport – they are life lessons!

5. They have negative role models

A parent is a role model. A coach is a role model. Athletes are role models. If you yell at officials, complain about decisions, even swear and become aggressive, what kind of role model for children are you?

6. They learn to be rude

Yelling is mostly just plain rude! Sometimes raising your voice is necessary and a natural human emotion, but there is a big difference between yelling from a sideline and raising your voice to be heard. Officials are doing their job, they are concentrating and doing their best. Interrupting this process by yelling is rude.

7. They learn to be selfish

Yelling is a personal reaction. It's very likely that those around you are not yelling and are simply enjoying the game. Yelling can ruin the game for others, players and spectators alike. The selfishness of yelling can drive people away from sport. Would you want to teach selfishness to your children?

Download the PDF infographic about the seven ways at:

<http://pbtr.com.au/r/7ways>



THE ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD ABUSE

FOCUS ON SPORT

No doubt you are aware that the Royal Commission into Institutional Responses to Child Sexual Abuse has recently had a focus on sport. The live broadcasts of the public hearings have been fascinating, very disturbing and significant for Play by the Rules. You can get access to the transcripts of Case Study 39 on sport at <https://www.childabuseroyalcommission.gov.au/public-hearings/case-studies>

One of the key focus areas of the public hearing was the systems, policies, practices and procedures in relation to child protection and for receiving, investigating and responding to allegations of child sexual abuse promoted and implemented by:

- Australian Olympic Committee
- Australian Paralympic Committee
- Australian Sports Commission
- New South Wales Institute of Sport
- Netball Australia
- Little Athletics Australia
- Surf Life Saving Australia
- Football Federation Australia
- Football NSW
- Tennis Australia
- Tennis NSW
- Cricket Australia
- Queensland Cricket
- A local Queensland cricket club.

Play by the Rules featured heavily in the context of these discussions, primarily as the key reference point for sports in relation to policies, codes, procedures, education and training around child protection. The flagship initiative is, of course, the free online training in child protection. Each month around 1,000 people complete this training.

You can register and access the training direct at <http://learning.ausport.gov.au>

THE WATER POLO PRIDE CUP CELEBRATES DIVERSITY, INCLUSION AND EQUALITY IN SPORT



Steve Blunt
President
Victorian Seals National League
Water Polo Club

The Olympic team sport of water polo is well known for being one of the toughest in the world, where fitness and strength come together with skills, stamina and endurance.

From the grassroots through to elite Olympic-level competition, more than 50,000 people from around Australia take part in water polo every year.

The sport has deep roots in community-based clubs, which are well known for connecting individuals from diverse backgrounds through school, social and club competitions.

It was this sense of community connection that led to the creation of the annual Pride Cup, which was held for the first time during round five of the 2016 National Water Polo League (NWPL).

The Pride Cup came about through a partnership between Melbourne-based clubs Melbourne Surge and the Victorian Seals and with the full support of the sport's national body, Water Polo Australia. The idea was to put pride, diversity and inclusion front and centre as part of the NWPL to create awareness and celebrate diversity and inclusion.

Melbourne Surge is Victoria's only LGBT water polo club with teams in the state competition while the Victorian Seals is the only Victorian club in the NWPL. There are 12 clubs that form part of the NWPL in both the men's and women's competition. This provides important competition opportunities for Olympic squad members as well as the next generation of Australian water polo talent.

The original driving force for the Pride Cup came after a chance meeting with Jason Ball, who in 2014 established a celebration AFL match between traditional local rivals Yarra Glen and Yarra Junction. From there the concept of a celebration during the national water polo competition quickly became a reality, with Melbourne's Midsumma Festival designating the Pride Cup a new major event for 2016 alongside the traditional Midsumma Carnival and Pride March events.

The months leading up to the Pride Cup saw all parties working together to extend the focus beyond just a single event. This included the entire Victorian Seals squad and Melbourne Surge members walking together in the Midsumma Pride March, and an inner tube water polo event which saw the CEOs of beyondblue and the Victorian Aids Council (VAC), as well as Olympic athletes and members of the transgender community, participating in what all have described as 'the most fun – ever!'

Additionally, a social campaign #NWPLPride and #wearthecap saw a huge number of water polo Olympians, other sporting Olympians, other sporting codes, as well as prominent politicians and business people, getting behind the social campaign and wearing the rainbow-inspired water polo cap.

