

DUTY OF CARE TO PARTICIPANTS, EMPLOYEES AND MEMBERS POLICY



Yurauna Gymnastics Academy

Duty of Care Policy

1. Introduction

Yurauna Gymnastics Academy is committed to ensuring the health, safety, and well-being of all participants, employees, and members. We recognise our legal and ethical responsibility to provide a safe and supportive environment for everyone involved in our activities.

2. Policy Statement

- The club has a duty of care to take reasonable steps to protect the physical and mental well-being of all members, employees, and participants.
- All individuals should be treated with respect, dignity, and fairness.
- Risk management strategies will be implemented to identify and mitigate potential hazards.
- A clear reporting structure for concerns related to safety, welfare, or misconduct will be maintained.
- Staff, coaches, and volunteers will be equipped with the necessary knowledge and training to fulfill their duty of care responsibilities.

3. Scope

This policy applies to all participants, employees, volunteers, coaches, committee members, and visitors engaged in activities run by Yurauna Gymnastics Academy. It covers training, competitions, social events, and all club-related operations on and off-site.

4. Responsibilities

Club Management:

- Ensure compliance with legal and regulatory obligations regarding duty of care.
- Provide a safe physical environment, free from unnecessary risks.
- Implement policies and procedures to promote the safety and well-being of all club members.

Coaches & Volunteers:

- Supervise participants responsibly and intervene when necessary to prevent harm.
- Follow and enforce club safety rules, safeguarding policies, and incident procedures.
- Ensure that all activities are suitable for the skill and ability level of participants.

Employees & Members:

- Take reasonable care of their own health and safety and that of others.
- Follow club policies, procedures, and safety guidelines.
- Report any hazards, incidents, or concerns to the appropriate club official.

5. Participant Welfare & Protection

- The club will ensure that all activities are conducted in a manner that prioritises participant safety and well-being.
- No participant shall be subjected to abuse, harassment, discrimination, or unsafe practices.
- The club will have appropriate safeguarding measures in place for minors and vulnerable individuals.

6. Workplace & Employee Safety

- Employees and volunteers will be provided with a safe working environment, adequate resources, and necessary training.
- The club will comply with all workplace health and safety regulations.
- Bullying, harassment, or unsafe work practices will not be tolerated.

7. Risk Management & Incident Response

- Regular risk assessments will be conducted to identify potential hazards in club operations.
- Clear procedures for reporting and responding to accidents, injuries, and safety concerns will be maintained.
- Emergency response plans will be developed and regularly reviewed.

8. Communication & Training

- All members, employees, and volunteers will be made aware of their rights and responsibilities regarding duty of care.
- Regular training on safety, safeguarding, and emergency procedures will be provided.
- The club will foster open communication where members feel comfortable reporting concerns.

9. Monitoring & Review

- This policy will be reviewed annually to ensure it remains up-to-date and effective.
- Feedback from members, staff, and participants will be used to improve duty of care measures.

10. Contacts

- **Club Manager:** Rickie-lea Linnett. 0421840961

This policy is endorsed by the club's management and will be upheld by all members of Yurauna Gymnastics Academy.

Date: 01/03/2026

Signed: Rickie-lea Linnett

Position: Owner