

SMOKING MANAGEMENT POLICY

THE WARATAHS RUGBY UNION CLUB

Association Incorporation No9897691

1. PURPOSE

This policy outlines our procedures for tobacco and e-cigarette use club games, special events, functions and other club-related activities. It represents our club's commitment to its members, volunteers and visitors, acknowledging the role that sporting clubs and associations play in building strong and healthy communities.

This policy will help to ensure our club:

- Meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend club games, special events, functions and other activities.
- Upholds the reputation of our club, our sponsors and partners.
- Understands the risks associated with tobacco use and our role in minimising this risk.

2. RATIONALE

The Waratahs Rugby Union Club recognises that:

- Environmental (second-hand) tobacco smoke is a health hazard and that non-smokers should be protected from it.
- Role modelling can have a significant impact on the junior members of our club.
- Smoke free areas make smoking less visible and less acceptable, and contribute to reduced uptake of smoking among young people.
- Smoke free areas support smokers who are trying to quit as well as reduce their overall cigarette consumption.
- Outdoor smoke free areas help to reduce the amount of cigarette butt litter reducing clean-up costs, fire risk and children's health risk due to swallowing discarded butts.
- Smoke free environments can help attract new members and positively promote our club in the community.

3. GENERAL PRINCIPLES

Smoking restrictions for sporting clubs differ from state to state, and are strengthened regularly. Our club will comply with all relevant state and local government smoking restrictions.

Our club recognises the importance of educating club members, particularly players, of the benefits of implementing a smoking management policy and will provide information to assist this process. In addition, the club will promote resources for members wishing to quit, including the national Quitline (13 78 48, quitnow.gov.au), where appropriate.

The following policy shall apply to all club members, volunteers and visitors:

- Smoking in this policy includes the use of any form of e-cigarette device.
- Cigarettes, e-cigarettes and any other tobacco products will not be sold, including from vending machines, at any time at or by our club.
- Many young people hold parents, teammates and coaches in high esteem and smoking around them sends the message that smoking is okay. Therefore we expect that coaches, players, officials and volunteers will refrain from smoking while involved in an official capacity for the club, on and off the field.
- To foster our club's reputation as a healthy environment, no images of club volunteers, members, officials, coaches and players smoking at club-related activities will be placed on social media.

4. SMOKE FREE AREAS

Our club and consistent with Council requirements requires the following areas of the club's facility/sporting ground to be smoke free:

- All indoor areas
- All outdoor playing/training areas
- All spectator areas (standing and seated, covered and uncovered)
- All canteen, catering, eating and drinking areas.

Smoke free areas will be signed (where possible) and promoted in club materials. A designated smoking permitted area is only permitted at a distance of 10 meters from the entrance of Waratah Oval.

5. PROMOTING THIS POLICY

Our club will promote this policy regularly by:

- Placing a copy of the policy in club newsletters, printed member information and on the website.
- Promoting positive smoke free messages through the club's social media.
- Displaying a copy of the policy on the Club's website.
- Periodic announcements to members at functions.
- Placing non-smoking signage in prominent locations both indoors and outdoors.

6. NON-COMPLIANCE

All club committee members will uphold this policy and any non-compliance will be handled according to the following process:

- Club members and/or guests should notify the committee of any breaches of this policy.
- A friendly approach will be made to the person smoking, explaining our club policy, and directing them to any areas where smoking is permitted.

- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the club facilities or function.

7. POLICY REVIEW

This policy will be reviewed bi-annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed: 

Club President

Date: 2/11/20

Signed: 

Club Secretary

Date: 2.11.20

Next policy review date is October 2022

ALCOHOL MANAGEMENT POLICY

THE WARATAHS RUGBY UNION CLUB

Association Incorporation No9897691

1. PURPOSE

This policy outlines our procedures for a balanced and responsible approach to the service, supply, consumption and promotion of alcohol at club games, special events, functions and other club-related activities. It represents our club's commitment to its members, volunteers and visitors, acknowledging the role that sporting clubs and associations play in building strong and healthy communities.

This policy will help to ensure our club:

- Meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend any club games, special events, functions and other activities where alcohol may be consumed.
- Upholds the reputation of our club, our sponsors and partners.
- Understands the risks associated with alcohol misuse and our role in minimising this risk.
- Complies with a valid liquor licence (limited licence LIQL550026027) and associated terms and conditions.

2. RATIONALE

The Waratahs Rugby Union Club recognises the legal responsibilities and the financial and social benefits of holding and/or operating a liquor license in the community. Level 3 Accreditation under the *Good Sports* program requires us to implement practices and policies regarding the responsible management of alcohol. As such, we will adhere to liquor licensing laws and the criteria of the *Good Sports* program.

3. GENERAL PRINCIPLES

- A risk management approach will be taken in planning events and activities involving the sale, supply or consumption of alcohol. Such events and activities will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.
- Alcohol misuse can lead to risk taking, unsafe, unacceptable and/or illegal behaviour. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy or any other policy of the club.