With further support from Victoria's first Gender and Sexuality Commissioner Rowena Allen and with sponsorship from both beyondblue and VAC, the Pride Cup event was organised for Friday 5 February 2016. The feature match of that round of the NWPL, it saw the Victorian Seals playing the Brisbane-based KFC Queensland Breakers at the Melbourne Sports and Aquatic Centre. As a curtain raiser to the round, an exhibition game

between Melbourne Surge and its sister club the Sydney Stingers provided both sides with strong public attention as well as crowning the winner of the game with the highly coveted VAC Trophy.

On the night around 1400 people from various communities witnessed a memorable evening of entertainment and elite sport. Through the Victorian Seals partnership with C31, the Melbourne Community Television Consortium, the event was broadcast live and reached more than 60,000 viewers across all platforms on television as well as online.

Rowena Allen said: 'As Patron to the NWPL Pride Cup, I had great pleasure and pride in witnessing an Australian Olympic sport such as water polo host this event as part of their national competition.

'It is a pride shared with the whole LGBTI community and the broader public, and it shows how far we have come. The first NWPL Pride Cup will go down in history as a turning point in LGBTI acceptance and inclusion into the world of sport. It is about breaking down barriers and embracing equality now and into the future.'

The Victorian Seals together with Water Polo Australia are committed to holding the Pride Cup as a regular feature on the NWPL calendar and planning for the 2017 event is already underway.



National sporting codes combine to address violence against women

Violence against women is the scourge of our society and continues to be one of the most prevalent public health issues and human rights abuses in Australia and around the world. The figures are horrific. One in three women in Australia will experience violence in her lifetime, one in four emotional abuse and one in five will experience sexual violence.

While sport has, in some cases, played a role in creating and maintaining exclusion and inequality, it has also emerged as a very powerful way of engaging people and providing positive outcomes around gender equality and respectful relationships. Sport's universal popularity; its ability to connect people with communities; its capacity and reach as a communication platform; and its potential to empower, motivate and inspire, make it a powerful exemplar and influencer.

Our Watch, an independent, non-for-profit organisation, which provides national leadership to change structures, norms and practices that drive violence against women and their children, has recently established a Sports Engagement Program to build the capacity of sporting organisations to take action on this issue.

Our Watch chair, Natasha Stott Despoja, said: 'Evidence shows people who support gender inequality and sexism are more likely to hold

attitudes that condone or excuse violence against women, therefore, it's appropriate that we challenge these attitudes in settings where we can have maximum reach, such as the sporting community.

'Sporting clubs and organisations bring together large numbers of people and provide a ready-made environment to promote women's participation and opportunities,' she said.

Our Watch Sports Engagement Program

Established in 2015, the Sports Engagement Program will build a platform of best practice in primary prevention to assist sporting organisations to effect change and embed gender equality and respectful relationships into their networks and communities. It will provide a foundation for integrated, community-led and driven engagement to prevent violence against women and their children.

Over the longer term, the Sports Engagement Program will ensure:

- more people across the Australian community support gender equality, reject gender stereotypes and adopt positive bystander actions



- more young people have the skills to identify and build respectful and equitable relationships
- strong community engagement and leadership that helps drive prevention
- strong communities of prevention practice within and across sporting sectors and jurisdictions.

codes combine through national sporting organisation initiative

The National Sporting Organisations (NSO) Initiative is the first project of the Sports Engagement Program and is aimed at national sporting codes. Netball Australia, the Australian Football League, National Rugby League and Australian Rugby Union have each been granted \$250,000 over three years to help drive nationwide change in the culture, behaviours and attitudes that lead to violence against women and their children.

The NSOs have begun to work on specific activities to meet the individual codes and the communities they serve. Netball Australia, for example, will deliver an awareness campaign and education through 'Expect respect' training to lead the way in engaging women and girls in primary prevention programs.

The initiative will also involve developing

standardised policies, procedures, tools and resources to support other NSOs to develop and implement activities to prevent violence against women and their children.

Our Watch has also launched 'The line', a social marketing campaign to engage young people in conversations about respectful relationships and dating. It has also been designed to provide information to community influencers, such as teachers, parents and sports coaches.

For more information or to access guides for reporting violence against women and their children, visit www.ourwatch.org.au

If you or someone you know is impacted by sexual assault, family or domestic violence, call 1800RESPECT on 1800 737 732 or visit www.1800RESPECT.org.au. In an emergency, call 000.

Dr Paul Oliver
Oliver and Thompson Consultancy
The author is a member of the Our Watch Sports Engagement Advisory Committee

What underpins parents' bootish behaviour?

