PLAY BY THE RULES MAGAZINE

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Issue 4

Can a confession lead to change?

When Tragedy Strikes!

What can your club do!

Plus – Embedding inclusive delivery habits, Cricket Smart program; beyondblue tackling subtle racism, dietary supplement education, new Newsstand App, PLEASE REMEMBER Poster campaign goes viral …

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# The Editor

Welcome to the 4th issue of the Play by the Rules magazine.

Exciting times indeed! This 4th issue is now in 4 different formats – the interactive online version, the PDF version, the plain text Word version and now, the NEW Apple Newsstand App version. If you are an Apple user you can go to the Newsstand and search for Play by the Rules, subscribe for free and you’ll get access to all Issues and be notified when new ones are released. And don’t worry, by the time the next issue is out an Android Google Play version will also be available.

In this Issue our feature articles look at when things go wrong how do you apologise and if a ‘confession’ like this can actually be good for sport? Also, we address what happens at club level when tragedy strikes – what kind of supports can a club offer? And I look at embedding inclusive delivery habits locally. Plus, as usual, lots more.

Enjoy the 4th Issue of the magazine and please spread the word about the new Newsstand version of the Play by the Rules magazine.

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Peter Downs

Manager – Play by the Rules

# Cricket Smart – educating young people on values of inclusion, diversity and respect

Cricket Australia has come up with a really smart way to use cricket as a teaching tool in schools, called Cricket Smart! There’s a lot to like about the way that Cricket Australia has gone about developing a high quality free resource that is aligned to the national curriculum and, gives teaches a practical means to address issues of inclusion, diversity and respect through sport.

Cricket Smart has six core and emerging subjects – Science, Math, Case Studies, History, Geography and Design and Technology. As an example, one of the case studies for year 6 students under History and the Unit Australia as a Nation, is the story of Fawad Ahmed.

Fawad Ahmed is an international cricketer who left Pakistan in 2010 and migrated to Australia as a refugee. He sought refugee status because he was receiving threats for playing cricket, coaching women in cricket and promoting western values. He was granted refugee status in 2012.

The Fawad Ahmed case study has clear learning objectives, is aligned to curriculum content descriptors and has practical activities and tasks for students. There are even customized tools for students and video resources that can be accessed via QR Codes.

Cricket Smart is very smart and model example of how sport can be used to help student learning and promote issues of inclusion, diversity and respect.

For more information go to <http://cricketsmart.cricket.com.au>

# Dietary Supplement Education – USADA Making Progress

The use of dietary supplements by athletes, at grass roots and sub-elite level, is a growing issue world wide. In the US USADA (United States Anti-Doping Agency) has been making significant progress in educating athletes and support personnel on the landscape and risks associated with dietary supplement use.

They have partnered with the Food and Drug Administration, the Uniformed Services University and others to produce some innovative education and resources. Their Supplement411.org website had more than 38,000 visitors in 2013.

One of the most startling studies, USADA tested 75 supplements that were commonly used and that claimed to enhance performance. This is what they found:

“In 3 out of 4 cases the supplements were shown to contain stimulants or steroids that pose both an anti-doping risk and a health risk to stakeholders”

To watch the USADA educational video, see here:

Also, see Australian supplements education video here:

# Stop, Think, Respect – beyondblue campaign has lessons for sport

*beyondblue’s* new anti-discrimination campaign highlights the impact of racism on the social and emotional wellbeing of Aboriginal and Torres Strait Islander people.

National survey data shows that at least one quarter of Indigenous Australians regularly experience discrimination. This increases in local and regional areas.

While campaigns such as Racism: It Stops with Me have tackled racism in sport issues in recent times, resulting in much greater awareness of overt racism, there is still a long way to go to stamp out other forms of ‘casual’ racism – research shows that these more subtle forms of racism can be just as harmful.

The Stop, Think, Respect campaign highlights subtle forms of racism – the sort that can “make you feel crap, just for being who you are”? The videos and support materials to the campaign are excellent and would suit sport clubs across the country who are looking to address more subtle forms of racism.

For more information go to: <http://www.beyondblue.org.au/resources/for-me/aboriginal-and-torres-strait-islander-people/stop-think-respect-campaign>

# Can a confession lead to change?

When the England and Wales Cricket Board (ECB) announced a life ban on former New Zealand cricketer Lou Vincent in July, it came just hours after the player admitted in a video statement that he was a cheat who fixed matches.

That statement—one of the more sincere ‘mea culpas’ in cricket’s history—has the potential to impact more positively on the sport than innumerable, expensive education campaigns.

