



PARA HILLS GYMNASTIC CLUB INCORPORATED

ABN: 59 148 120 308

Ingle Farm Recreation Centre
Corner Beovich Road & Roopena Street,
Ingle Farm SA 5098

P: PO Box 402, Modbury North SA 5092

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HEALTH POLICIES

Policy Name:	Health Policies
Date of Issue:	February 2022
Date of Review:	February 2023

Disclaimer: Please note that this information is not intended to constitute legal advice and is provided as general information only. You should not rely on it without first verifying the accuracy, completeness and currency of the material and its relevance to your individual circumstances

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<https://www.facebook.com/ParaHillsGymnasticClubInc>

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HEALTH POLICIES

Para Hills Gymnastic Club (PHGC) is a local Sporting Association providing gymnastic training and occasional competition activities for members.

All competitions and events are primarily indoors and alcohol is not served at any of the venues.

PHGC is committed to promoting health policies within the organisation for the health wellbeing, and safety of our members, volunteers and staff and all other groups involved with the organisation.

Every reasonable effort will be made to ensure a safe and healthy environment for all athletes, volunteers, employees and spectators.

Accordingly, it is the responsibility of all athletes, volunteers, employees and contractors of PHGC to play their part in ensuring these policies are carried out. This not only applies to those people in positions that have responsibility for safeguarding the health and safety of athletes, volunteers, employees or spectators in their charge, but also to individuals to ensure they carry out their duties in a safe and healthy manner.

The following Policies are included in the PHGC Health Policies:

- Smoke Free Policy
- Sun Protection Policy
- Alcohol and Other Drugs Policy
- Sport Safe Policy (including Injury Prevention Policy)
- Mental Health Policy
- Hot Weather Policy

The PHGC Health Policies will be reviewed annually to ensure that the document remains current and practical to PHGC requirements.



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SMOKE FREE POLICY

Policy Statements:

- PHGC recognises that a smoke free environment protects non-smokers from the harmful effects of environmental tobacco smoke (ETS) and also contributes to reducing tobacco consumption levels.

Purpose:

- The aim of PHGC Smoke Free Policy is to provide a smoke free environment for non-smokers and a pleasant, cleaner environment for all.
- The specific goals of the policy are to:
 - ◆ Reduce the health risks associated with smoking and exposure to environmental tobacco smoke.
 - ◆ Provide a healthier, cleaner and safer work environment.
 - ◆ Encourage quitting attempts and discourage the uptake of smoking – particularly by young.

Rationale:

- PHGC has a key role in the promotion of healthy lifestyles and practices and should be a public example of a healthy and progressive organisation. Club 10 Gymnastics' has an obligation under the Occupational Health and Safety Act 1985, Section 21 – "To provide and maintain so far as is practicable for employees a working environment that is safe and without risks to health".

Policy Coverage:

- All indoor and designated outdoor environments under the control of PHGC will be 100% smoke free.
- All official functions (including dinners, presentations, fund-raising events, meetings, and social occasions) will be 100% smoke free.
- Tobacco products will not be sold by PHGC or on any premises under its control.
- Any person, either employed by or representing PHGC in any capacity will refrain from smoking whilst acting in an official capacity and /or in PHGC uniform.

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Policy Compliance:

- Policy compliance will be facilitated through education, publicity, widespread promotion and reiteration of the Policy.
 - ◆ For staff, non-compliance will lead to the same disciplinary actions as for all other of PHGC policies. All staff members in supervisory positions are accountable for enforcing the Policy amongst their staff.
 - ◆ Those staff who choose to smoke may only do so in their designated breaks, provided they are not on PHGC grounds.
 - ◆ All staff members are responsible for encouraging adherence to the Policy.
 - ◆ All staff members are responsible for encouraging and enforcing the Policy amongst members and visitors. Upon seeing members and / or visitors smoking within the boundaries of PHGC site or any event, staff members are requested to ask members and/or visitors to extinguish their cigarette. If this is ineffective, they may be requested to leave the site. This procedure may not be effective in some cases, and so a common sense approach is recommended.
 - ◆ All staff members are responsible for educating members about the Smoke Free Policy and encouraging adherence to the Policy.

Confidentiality and Reporting:

- Breaches of this policy must be reported to PHGC management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond PHGC management is not permitted.

