



Team Managers Guide

Ethical and Legal Responsibilities



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Ethical and Legal Responsibilities

As a team manager, you have a number of ethical and legal responsibilities to consider. To help you become aware of these responsibilities and to assist you in managing teams in an ethical and legal way, there are a number of policies and resources in this guide to help.

Broadly, surf lifesaving in any context should provide an environment that provides:

- safety and support
- care and camaraderie
- trust and teamwork
- respect and responsibility
- a common sense approach.

Member Safety and Wellbeing

The SLSA [Member Protection Policy](#) is a document that all team managers should be familiar with. The policy outlines the legal and ethical responsibilities of all persons involved in surf lifesaving, and outlines the standards SLSA members must uphold.

SLSA requires every individual and or organisation bound by this policy to	In addition a team manager will
• respect the rights, dignity and worth of others • be fair, considerate and honest in all dealings with others, and be a positive role model • make a commitment to providing quality service • be aware of, and maintain an uncompromising adherence to SLSA's standards, rules, regulations and policies • demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age • contribute to the provision of a safe environment to the conduct of all activities within surf lifesaving • abide by the relevant role specific codes of conducts outlined below.	• agree to abide by the code of conduct • be responsible for the overall safety and wellbeing of team members and officials when travelling with a team • maintain a 'duty of care' towards team members and an accountability for the management of the team • have a sound knowledge of SLSA policies, responsibilities and competition rules, and ensure that the conduct of the affairs of the team is in accordance with these policies and guidelines; • foster a collaborative approach to the management of the team; • be a positive role model for surf lifesavers and SLSA.

Working with Under 18 year olds

SLSA Members under the age of 18 require special consideration to ensure their safety and wellbeing.

As the team manager you should be familiar with this section of the Member Protection Policy, particularly the sections on:

- screening people who work with the team via the relevant state screening process. The screening agencies, process and requirements vary between states and may be called a 'working with children check' (NSW, VIC, WA, SA, NT) or Blue Card (QLD). Refer to section C1 of the policy for further information
- enforcing the code of conduct
- reporting suspected child abuse
- taking images of children
- harassment, bullying and discrimination.

Under SLSA's Member Safety and Wellbeing Policy our organisation is required to:

- identify positions (paid and voluntary) that involve working with people under the age of 18 years.
- check a person's referees (verbal or written) and interview a person about their suitability for the role and their suitability for working with children
- request a national police check from your relevant police jurisdiction for people applying or reapplying (whether paid or voluntary) that involves regular, direct and unsupervised contact with people under the age of 18 years
- be aware of state laws e.g., Queensland requires all persons who will be in regular contact with members under the age of 18 years to apply for a Working with Children Card from the Commission for Children and Young People and Child Guardian.

Code of Fair Play

The Surf Sports Manual has a [Code of Fair Play](#), which all event stakeholders must abide by. Within sections 2.26.2 there is a specific section that outlines the responsibilities of team managers and coaches.

Play by the Rules



[Play by the Rules](#) is a collaboration between the Australian Sports Commission, the Australian Human Rights Commission and the respective state government bodies.

It has great resources on topics such as fairness, safety, inclusion and team selection. There is an extensive library of fact sheets and tool kits to download, along with interactive scenarios. As a team manager this resource is a useful tool to further your knowledge on working with children and parents.

Visits and Tours Policy

SLSA's [Visits and Tours Policy](#) addresses the protocol required for travelling teams.

With the exception of national events, clubs participating in interstate visits need to apply to their respective state centre (and or branch if applicable) 21 days prior to travel.

International travel requires application to SLSA six months in advance.

Alcohol

Responsible service and consumption of alcohol should apply to any alcohol consumed. Responsible services might include ensuring that light alcohol and soft drinks are available. Wherever possible, food might be made available to be consumed when alcohol is available, or transport policies may be adopted.

SLSA recommends that all member associations, affiliated clubs and organisations adhere to strict guidelines regarding the responsible service and consumption of alcohol and act in accordance with relevant liquor licence laws and regulations.

SLSA encourages a non-alcohol policy for the carnival area. This includes the competition and back of beach areas. SLSA expects the team manager to take full responsibility for the behaviour of club members at all times during the tour, including to and from the competition venue. You as the team managers and support crew/supporters should be aware of the 'no tolerance' for alcohol availability for those under the legal drinking age and the consequences for SLSA, their club and all concerned.

Anti-Doping



Australian Government

Australian Sports Anti-Doping Authority

SLSA condemns doping as fundamentally contrary to the spirit of sport. Team managers (referred to as athlete support personnel) are considered in the SLSA [Anti-Doping Policy](#). They must:

- know and comply with all anti-doping policies and rules applicable to them or the athletes whom they support. These include, but may not be limited to this ADP; the ILS anti-doping rules and the NAD Scheme
- support and assist Anti-Doping Organisations, including ASADA to conduct Doping Control
- use their influence on Athletes values and behaviour to foster anti-doping attitudes

- immediately refer information about possible anti-doping rule violations to ASADA
- assist, cooperate and liaise with ASADA and other Anti-Doping Organisations in relation to the conduct of any investigation or hearing into an alleged anti-doping rule violation
- act in a discreet and confidential manner in discharging their obligations under this ADP.

Australian Sports Anti-Doping Authority (ASADA)

The ASADA website contains extensive material to assist coaches, athletes and team managers in ensuring compliance with SLSAs Anti-Doping Policy. As a team manager you are encouraged to complete the [ASADA online training](#) and provide this course for your athlete to complete prior to competition.

The ASADA website can be checked from smart phones and the World Anti-Doping Agency (WADA) has a smart phone app for Android and iOS devices.

Gambling and match fixing

SLSA has a policy addressing [sport betting, result fixing and corruption](#). The policy addresses gambling by SLSA members on events where they are participating as a competitor, coach, official, manager or organiser.

The guiding principles are:

1. Be smart: know the rules.
2. Be safe: never bet on your sport.
3. Be careful: never share sensitive information.
4. Be clean: never fix an event.
5. Be open: tell someone if you are approached.