Clyde Rathbone

www.clyderathbone.com



There is a certain purity to junior sport. Perhaps it's the fact that young amateurs are free of the ills which sometimes contaminate the echelons of professionalism. Wander down to a local school oval on any given weekend for a front row seat to sport at its finest – being played for the sheer joy that it brings its participants. These low-key events are about young people having fun with their mates. At this level, sport acts as a unique and invaluable vehicle through which kids are able to learn about life by challenging themselves.

As a child I remember struggling to sleep the night before a rugby game or an athletics competition. I knew the next day was going to bring about more fun than anything I experienced in the classroom, and the anticipation often kept me up for hours. My parents understood that on a Saturday sport was near the only thing that mattered in my small universe.

I remember incessantly nagging my father to record my matches. I wanted to be able to analyse each game with a view to improving as a player. In hindsight I realise that this was more than a mild inconvenience. For years my dad would stare through the tiny blurred ocular of our dilapidated camcorder. It must have been akin to watching a match through a toilet roll. And my mates and I loved all the footage my dad shot when he mistakenly left the camera recording. I'm sure he got hours of feet and sky in all the time he spent shooting my matches from the sidelines.

I wasn't to know then that the recordings my father captured would someday land on a desk at the headquarters of the Australian Rugby Union. And that this single scrappy recording would serve as the catalyst for my migration to Australia.

As I reflect on my father's influence on my rugby career I'm filled with a deep sense of gratitude.



My dad was supportive, enthusiast and encouraging without ever being even the slightest bit controlling or assertive about how I should approach sport. According to my parents, if I wanted to play sport that was great, but if my brothers preferred to spend their weekends doing something else, well that was every bit as great.

It wasn't until I was older that I came to realise that not all parents nurture a love of life by helping children pursue their own paths. Ever since I first observed aggressive, domineering parents hurling abuse at referees or opposing players I've wondered what underpins this kind of boorish behaviour.

I've come to believe that some parents derive an unhealthy ego boost from the sporting success of their children.

This can only stem from failing to understand the true value of sport. A win at all costs mentality breeds exactly the kind of ugliness that children should be sheltered from. We want all young athletes to give their all, support their team-mates and respect their opponents and adjudicators. To imbue children with these qualities the only thing that's required of parents and coaches is to lead by example.

Which says nothing of the volunteer referee who has donated time on their weekend to serve others. These people deserve all the support in the world. At the very least they deserve to be treated fairly by all players and spectators. After all, without umpires, referees and judges, there would be no sport at all.

So the next time we're frustrated by a referee's decision, let us not forget that our children will model their behaviour on our own.

SAFETY FOR CHILDREN - THE WORKING WITH CHILDREN CHECKS

For any club that has a significant child membership, there are a number of areas of the law that a club and its committee need to be aware of. One of the more important ones is the Working with Children Checks. Why is this important? The obligations under the Working with Children Checks are onerous and the consequences for being non-compliant are potentially serious for both the organisation and any committee members who are aware of breaches of the legislation but do nothing about it.

The purpose of the legislation

The objective of the Working with Children Checks in all jurisdictions is the protection of children. This is the paramount consideration in every jurisdiction and virtually every matter that has gone to the courts and tribunals has emphasised this fact. To achieve that objective, each state and territory has its own procedures and it is necessary for each individual to fulfil the requirements in each jurisdiction where they work or volunteer. The only exception is the short-stay visitor (for example, there with a team for just a few days when, Queensland aside, they may be exempt for registration purposes).

Who does the legislation apply to?

This legislation has direct applicability to clubs and associations who are involved with children. It makes it mandatory for organisations, as well as individuals involved in sport as paid employees or volunteers, to meet certain statutory requirements designed to identify and minimise risk of harm to children. This includes coaches and tutors, officials, administrators, committee members and any other personnel who perform regular duties in the various intra-state competitions and state teams on behalf of a club or association, and who are working with children under the age of 18 years.

Whose responsibility is it to be registered?

Current legislation identifies broad categories of child-related employment, and this includes sporting and recreation organisations. Employers, employees and volunteers must fulfil screening requirements.

As a general rule most jurisdictions make it the responsibility of the person engaged in child-related work to obtain registration. However, South Australia requires employers to obtain criminal history checks. But it should not be assumed that all persons involved in child-related work need to be registered. Volunteers who are minors, and the age varies between jurisdictions, may not be required to register. Similarly, parent volunteers involved in a sporting activity in which they participate with their child (for example, as a coach) are also generally exempt and not required to register.

Most jurisdictions make it a mandatory requirement for a club or association (as it is the employer) to ensure that applicants have the necessary Working with Children Check. Breach of the legislation may result in not only the organisation being fined, but also each member of the committee who knew, or authorised or permitted a person who was not holding a current assessment notice to engage in child-related work.