Policy Outcomes:

- Anticipated outcomes of the PHGC Smoke Free Policy are as follows:
 - ◆ Increased awareness of Smoke Free.
 - ◆ Education of smoke free environment to members.
 - ◆ Promotion of PHGC as a leading example of a healthy and progressive organisation.



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SUN PROTECTION POLICY

Policy Statement:

- Gymnastics is predominantly an indoor activity, nonetheless PHGC recognises that exposure to ultraviolet radiation (UVR) has negative health effects and will therefore introduce measures to minimise exposure where relevant.

Purpose:

- The aim of the policy is to educate and protect the health and safety of all gymnastics employees, volunteers and members who are required to work outdoors in the heat and sun.

Policy Coverage:

This policy applies to PHGC events held outdoors and all members, officials, staff, athletes, performers and others taking part in an outside event.

Policy Compliance:

- PHGC strongly recommends and supports sun safe practices for all activities held outdoors.
- Activities will be conducted outside of the hours 10.00am to 3.00pm when UVR is at its peak, whenever possible.
- Natural shade will be utilised to protect participants and spectators, wherever available.
- Staff and members representing the organisation will always act as positive role models by adopting sun protection behaviours such as wearing long sleeved shirts, broad brim hats, wearing sunglasses and applying sunscreen.
- Sunscreen (SPF 30+, broad spectrum water resistant) will be made available to participants and spectators. However when this is not possible these parties will be encouraged to bring their own.

Policy Outcomes:

- Anticipated outcomes of the PHGC Sun Protection are as follows:
 - ◆ Increased awareness of Safe Sun protection for events held outdoors.



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ALCOHOL AND OTHER DRUGS POLICY

Policy Statement:

In the interest of the health and safety, PHGC will actively seek to promote, encourage and support strategies to minimise harm from alcohol and other drug use.

Purpose:

The purpose of the Alcohol and Other Drug Policy is to provide guidelines for the management of the use of alcohol and drugs at all PHGC meetings and functions.

Policy Coverage:

- This policy applies to PHGC committee meetings, members meetings, staff meetings, PHGC functions and events, and to all members, officials, athletes, performers and others taking part in PHGC functions and meetings.

Policy Compliance:

- PHGC is committed to promote and encourage minimising harm from alcohol and drugs by adhering to the following guidelines:
 - ◆ Where alcohol is served at PHGC functions low strength and non- alcoholic beverages will be available.
 - ◆ Tap water will be readily available and free of charge.
 - ◆ Alcohol will not be used for prizes or awards.
 - ◆ Active promotion of responsible alcohol use will occur.
 - ◆ PHGC implements their anti - doping policy as required.
 - ◆ PHGC will ensure the provision of drug education to athletes and coaching/administrative staff of state representative teams.
 - ◆ Alcohol will be served in accordance with the requirements set out in the Liquor Licensing Act 1998. This includes no alcohol being served to patrons under the age of 18 years or to intoxicated patrons.
 - ◆ The use of illicit and performance enhancing drugs will not be allowed at any activities or events under the control of the PHGC.
 - ◆ The organisation will abide by the SA Government Drugs in Sport Legislation and the Australian Sports Anti-Doping Authority (ASADA) legislation.



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Confidentiality and Reporting:

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Policy Outcomes:

- Anticipated outcomes of the PHGC Alcohol and other drugs are as follows:
 - ◆ Increased awareness of the management of alcohol at PHGC events.
 - ◆ Increased education of drugs in sport for athletes, coaches and officials.
- Participants / performers known to have consumed illicit drugs or adversely affected by alcohol will not be permitted to participate or perform.



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SPORT SAFE POLICY (INCL. INJURY PREVENTION POLICY)

Policy Statement:

- PHGC is committed to improving the health of the community through safe participation in sport and physical activity.

Purpose:

- The aim of the policy is to educate, establish and maintain a safe environment for participation in all the Gymsports.

Policy Coverage:

- This policy applies to PHGC events, courses and activities.

