



MEMBER PROTECTION POLICY

Adopted September 2019

The Pipe Bands Australia Member Protection Policy aims to assist the divisions, branches, bands, members, officials and affiliates of Pipe Bands Australia to uphold the core values and create a safe, fair and inclusive environment for everyone associated within our movement and consistent with the laws of Australia, its states and territories as they exist from time to time.

It articulates our commitment to ensure that every member bound by the policy is treated with respect and dignity and protected from discrimination, harassment and abuse. It also seeks to ensure that everyone involved in our movement is aware of their key legal and ethical rights and responsibilities, as well as the standards of behaviour expected of them.

This Member Protection Policy is to be read in conjunction with the laws of Australia, its states and territory together with the Pipe Bands Australia Code of Conduct, deemed to have been agreed to upon admission to, or continuation of, membership.

Branches and member bands are responsible for the development of specific Member Protection Policies and procedures consistent with the laws applicable privacy, discrimination, harassment, civil and individual rights and child protection. It is further the responsibility of each branch, member band or affiliate organisation to appoint a Member Protection Information Officer as required under the laws of the jurisdiction in which they primarily operate and to provide, annually, the name of such appointed or elected person for inclusion on a national register.

Pipe Bands Australia and/or its branches retain the right to take such other disciplinary actions as allowed under the Rules of the Association and associated Regulations, acknowledging that the primary responsibility for any disciplinary action rests with branches and bands and that Pipe Bands Australia may act as a forum for appeal, review or adjustment of any disciplinary action against a band or member that contravenes the Member Protection Policy, Code of Conduct or any other policy as adopted from time to time.

This policy shall apply to all members, officials and affiliates of Pipe Bands Australia in all undertakings conducted under the auspices of the association, its branches and divisions.

All branches and member bands are required to:

- adopt, implement and comply with a Member Protection Policy consistent with the laws of their state and territory and those of Australia
- ensure that this policy is enforceable
- publish, distribute and promote the policy and the consequences of any breaches of the policy
- promote and model appropriate standards of behaviour at all times
- deal with any complaints made under this policy in an appropriate manner and consistent with the Rules of Pipe Bands Australia and the Rules/Constitution/Model Rules as they apply to their organisation and jurisdiction and the policies of Pipe Bands Australia as adopted from time to time
- deal with any breaches of this policy in an appropriate manner
- recognise and enforce any penalty imposed under this policy and the Rules.
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies

That persons acting as Member Protection Information Officer shall:

- undertake such training modules as recommended and agreed by the association, branch or band prior to commencing in the role
- monitor and review policy at least annually to ensure compliance with legislation
- provide Pipe Bands Australia with a copy of their Member Protection Policy.
- Branches are to provide Pipe Bands Australia with the details of the appointed member protection officer
- Bands are to provide branches with details of the appointed Member Protection Officer.

Individuals bound by this policy must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of the policy, including any codes of conduct and observe mandatory steps under law for making a complaint or reporting possible child abuse;
- consent to any screening requirements and any state/territory Working with Children Checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18 or where otherwise required by law;
- place the safety and welfare of children above other considerations;
- be accountable for their behaviour: and,
- comply with any decisions and/or disciplinary measures imposed under this policy.

For further reading and information visit

<https://www.playbytherules.net.au/resources/templates/member-protection-policy>

or government websites in your jurisdiction