Children participating interstate

Where clubs or associations need to be careful is when they send teams to compete interstate. While most jurisdictions accept the Working with Children Checks of other jurisdictions as being acceptable for short stays, the length of time varies from jurisdiction to jurisdiction and this includes the number of days and the number of occasions each year.

Who has mandatory reporting requirements?

South Australia and the Northern Territory have mandatory reporting requirements. This means that a person employed by, or volunteering in, a sporting or recreation organisation has a responsibility to report reasonable suspicions of child abuse or neglect.

Risk management strategies

South Australia expects organisations to establish guidelines and steps of action that they will take in respect to child protection issues and may require organisations to submit evidence of their progress in establishing child-safe environments, usually through documentation such as the statement setting out their child-safe environment policies and procedures.

Queensland also requires organisations engaging paid employees or volunteers who need a blue card to develop a written strategy (a risk management plan) and implement annually a risk-management strategy that promotes the wellbeing of children in their care and protects them from harm. Failure to comply is an offence.

Andy Gibson ANZSLA Life Member and Academic, Southern Cross University

HOW TO MAKE AN APOLOGY THAT MATTERS

When David Pocock copped a three-week suspension for grabbing Chiefs number eight Michael Leitch by the neck, there were many raised eyebrows. Pocock has an exemplary record of good sporting behaviour. He is a man of principles and high ethical standards demonstrated on and off the park throughout his career. So how did this happen and what did Pocock do about it?

It was a heat of the moment incident proving that sport can unhinge even those with the highest possible standards. It's what sport can do to you at any level. What's more interesting is how Pocock reacted to the suspension. Did he keep quiet? Did he make excuses? Did he make a standard (non) apology à la Johnny Depp? Did he scream at the injustice of it, Chris Gayle style?

No, he issued a statement apologising to Leitch, the Brumbies and all those people that follow rugby. He thanked World Rugby and SANZAAR for their actions in making the game as safe as it can be. It was a model lesson on how to atone for actions that brought him and the game into disrepute.

Not since Lou Vincent's apology for match fixing has such an honest and ethically excellent response to indiscretions been made public – a masterclass on how to handle an indiscretion at any level of sport.

You can see the full apology on David's blog at

[http://davidpocock.com/
davidpocock/](http://davidpocock.com/davidpocock/)



ONLINE COURSE UPDATE

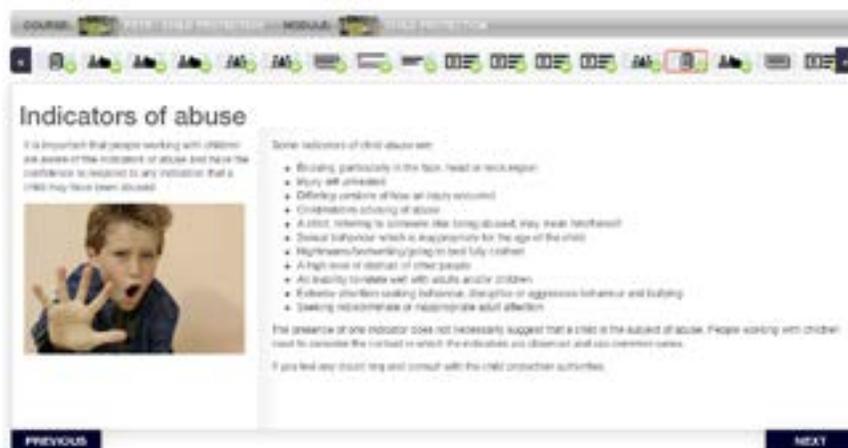
child protection - indicators of abuse

It is important that people working with children are aware of the indicators of abuse and have the confidence to respond to any indication that a child may have been abused.

Some indicators of child abuse are:

- bruising, particularly in the face, head or neck region
- injury left untreated
- differing versions of how an injury occurred
- child/relative advising of abuse
- a child, referring to someone else being abused, may mean him/herself
- sexual behaviour which is inappropriate for the age of the child
- nightmares/bedwetting/going to bed fully clothed
- a high level of distrust of other people
- an inability to relate well with adults and/or children
- extreme attention seeking behaviour, disruptive or aggressive behaviour and bullying
- seeking indiscriminate or inappropriate adult affection.