While there was speculation that the 35-year-old’s public confession could have some compensatory effect on his punishment, the ECB decision makes it clear that Vincent will never be able to coach, advise or even conduct lessons for children in his chosen sport.

Vincent accepts his fate, saying in his statement: ‘It is entirely my fault that I’ll never be able to stand in front of a game again. It’s entirely my fault that I will not be able to apply my skills in a positive way to help future cricketers, but it is entirely possible that I can use this moment to convince others not be tempted by wrongdoing.’

In his bare and seemingly heartfelt confession, Vincent has given cricket a fulcrum for the necessary learning and growing conversations around the impacts of corruption.

English cricketer Stuart Broad in commenting on Vincent’s case noted that there was no longer an excuse for naivety. ‘We sit through the most boring of lectures saying “watch out for this” or “watch out for that” and are given helplines and all that sort of thing ... if you get a life ban from cricket then what on earth are you going to do with your life? That might make you think twice about doing something silly.’

Some commentators noted the unusual nature of Vincent’s statement, in which he did not attempt to offer an explanation for, to justify his actions, or to publicly point fingers.

Vincent’s statement was a model for how to humbly own up to wrongdoings and to be accountable, without the all-too-frequent justification and defence of actions and motives we hear from others involved in sport.

In his statement he also acknowledged that the sport’s own mechanisms had helped him come forward, in particular the International Cricket Council’s anti-corruption and security unit (ACSU) which Vincent said provided help and support for all players and ‘has helped me a great deal’.

In making his statement public and cooperating with authorities, Vincent has also stopped the sport and cricketing media from getting bogged down in speculation around his case, allowing cricket to move on and focus its resources and attention on other investigations.

Finally, Vincent’s example has also provided a wake-up call for players on their responsibilities to the sport. As he says: ‘For sport to prosper it is up to players to police the game, because they are the ones that will ultimately lose out and allow themselves to be used as pawns to make money.

‘No one should ever be put in a position and no one should ever allow themselves to forget what sport is about and let money rule their decisions.

‘The decisions I made were wrong. Players must be better than that; above reproach, for the fans, for the sport.’

You can view the video of Lou Vincent’s confession here: <https://www.youtube.com/watch?v=RnSilRHdTTE> For more information on how to keep your sport safe, fair and inclusive visit Play by the Rules - <http://pbtr.com.au/r/fsplink>

# When tragedy strikes

**When tragedy strikes**

**We all experience personal tragedy from time to time: the loss of a parent, the death of someone close to us, perhaps a house fire or a serious accident. At times like these, those around us – our communities – play an important supportive role. For many of us, our local sporting club *IS* our community.**

Michelle Hanley, Risk Manager and State Member Protection Officer at Football NSW, provides direct support for clubs experiencing a crisis or tragedy in their ranks.

“People who volunteer for their local sports club generally have a very strong community spirit and respond in a very positive and caring way when tragic events happen.

“Still, most volunteers who put their hand up to help out at club level don’t ever expect to be in that situation. It can come as quite a shock to realise the club and its members may be approached for support in the bad times” said Hanley.

Thankfully, explained Hanley, these types of incidents are rare but it doesn’t mean we shouldn’t plan and prepare for them.

So, how important is a sporting club to a person dealing with loss and personal tragedy? How can a sporting club help a member or members to successfully weather a crisis? What does a club have to offer and how do we plan for such events?

Here’s a list of ideas that may help you and others in your club to better assist others:

**Who is likely to be affected?**

Sometimes the answer to this question is obvious. Generally it’s those closest to the event or person who feel the greatest loss. However, even someone not directly associated with the tragedy may feel an acute sense of loss because the event resonates with their life experiences. Look around you and take the time to think about all the members of your club. What about the younger people and children, those who may struggle to understand exactly what’s going on or those who are already vulnerable? Tragedy often has a ripple effect. Try to identify those closest to the centre and devise strategies with them in mind.

**What if the tragedy affects the whole club?**

Sport is about health, fitness, competition, friendship and fun. But bad things happen to clubs too, from car crashes and bus accidents to natural disasters and youth suicide. Incidents like these can have a devastating and long-lasting effect on everyone and the club’s response can play an important role in helping people to cope and to heal. Administrators may be required to step up and coordinate at a time when they themselves are grieving or in shock. It’s advisable to get the advice of a professional with experience in this field. Get in contact with your State or National Sport Organisation as well as the sport’s Member Protection Information Officer. They should be able to provide some very practical assistance and support.