4. CONDUCT EXPECTATIONS

Whilst engaging in club activities, members, volunteers and visitors:

- Will accept responsibility for their own behaviour, take a responsible approach and use good judgment when alcohol is available.

- Will encourage and assist others to use good judgment when alcohol is available.
- Will not compete, train, coach or officiate if affected by alcohol.
- Will not provide, encourage or allow people aged under 18 years to consume alcohol.
- Will not participate, pressure anyone or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Will not provide alcohol only as an award to a player or official for any reason.
- Will not post images on social media of themselves or others drinking alcohol irresponsibly at club-related activities.

5. ALCOHOL MANAGEMENT

Our club will ensure that:

- A current and appropriate liquor licence is maintained.
- The club's liquor licence is displayed as near as practical to the entrance of the clubroom or beside the bar/canteen (or as required by relevant state law).
- All mandatorily required liquor licence signage will be displayed in each area covered by the club's licence
- The names of Responsible Service of Alcohol (RSA) trained personnel will be displayed near the bar.
- Servers of alcohol will not consume alcohol when on duty.
- Non standard drinks will not be served.
- An Incident Register will be maintained (at the bar/canteen) and any alcohol-related incidence will be recorded on the register
- Substantial food (requiring preparation and/or heating) will be available when alcohol is available for more than 90 minutes and more than 15 people are present. Healthy food options will be provided, where possible.
- Alcohol is not advertised, promoted, served or consumed at junior games, events, functions or activities.

5.1 Service of Alcohol

Alcohol will be served according to the club's liquor license with the safety and well-being of members and visitors the priority. Our club will ensure:

- Only RSA trained bar servers with current qualifications will serve alcohol.
- Standard drink measures are used for non pre-packaged alcohol (e.g. drinks in glasses), where possible.
- Servers are aware of standard drink sizes and are competent in measuring standard drinks.
- The service of double measures of spirits is not allowed.
- People aged under 18 years do not serve alcohol.
- Excessive or rapid consumption of alcohol is not encouraged. This means we do not conduct happy hours, cheap drink promotions or drinking competitions.

5.2 Intoxicated People

For the purposes of this policy, a person is defined as in a state of intoxication if his or her speech, balance, co-ordination or behaviour is noticeably affected and there are reasonable grounds for believing that this is the result of the consumption of alcohol.

- Intoxicated people will be asked to leave club fixtures and/or events.
- Alcohol will not be served to any person who is or appears intoxicated.
- Servers will follow RSA training procedures when refusing service to an intoxicated person.
- If a person becomes intoxicated (and is **not** putting other people at risk with their behaviour) the person will not be served alcohol but will be provided with water and options for safe transport home from our club fixtures or events, where available.
- If a person becomes intoxicated (and **is** putting other people at risk due to their behaviour) the person will be asked to leave the club fixture or event immediately and offered safe transport options, where available. Police may also be contacted to remove the person, if required.
- Any alcohol-related incident and any action taken will be recorded in our club's incident register.

5.3 Underage Drinking

- Alcohol will not be served to persons aged under 18 years.
- Bar servers and committee members will ask for proof of age whenever the age of a person requesting alcohol is in doubt.
- Only photo ID's will be accepted as 'proof of age'.
- Our club will not encourage the drinking of alcohol in the club change-rooms to reduce the risk of minors being served alcohol illegally.

5.4 Availability of Non-Alcoholic and Low Alcohol Drinks

Our club recognises that not all club members may drink alcohol and alcohol is not the only revenue stream available. Our club actively encourages the sale of alternative products to that of alcohol and will ensure that:

- Water is provided free of charge (where available).
- At least four non-alcoholic drinks and one low-alcoholic drink option are always available and priced at least 10% cheaper than the cheapest full strength drink. Healthy drink options will be provided, where possible.
- Non-alcoholic drinks are clearly visible and adequate in variety and supply.

6. FUNCTIONS

Our club will encourage safe celebrations and events by:

- Not conducting functions where a minimum amount of liquor sales is required.
- Not promoting or hosting 'all you can drink' functions.
- Not providing alcohol-only drink vouchers for functions.
- Limiting the number of drinks included in the price of function tickets to a maximum of four, as recommended by the Australian Health and Medical Research Council.

Advertisements for functions will promote safe celebrations by:

- Not overemphasising the availability of alcohol or referring to the amount of alcohol available.
- Not encouraging rapid drinking or excessive drinking.
- Giving equal reference to the availability of non-alcoholic drinks.
- Displaying a clear start and finish time for the function.
- Including a safe transport message, where possible and relevant.

7. SAFE TRANSPORT

Our club recognises that driving under the influence of alcohol and/or drugs is hazardous to individuals and the wider community. Accordingly, our club implements a Safe Transport Policy that is reviewed regularly in conjunction with this Alcohol Management Policy. We ask that all attendees at our functions plan their transport requirements to ensure they arrive home safely and prevent driving under the influence of alcohol.

8. CLUB TRIPS

Our club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the values of the club.