The presence of one indicator does not necessarily suggest that a child is the subject of abuse. People working with children need to consider the context in which the indicators are observed and use common sense. If you feel any doubt, ring and consult with the child protection authorities. To register for the child protection course go to <http://learning.ausport.gov.au>



Video of the month

Racial discrimination - know your rights

The Racial Discrimination Act 1975 was a landmark in Australian race relations. It was a legislative expression of a new commitment to multiculturalism and it reflected the ratification by Australia of the International Convention on the Elimination of All Forms of Racial Discrimination.

To mark the 40th anniversary of the Racial Discrimination Act, the Australian Human Rights Commission developed resources aimed at raising awareness about the Act and how it can be used to protect against racial discrimination and vilification.

The resources include an educational video, accompanying PowerPoint presentation, poster and postcard. If you want hard copies of the poster and postcards, contact the Australian Human Rights Commission at publications@humanrights.gov.au

For more information and to view the video see: <https://www.humanrights.gov.au/rda-info>

Or go direct to the video - <https://www.youtube.com/watch?v=dtRTvu1RMw0>



Subscribe to Play by the Rules

Come and join the 19,500+ subscribers to Play by the Rules - it's a great way to keep up-to-date with safe, fair and inclusive sport. Simply go to <http://pbtr.com.au>



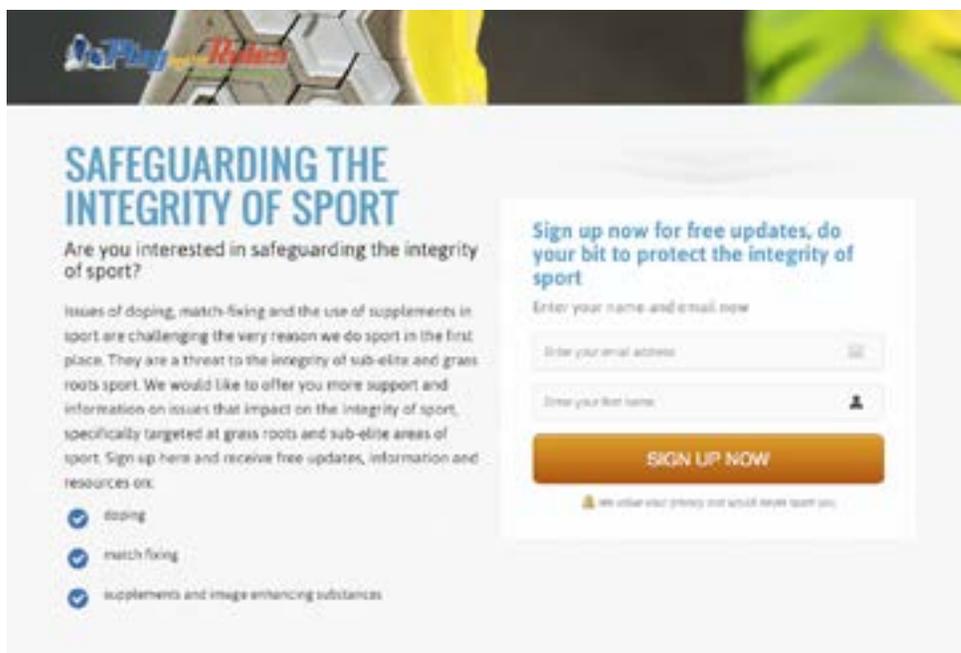
First Name:

Email:

SIGN UP NOW

We respect your [email privacy](#)

If you are particularly interested in issues such as match-fixing, online betting, doping and the use of supplements in sport then you can also sign on here for updates - <http://pbtr.com.au/safeguarding>



SAFEGUARDING THE INTEGRITY OF SPORT

Are you interested in safeguarding the integrity of sport?

Issues of doping, match-fixing and the use of supplements in sport are challenging the very reason we do sport in the first place. They are a threat to the integrity of sub-elite and grass roots sport. We would like to offer you more support and information on issues that impact on the integrity of sport, specifically targeted at grass roots and sub-elite areas of sport. Sign up here and receive free updates, information and resources on:

- doping
- match fixing
- supplements and image enhancing substances

Sign up now for free updates, do your bit to protect the integrity of sport

Enter your name and email now

Enter your email address

Enter your first name

SIGN UP NOW

We value your privacy and won't share your info

BACK PAGE

Our partners

Did you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.



Back Issues

You can access each back issue for this magazine by visiting [this page](#) on the Play by the Rules website. All the feature articles and significant news items are listed here so you can access the resources that interest you.

Share and spread the word

One easy way to keep up to date and support safe, fair and inclusive sport is to share Play by the Rules across social media ...



[Facebook](#)



[Twitter](#)



[Soundcloud](#)

