



BULLI FOOTBALL CLUB LTD

ACN 065 418 000

ABN 61 065 418 000

Work, Health, Safety and Environment Policy

Version	1.0
Adoption Date:	29/11/2023
Amendment Date:	

This policy outlines the guidelines used for managing activities within our club to ensure the health and safety of all stakeholders is managed and there is no damage to the environment.

In all instances the health and safety of players, coaches, officials, members, and spectators is the highest priority.

All activities undertaken at our club need to comply with the Work Health and Safety Act 2011.

Rules to Protect our volunteers and members:

When undertaking activities within our club, consideration must be given to each task to assess whether there is any health and safety risks.

Duties will only be allocated to volunteers that are competent and confident to undertake the tasks. As required, risk assessments should be undertaken if there is any potential threat to the health and safety of any club members volunteering.

Age, physical abilities, qualifications, and experience need to be considered when planning activities around the club, we cannot put members at risk if the task is dangerous, the individual is not trained or able to physically complete the activity.

The health and wellbeing of the member must always be treated as the highest priority when assigning jobs.

Examples:

- a. Running a line during a game can be strenuous, we should only be requesting volunteers that are comfortable with their fitness and can complete this activity safely.
- b. Working at heights is dangerous and specific WHS rules apply depending on the task. No-one should be accessing the building roof, grandstand roof or ground lights without the appropriate work experience and a current working at height licence.
- c. When planning activities around the club, ideally, we do not want individuals working alone. Activities should always be done in the daytime, and depending on the activity, a minimum of two volunteers on

site should be planned. Alternatively, schedule work during Childcare Centre operating hours and let the staff know you are on site.

Code of Conduct:

The Club has a code of conduct that describes in detail the expected behaviours for all club members. This code of conduct applies equally, it covers all volunteers, Executive members, Committee members, players, coaches, and all visitors to our club.

All forms of bullying and harassment are prohibited, and the club adopts a zero tolerance for these types of behaviours.

Social Media:

The club uses Facebook, Instagram, group messaging, and email communications. Our code of conduct covers these electronic mediums. All communications must comply to our code of conduct and must assume children may access these electronic mediums and content needs to comply with child protection requirements. Additional information can be found in the Club's Communication Policy.

Game Days Rules:

Football South Coast has a behaviour policy for game day and general behaviour for all shareholders of member clubs. The behaviours are very much aligned to the BFC code of conduct. Behaviour of players will be managed by the match officials; however, club Executive and Committee members are required to help manage behaviours of all players, coaches, and spectators on game days.

The safety and wellbeing of all attendees is important, this covers the opposition members and the match officials.

If there is any escalation of inappropriate behaviours where the safety of anyone is threatened, the Police will be called immediately.

The club will provide a strapper for most game days, this person will be trained in general First Aid. The intent of this person is to provide general injury management support. If an injury occurs that appears more serious, an ambulance should be called, or the injured person should be taken to their doctor or hospital for treatment.

Training of our Members:

The Club has an obligation to provide training to our volunteers as and when needed. These decisions will be based on risk assessments of activities and volunteer requests. The cost of approved training will be paid by the Club. This applies to RSA training, First Aid training, Food preparation and similar training needs within our Club operations.

The Club requires all coaches to have qualifications that conforms to the requirements as outlined by FSC policy on coaching qualifications.

The Club will have members playing under the age of 18years, we will have suitably qualified member(s) trained in Member Protection policies and have Working with Children Checks completed.

These requirements will be aligned to FNSW and FSC policy and the latest legislative requirements (See BFC Member Protection Policy for details).

Club Equipment:

The condition of equipment used within our operations needs to be monitored to ensure it is safe for use. This includes equipment for playing, maintenance activities, childcare care equipment, food preparation and storage, and other items used in the operations of the club.

Items used regularly like the fridges and lawn mowers will be maintained by qualified suppliers that specialise in this equipment. Hand mowers and whipper snippers will be upgraded to ergonomically friendly brands for volunteers to use.

Test and tag of electrical cords on appliances is required, and any faulty equipment should be tagged out and sent for repair or replaced as necessary.

Playing equipment like portable goals should be inspected periodically to ensure they are safe for use. Goal posts, netting and corner posts must be compliant to the latest FNSW rules and regulations.

All equipment used in the Childcare Centre must be compliant with the latest child safety legislative requirements.

Emergency Response:

Should a serious injury occur, or someone suffer a health episode, 000 should be called for emergency response.

The club has a Defibrillator on site, this unit is maintained operational, and members have been trained. The unit is also designed to issue audible instructions for use if an emergency occurred.

The Good Samaritan Law applies in NSW, anyone rendering support in an emergency has no liability for the outcome. Actions taken are in good faith assisting a person in urgent need of emergency assistance.

Compliance to our Lease:

Part of our lease with Wollongong City Council specifically requires licensed trades people be engaged when doing work such as electrical maintenance, plumbing, fire services and construction work on buildings.

There will be requirements tied to our insurance that covers all aspects of our business operation that must also be complied with which underpins the lease agreement.

This includes outsourcing of specific service like Fire Maintenance services which is managed by Council, however, we must comply with audit findings and make the facility available for inspections.

The Club Board of Directors is responsible to ensure compliance.

Legislative Requirements:

The Work Health and Safety Act 2011 applies to everyone within the club.

Each member has an obligation to comply with the Act and report all safety concerns as and when they occur. This may include reporting faulty equipment, or poor behaviour, we want all members looking after each other.

Depending on the activities being planned, there will be WHSE legislation to be managed when completing tasks.

All activities related to the Childcare Centre have specific requirements as part of the operating license and our accreditation. These activities must be complied with including having staff and volunteers qualified which includes Working with Children certificates and ongoing legislative training as changes occur.

Food preparation and general hygiene rules are followed for game day BBQ and Canteen activities.

Alcohol license rules must be strictly enforced on game days. This includes compliance with RSA management guidelines and any local Liquor Accords that may be in place.

Safety of our Members and General Public

Our facility is leased and is open to the public. If someone attends our facility that is behaving inappropriately, aggressively and is posing a threat to people, they should be asked to leave. This applies to game days, and normal operating hours of the facility during the week. If the individual does not leave the facility, the Police should be called.

We do not want any of our members putting themselves at risk by trying to control a member of the public that is posing a threat. Members are not to engage and call the Police.

If the threatening behaviour is directed at the Childcare Centre, lock down protocols will be followed to protect the children and staff, and Police will be contacted immediately.

Typically, the facility will not be hired out to 3rd parties, however, it may occasionally be used for football games and training by Bulli juniors, the local schools and FSC. In all such instances, the same safety rules and regulations apply.

As part of our Child Protection Policy, the facility is not used for individual training of children under the age of 18 years. Only group sessions are permitted as part of our Child Protection rules.

Environmental Controls

Our club is required to adhere to all Council and legislative environmental requirements as part of our lease agreement. This applies to waste products into wastewater systems, removal of rubbish and general operations.

Where possible all cleaning products, food preparation, and hygiene products used at the facility will be biodegradable.

Rubbish removal is done weekly by an external provider as part of a service agreement.

Fuels for lawn mowers are stored separately and secured. There is no bulk storage of fuel allowed.

Removal of trees within the facility can only occur with the approval of Council and should be completed by a licenced tree removal supplier.

Our lights at the facility have been converted to LED, this includes field lights and all inside lights at the facility.

Council inspections of the facility occurs regularly as part of our lease agreement.