9. AWARDS/PRIZES

Our club will avoid providing awards and fundraising prizes that have an emphasis on alcohol as a reward.

10. PROMOTING THIS POLICY AND RESPONSIBLE USE OF ALCOHOL

Our club will:

- Educate members, volunteers and visitors about our policy and the benefits of having such a policy.
- Ensure this policy is easily accessible and will promote it via our website.
- Actively demonstrate its attitude relating to the responsible use of alcohol and promote positive messages through its social media platforms.

- Pursue non-alcohol sponsorship and revenue sources.
- Actively participate in the Alcohol and Drug Foundation's *Good Sports* program with an ongoing priority to maintain the highest Good Sports accreditation.

11. NON-COMPLIANCE

Club committee members will uphold this policy and any non-compliance, particularly in regard to Licencing Laws, will be handled according to the following process:

- Explanation of the policy to the person/people concerned, including identification of the section of policy not being complied with.
- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the facilities or event.

12. POLICY MANAGEMENT


The presence of a person who has current RSA qualifications and a Club committee member, whenever our canteen is selling alcohol, is essential to ensure compliance with this policy and liquor licensing laws.

13. POLICY REVIEW

This policy will be reviewed bi-annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed: 
Club President
Date: 2/11/20

Signed: 
Club Secretary
Date: 2.11.20

Next policy review date is October 2022

SAFE TRANSPORT POLICY

THE WARATAHS RUGBY UNION CLUB

Association Incorporation No9897691

1. PURPOSE

This policy outlines our procedures for safe transport after club games, special events, functions and other club-related activities where alcohol may be consumed. It represents our club's commitment to its members, volunteers and visitors, acknowledging the role that sporting clubs and associations play in building strong and healthy communities.

This policy will help to ensure our club:

- Meets its duty of care in relation to the health and safety of our members, volunteers and visitors who attend any club games, special events, functions and other activities.
- Upholds the reputation of our club, our sponsors and partners.
- Understands the risks associated with alcohol use and driving, and our role in minimising risk.
- Educates our members about standard drinks.

2. RATIONALE

Ensuring members, visitors and guests getting to and from club games, activities and events safely is an important part of being a responsible, healthy club.

While The Waratahs Rugby Union Club wishes to avoid club members becoming intoxicated and notes the recommendation by the National Health and Medical Research Council to consume no more than four drinks in one sitting, as part of our club's duty of care we encourage our members to plan safe transport home. This will reduce the risk of drink-driving, injury or worse.

Alcohol and drugs affect pedestrians and drivers' abilities to stay safe. They affect decision-making, reaction times, speed and distance judgements, concentration, balance, perception and alertness. It can also increase risk-taking behaviour by giving a pedestrian or driver a false sense of confidence.

Sporting clubs such as ours help prevent drink driving related tragedies in the community by improving safety around transport and minimising the risk of developing a drinking culture.

3. GENERAL PRINCIPLES

Our club recognises that:

- Drink driving is one of the main causes of road deaths in Australia.
- Driving when over the legal blood alcohol limit is illegal and hazardous to individuals and the wider community.

- Mixing drugs (including prescription medication) with other drugs or alcohol can seriously affect the ability to drive safely.

4. TRANSPORT FOR CLUB ACTIVITIES

This safe transport policy applies for all activities undertaken by the club that involve the serving and/or consumption of alcohol.

Our club will:

- Promote strategies that encourage members to plan how they'll get home safely before they go out e.g. pre-arranged transport.
- Print safe transport messages on relevant club activity and event invitations or flyers.
- Ensure the MC for events or club committee members advise attendees that the club is a Good Sports accredited club, communicate the safe transport options and regularly remind attendees to behave responsibly around alcohol.
- Ensure telephone calls can be made free of charge to call a sober person to provide transport from the club or venue.

Where available, our club will also consider:

- Use of a community bus (such as council, school or tourist buses) and:
 - The bus or transport provided will be an alcohol-free zone (i.e. no alcohol will be permitted on the bus).
 - The bus will not be used to transport members between licensed venues.
 - People who have consumed alcohol can get home safely from the bus drop off point
- Use a range of taxi or ride share strategies such as:
 - Free telephone calls to arrange a taxi to provide transport from the club or venue.
 - The club committee will pre-order taxis to arrive at a club or venue at the conclusion of a club event or function.
 - Encourage club members to utilise a ride share service.

5. PROMOTING THIS POLICY

Our club will:

- Educate members, volunteers and guests about our policy and the benefits of having such a policy.
- Implement strategies to create awareness of safe transport messages to club members (e.g. display standard drink posters/ cards to help patrons recognise what standard drinks are and the implications on drink driving).
- Ensure this policy is easily accessible and will promote it via **[our website, newsletters, social media, announcements during events and functions]**.

6. POLICY REVIEW

This policy will be reviewed bi-annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

SIGNATURES:

Signed: 

Club President

Date: 2/11/20

Signed: 

Club Secretary

Date: 2.11.20

Next policy review date is October 2022