Grief affects everyone differently but talking is key. Provide a place for people to gather and talk. Identify senior members of the club who can be available at any time to just listen and give comfort. Provide plenty of opportunities for those who aren’t comfortable talking to do just that. Make sure friendship, support and counselling are easily available to those who reach out. Grief can sometimes go unnoticed so keep your eyes and ears open. Take note of people who aren’t there and seek out those who may be most affected.

**It’s time to organise**

Tragedy is disruptive. Lives are upended, families are left floundering. Often those involved are in shock or grieving or may even be hurt themselves. Amidst all this, there is so much to do. Someone may have to organise a funeral, find a place to live, organise transport, cook dinner, feed pets or get the kids to school. Tragedies often come with administrative tasks while the day-to-day jobs still demand attention.

What do clubs do best? Organise.

How can you employ the club’s best talents and resources to help in a direct and meaningful way? Perhaps the club can set up a roster for cleaning, cooking and other daily tasks, create a website where people can make donations, organise temporary accommodation, take the lead on organising a funeral or simply allocate someone as the central point of communication.

**Give people information**

Club members will want to know what’s going on, a desire that stems from a genuine place of concern and sadness. A club can play a vital role in disseminating that information, thereby silencing the inevitable rumour mill. Without breaking confidentiality and with the permission of those involved, tell people as much as you can and facilitate an avenue for people to send letters of support.

**Plan**

It may seem macabre to plan for tragedy but it will help your club to respond in a professional, timely and effective manner when things go wrong.

Think through possible scenarios then develop an Emergency Plan detailing what needs to be done and in what order.

What procedures would need to be put in place immediately? What resources do you have? What services would you need to find? Who in your club has the right skills and experience? Who will deal with media? Who will contact family, parents, guardians, next of kin? Make a list of relevant people and their contact details. Keep your plans in a safe, accessible place and make sure members know about them.

**Links**

[Emergency Planning for Sporting Clubs](http://www.smartplay.com.au/ImageLibraryAssets/resources/national/emergency_planning.pdf) by Smartplay and Sports Medicine Australia - Victorian Branch and [The Emergency Action Plan](https://secure.ausport.gov.au/sports_official/sport_safety/the_emergency_action_plan) from the Australian Sports Commission

The [Play by the Rules website](http://www.playbytherules.net.au/mpio) has all the information you need about Member Protection Information Officers and how to become one.

Organisations like [Relationships Australia](http://www.relationships.org.au/) can supply counsellors for support meetings and one-on-one sessions in crisis situations.

# Embedding inclusive delivery habits with local providers

In late 2013 I was fortunate enough to be awarded a Churchill Fellowship from the Churchill Trust to investigate models of best practice in sport and physical activity for people with disability, particularly people with high support needs. The Trust provides opportunities for Australians to travel overseas to conduct research in their chosen field that is not readily available in Australia.

I undertook a four-week study tour to Finland, the UK and US in April this year. There’s clearly a lot to learn! What were the major lessons and recommendations from the Fellowship Report?

First, it became clear from the outset that local and national cultural context plays a significant role in how inclusive sport is delivered. Take Finland as an example. Finland has consistently rated at the top, or close, in educational standards in the world. All teachers have Masters degrees. There are high taxes but excellent social welfare support systems. While there are schools only for children with disabilities there is a general approach that all children will be supported in all contexts. The difference between the highest and lowest achievers is the smallest in the world.

This context is a significant backdrop to what happens around inclusion. There are 100 full-time staff across Finland dedicated to providing sporting opportunities for people with disability. They are supported by a network of agencies that have been driving a single vision for more than 20 years.

Having a clear collective vision was also a characteristic of the work of Disability Sport Wales. Their work is very impressive and possibly one of the best collective impact approaches to sport development found anywhere in the world.

“Critically, key stakeholders are able to buy into a single vision. Welsh Government, Sport Wales, National Governing Bodies of Sport, Local Authorities – irrespective of their level of understand around disability sport and inclusive delivery - what they do understand is the vision.”

Jon Morgan (CEO, Disability Sport Wales)

Getting everyone ‘on the same page’ with a vision for disability sport took large amounts of, what psychologists call, ‘Grit’ over a long period of time. They certainly have a passion and perseverance for long-term goals (the definition of Grit).

They are able to deliver on inclusive outcomes and their vision through a network of Sport Development Officers situated in each of the 22 local authorities around Wales.

What these Development Officers do, almost as a matter of routine, is embed inclusive delivery habits into the practices of local providers – the sports clubs and disability agencies. Being ‘on the ground’ is critical in this respect. They also have a model and a process through the national *insport* program – this gives consistency and common reporting. Insport also sets levels of achievement for all participating organisations – from national to local level and across the sport and disability sectors.

