

# Baseball Canberra Working with Vulnerable People (WWVP) Policy and Policy Statement

## Policy Statement

*“Baseball Canberra (BC), as the State Sporting Organisation (SSO) for baseball in the ACT, has zero tolerance for conduct that places children or vulnerable people at risk and is committed to fostering a safe, inclusive and positive environment for all participants.*

*No WWVP card = no juniors involvement. Period”*

## Purpose of this Policy

BC is committed to promoting the safety, welfare and wellbeing of children and vulnerable people. We support and apply Sports Integrity Australia’s (SIA) and Baseball Australia’s (BA) National Integrity Framework (NIF) and relevant safeguarding, integrity and member protection policies, in addition to complying with ACT Government legislation and requirements. All participants are expected to act in a manner that is respectful, appropriate and consistent with BC values and relevant codes of conduct and senior/junior rules. Individuals undertaking roles that require a WWVP registration under ACT legislation must always obtain and maintain a current registration. NSW or other state checks will not suffice. This policy outlines BC’s commitment to safeguarding children and vulnerable people who engage with BC, the clubs and BC programs and activities.

## Scope

This policy applies to all BC members and participants, including:

- Players
- Coaches
- Managers
- Umpires and officials
- Board and Committee members
- Volunteers
- Employees
- Contractors, and

- Parents, guardians and spectators when participating in BC activities.

## Responsibilities

### BC will:

- Comply with the *Working with Vulnerable People (Background Checking) Act 2011* (ACT) (the WWVP Act).
- Ensure WWVP requirements are identified and applied to relevant roles.
- Maintain appropriate WWVP registration information for people engaged directly by BC, with clubs responsible for maintaining records for their own people.
- Provide a safe sporting environment that supports the wellbeing of children and vulnerable people.
- Respond appropriately to concerns, complaints or allegations regarding child safety or participant welfare.

### All participants must:

- Treat children and vulnerable people with respect.
- Maintain professional and appropriate boundaries.
- Comply with relevant BC policies, codes of conduct and senior/junior rules.
- Report concerns regarding the safety or wellbeing of a child or vulnerable person.
- Hold a current WWVP registration where required for their role.

### Specific WWVP requirements under senior and junior local rules

Both the BC 'Junior' and 'Senior' Local Rules (JLRs and SLRs) impose the requirement on all clubs and members that ALL coaches must hold valid WWVP accreditation.

Specifically:

- JLR's – Rule 19(f), page 8, and
- SLR's – Rule 3(b), page 6 (current as at 2 August 2020).

### Special scenario: T-ball Parental/Close Relative participation

- Ideally, those parents assisting coaching staff in T-Ball teams should have a WWVP. However, it is recognised that, at this level and age group, there can be a need for several people to be on the field at any given time to assist younger players. Therefore, any parent, close relative or carer is permitted to assist the

coaching staff at training, and during games, without having to obtain a WWVP card. However, they must complete the Australian Sports Commission's (ASC) Community Coach General Principle online course, a copy of which must be held by the relevant club secretary.

### Special scenario: Live Ball (i.e. player pitch – Little League Minor) and above

- BC has, as a matter of policy, mandated that anyone, 18 years of age, or above, who is involved with children, playing Live Ball (i.e. player pitch – LL Minor) and above, must have a WWVP registration, regardless of their relationship to any player in the team that they are involved with.
- For coaches of players who play both junior and senior grades (e.g. typically, JL and SL aged players) - those seniors coach must hold a current WWVP card.
- All affiliated members, clubs, associations and leagues are to strictly adhere to this requirement, there are to be no exceptions. If there is no valid WWVP, then there can be no involvement under any circumstances.

### Junior VPs – WWVP gate keepers for the clubs

All clubs, associations and leagues who maintain junior competitions must ensure that all persons who are involved with children have a current and verified WWVP.

Working with BC's General Manager, club Junior Vice Presidents (VPs), in their position as Committee Members on the BC Juniors Committee, take on a formal compliance and reporting role on behalf of their respective clubs. Junior VPs must communicate the police these expectations at club level. Note, updates and status of the **BC Centralised WWVP Register** is a 'standing agenda item' for all BC Junior Committee meetings.

Refer, BC Juniors Committee Terms of Reference.

Junior VPs are the WWVP 'gate keepers' at club level. Prior to pre-season trainings and season start, and as/when new and replacement coaches come on board at club level, Junior VPs must **personally inspect, verify status and update** the **BC Centralised WWVP Register** on BC OneDrive with the following particulars:

1. Full name (incl. middle name)
2. Age group/league/events involved in (e.g. teams, clinics, pathways etc)
3. Registration number
4. Expiry date
5. Registration type
6. Mobile, and
7. Email.

BC will generate annual FB posts (tagging all clubs) promoting BC's WWVP policy, the above process, and explaining the 'WWVP gate keeper' role undertaken by all Junior VPs on behalf of their clubs.

### Coaches providing private tuition including 3<sup>rd</sup> party providers etc

These matters are outside the scope of BC operations and visibility and the responsibility of the private coach, parent/legal guardian. Choose wisely.

## Import Players and WWVP

It is a BC minimum requirement that all 'import' players obtain a WWVP if they are involved in any coaching clinics/courses to junior players under the age of 18. An import player is defined as a person who is not an Australian Citizen and whose permanent residence is outside Australia (see SLRs for details).

## Non-Compliance

Note, in September 2022, the BC Board formally adopted the NIF developed by SIA and implemented at the national level by BA. Those policies include, among others, Member Protection, and Child Safeguarding which apply to BC and all members.

Failure to comply with this policy may result in disciplinary action, including removal from duties, suspension, termination of engagement or referral to relevant authorities where appropriate.

## BC Board Adoption & Annual Review:

The BC Board approved this policy, out of session, on 3 August 2026.

- 8.1.1. 2027 annual review: TBC
- 8.1.2. 2028 annual review: TBC
- 8.1.3. 2029 annual review: TBC
- 8.1.4. 2030 annual review: TBC