Policy Compliance:

- The following guidelines need to occur;
 - ◆ Members, coaches and officiating personnel will be given the opportunity to attend approved training and accreditation courses in sports injury prevention and treatment.
 - ◆ PHGC will ensure appropriate warm up time is provided for athletes participating in PHGC events.
 - ◆ PHGC will ensure warm up, stretch and cool down procedures are provided for in all coaching courses.
 - ◆ An appropriately qualified first aid person will be in attendance at PHGC competition sessions.
 - ◆ Appropriate first aid equipment will be made available at all training and competition sessions under the control of PHGC.
 - ◆ Correct fluid replacement practices will be implemented at all training and competition sessions under the control of PHGC.

Confidentiality and Reporting:

- Breaches of this policy must be reported to PHGC management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond PHGC management is not permitted.

Policy Outcomes:

- Anticipated outcomes of the PHGC Sports Safe policy:
 - ◆ Increased awareness of good sport safe practices for all members, staff, coaches, officials and members.

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MENTAL HEALTH POLICY

Policy Statement:

- PHGC recognises that the creation of a positive environment that encourages and supports involvement will have a positive effect on the mental health and well-being of individuals and the community.

Purpose:

- The aim of the policy is to support opportunities for staff, audiences and participants to be mentally, physically and socially active.

Policy Coverage:

- This policy applies to PHGC committee meetings, members meetings, staff meetings, PHGC functions and events, and to all members, officials, athletes, performers and others taking part in PHGC functions and meetings.

Policy Compliance:

- The following guidelines need to occur;
 - ◆ Staff, audiences and participants will be encouraged to join and actively participate in the activities of the organisation and those of partner organisations.
 - ◆ Staff, audiences and participants will be encouraged to become volunteers, to set personal goals for achievement in the activities of the organisation and to be more broadly involved in other community events and environments.
 - ◆ The organisation will try to reduce or remove economic or social barriers to participation.
 - ◆ Staff, volunteers and participants' will be encouraged to treat all individuals and groups with respect, equality and openness.
 - ◆ The organisation will proactively address instances of bad practice and proactively reward instances of good practice.

Confidentiality and Reporting:

- Breaches of this policy must be reported to PHGC management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond PHGC management is not permitted.

Policy Outcomes:

- Anticipated outcomes of the PHGC Mental Health policy:
 - ◆ Increased awareness for all members, staff, coaches, officials and members.



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HOT WEATHER POLICY

Policy Statement:

- PHGC recognises that participation in Gymnastics with the PHGC is generally in an air conditioned environment. However from time to time conditions may become extreme or the club may be involved in external activities.

Purpose:

- The aim of the policy is to protect all members from heat and sun exposure.

Policy Coverage:

- This policy applies to all PHGC functions and events and to all members, officials, athletes, performers and others taking part in PHGC functions and events.

Policy Compliance:

- The following guidelines need to occur;
 - ◆ If the temperature exceeds 38 degrees sessions may finish early or if the air conditioner is not available or not working effectively or ceases to operate, the Senior Coach may terminate or cancel (Notification on Website) or modified session.
 - ◆ Outdoor events or excursions will require all participants' to be "Sun Smart" and be urged when practical to wear Hats and Sunscreen and remain hydrated.

Confidentiality and Reporting:

- Breaches of this policy must be reported to PHGC management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond PHGC management is not permitted.

Policy Outcomes:

- Anticipated outcomes of the PHGC Hot Weather policy:
 - ◆ Increased awareness of the dangers of heat and sun exposure.



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INCLEMENT/EXTREME WEATHER POLICY

Policy Statement:

- PHGC recognises that participation in Gymnastics with the PHGC is generally in an air conditioned environment. However from time to time conditions may become extreme or the club may be involved in external activities.

Purpose:

- The aim of the policy is to protect all members from risk of injury due to extreme weather conditions.

Policy Coverage:

- This policy applies to all PHGC functions and events and to all members, officials, athletes, performers and others taking part in PHGC functions and events.

Policy Compliance:

- The following guidelines need to occur;
 - ◆ Outdoor events or excursions will be cancelled if BOM issues extreme weather warnings.
 - ◆ Regular sessions may be terminated, modified or cancelled if BOM issue extreme weather warnings.
 - ◆ All notifications of changes will be made on Facebook and Website.

Confidentiality and Reporting:

- Breaches of this policy must be reported to PHGC management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond PHGC management is not permitted.

Policy Outcomes:

- Anticipated outcomes of the PHGC Inclement/Extreme Weather policy:
 - ◆ Members have increased awareness of the dangers involved with extreme weather conditions.