Major lessons from the Churchill Fellowship included:

* Successful organisations have persistence, networks, a common vision and set up systems of accountability so that responsibility for inclusion is shared among partners;
* That individuals and organisations adopt a model of inclusion based on personal choice where all options are equally valued.
* Sports organisations take steps to *listen to* *people with disabilities* by forging links with community groups and inviting appropriate people with disability onto committees, boards, working groups and teams.
* That the self-assessment tool of Inclusion Checklists be developed with partners based on the sport categories framework.
* That organisations use an adaptations model, such as STEP or TREE, to modify existing practices and programs so they are able to create more inclusive programs.

There are 15 recommendations in total contained in the Report. For a full copy please go to:

# Tips and tricks for office holders of incorporated association

A large proportion of community based sporting organisations are registered as incorporated associations, with more than 38,000 incorporated associations registered in Victoria alone.

In most instances, at least in a sporting context, the members of those associations will be either the relevant individual participants, or the teams who compete in the relevant league or association. The office holders of those associations, being the people responsible for its administration, governance and decision making will often be a handful of individuals who have volunteered their time to take a particular interest in developing the competition and community associated with the organisation.

While individual members of incorporated associations are largely protected from the debts and liabilities of these organisations, the same is not necessarily true for in respect of its office holders, who should be made aware of the existence of certain duties and potential liabilities that exist because of their volunteering to participate in that capacity.

Note: This article focuses on Victorian incorporated associations under the Associations Incorporation Reform Act 2012 (Vic) (the Act), however the laws in other states and territories are largely similar.

**Who is an ‘office holder’?**

You might be surprised to learn the term ‘office holder’ refers to a wide range of people, not just the CEO, President or other persons given an official title in the association’s hierarchy.

In fact, ‘office holders’ will include:

* committee members;
* the secretary;
* anyone who makes decisions affecting the association’s operations, or have the capacity to significantly affect the association’s financial standing; and
* anyone (other than professional advisers such as lawyers or accountants) whose instructions or wishes the committee generally follows.

TIP: If your involvement in an incorporated association involves active participation over and above that of a member, you should use your best efforts to comply with the legal duties of an office holder in relation to the association.

**Legal duties of office holders**

Office holders of incorporated associations have both positive and negative legal obligations, that is, there are certain things the office holders must do, and things they must not do. These obligations are designed to protect the organisation, its members and any third party dealing with the organisation.

Broadly, office holders must:

* carry out their duties with care and diligence;
* carry out their duties in good faith in the best interests of the association, and for a proper purpose (i.e. not for their own profit); and
* not use information acquired through their position for personal advantage, the advantage of others, or to the detriment of the association.

TIP: when making decisions, or acting on behalf of the organisation, ensure that you always act with the best interests of the organisation in mind.

If an office holder makes a business decision relating to the operation of the association, they must:

* make that decision in the best interests of the association; and
* not have a personal interest in the decision.

TIP: If you have a personal interest in any transaction of the organisation, make sure that your interest is documented and the transaction is conducted on commercial, arms-length terms. Ensure the terms of the transaction are documented and you abstain from any vote on behalf of the organisation in relation to that transaction.

**Potential penalties for office holders**

If an office holder misuses their position or information obtained from their position or breaches their duties of care and diligence or good faith and proper purpose, the office holder may face a personal civil action with a potential liability of up to $20,000.

If an office holder misuses their position for a personal advantage, or deliberately allows the association to trade while insolvent, the office holder may face personal criminal action.

**Protection for office holders**

It’s not all doom and gloom for office holders. An incorporated association is required at law to indemnify its office holders from any liability for the activities its office holders undertake on behalf of the association – as long as those activities are carried out by the office holder in good faith.

This requirement is designed to protect individuals that incur a liability in the performance of their office holder duties on behalf of the association, but it will not protect an office holder who has deliberately (or potentially negligently or recklessly) broken the law or breached their duties.

Any payment that must be made by an association under such an indemnity must be funded by the association. For this reason, larger associations that deal with contracts of significant value often take out specific officers’ indemnity insurance.

TIP: Ensure that your organisation regularly considers its insurance requirements. While officers’ indemnity insurance may not be required or desirable at present, as your sporting organisation grows it may become more financially feasible.

**A final word**

While the duties are not overly onerous and generally reflect common sense, it is important for office holders to understand their duties to ensure they comply and are not faced with any unexpected liability or legal action, either in a personal capacity or on behalf of the association.

More information on incorporated associations and office holders’ duties is available from Consumer Affairs Victoria at

www.consumer.vic.gov.au or from your legal adviser.

Holding Redlich partner Jeremy Loeliger and lawyer Ben Hunt.

# Around the Grounds

**One Netball Community Awards to recognize local champions**

Netball Australia and Australia Post want to recognise and reward individuals, Clubs and Associations who are making the sport of netball more inclusive through the Australia Post One Netball Community Awards. The Australia Post One Netball Community Awards will highlight the champions of change across the Australian netball community who go above and beyond to welcome everyone to the sport they love.

Netball Australia Chief Executive Officer Kate Palmer says “the Australia Post One Netball Community Awards are a wonderful way to support the work of individuals, Clubs and Associations who are making netball communities more inclusive,”.

To make your nomination, visit [www.onenetball.org.au](http://asn.us2.list-manage1.com/track/click?u=dd62222147768e3234b131f1d&id=9980ed8188&e=21b98c658c" \t "_blank) and tell them in 200 words or less how someone you know, your Club or Association are creating and supporting a more inclusive netball environment in your local community.

# Online Course update

How to access the Play by the Rules Online courses.

There are a lot of new readers of this magazine so we thought we’d show you how to access the Play by the Rules free online courses.

There are four courses available:

- Child Protection

- Harassment and Discrimination

- Complaint Handling

- Member Protection Information Officer training

The Member Protection Information Officer course is specifically for people wishing to be MPIOs. The others are more generic and suit anyone with and interest or involvement in these areas.

To get access to the courses simply go to the Play by the Rules homepage ([www.playbytherules.net.au](http://www.playbytherules.net.au)) and click on the Free Online Training Courses button in the right hand menu. Then click on any of the text links to the courses – this will give you a short description of the course – click on the ‘click here to enrol’ link. This will take you to the registration page where you click on the Register link - fill out the registration form and click ‘Sign Up’. You will then have access to al the courses. An email will be sent to you with your login details – please keep this safe and, when you go to the login page in the future, allow your browser to remember the login details for you – like that you don’t have to worry about remembering login details all the time!

For a simple infographic on how to access the online courses – you can click here.

# Resource Profile

**Spirit of Sport PLEASE REMEMBER Posters a real hit**

On the 30th June something strange happened over at the Play by the Rules Facebook page! We sent out a post of a simple Poster displayed at the Majura Football Club in Canberra – see below. It went viral!

So, we thought of producing our own series of PLEASE REMEMBER Posters, free and ready to print for different sports – our series was then gradually developed and promoted via Facebook – the sports are Football, Netball, NRL, AFL, Rugby, Pony Club, Softball, BMX and Swimming. These Poster ‘Posts’ have reached over 67,000 people and been shared thousands of times. We will continue to produce more posters in the future – if you would like to download and be kept up-to-date with future PLEASE REMEMBER poster then sign up here – <http://pbtr.com.au/posters>

# Subscribe to Play by the Rules

Keep up to date with happenings in safe, fair and inclusive sport by subscribing to the Play by the Rules bi-monthly magazine. By subscribing you will be joining a like-minded community of people dedicated to making sport in Australia safe, fair and inclusive. You will also get notifications of special Play by the Rules events and announcements.

Simply go to this page to subscribe: <http://pbtr.com.au>

# Back Issues and topics

Here is a list of previous Issues and their short and long feature articles. There are other common features in all magazines, such as resource profiles and online course updates. To get access to these back Issues you can go to <http://playbytherules.net.au/magazine> or you can subscribe to the Apple Newsstand App and get automatic updates and previous Issues – simply go to your Newsstand App and search for Play by the Rules – its free to subscribe!

Issue 1

Handy toolkit for sun safety

Keep Sport Honest – match fixing online course

Play by the Rules goes mobile

What happens when someone complaints about you?

Sexism still the ‘ism’ most prominent in sport

Bystander Intervention Project – Fighting racism in sport

No place for bullies – creating bully free environment for sport

Issue 2

Port Power Football Club has child safety in it’s sights

New Coach Code of Behaviour

Roosters Against Racism

Getting your message across – ‘You Can Play’

Touching in Sport – A very touch topic!

Women filling the sports Governance Gap

Member Protection – A closer look at bullying and the law

Issue 3

What’s your state of mind? NRL tackles mental health issues.

University Hawks support Indigenous round

New CSA for Racism: It Stops with Me

Clubs put puerile parents on notice

Landmark report on homophobia

Hitting the mark on safe, fair and inclusive sport – the Play by the Rules evaluation

Discrimination and Equal Opportunity Issues in Sport