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BOWLS
AUSTRALIA



**SPORT INTEGRITY
AUSTRALIA**

BOWLS AUSTRALIA INTEGRITY WEBINAR/WORKSHOP

STATE AND TERRITORY DIRECTORS & STAFF

November 2024

Acknowledgement of Country

I acknowledge the Traditional Custodians of the various lands on which we work today and the Aboriginal and Torres Strait Islander people participating in this meeting. I pay my respects to Elders past, present, and recognise and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters.



Safety and Emotion Management

If the content in this presentation raises issues for you, please consider reaching out to the following organisations for support.

24-hour telephone assistance is available through:

 **Lifeline** 13 11 14

 **kids helpline** 1800 551 800
Anytime Any Reason

1800RESPECT 1800 737 732
NATIONAL DOMESTIC FAMILY AND
SEXUAL VIOLENCE COUNSELLING SERVICE

 **Beyond
Blue** 1800 224 636

 **MensLine
Australia** 1300 789 978



INTEGRITY – Protecting Bowls Together

Why are we here?

- Everyone in the Bowls community should feel like they are participating in a safe, fair and inclusive environment
- ALL of our members including athletes, officials, parents, administrators, supporters and volunteers have an obligation and play a role to protect and maintain the integrity of Bowls.



Bowls Australia Integrity Implementation

Aims and Objectives

- ***Rollout of National Integrity Framework (NIF)***
 - All members of Bowls to have a thorough understanding of their obligations under the NIF
- ***Rollout of Complaint Management Processes and Resources***
 - All members of Bowls to understand the process for reporting concerns or complaints
 - All members of Bowls to understand the process for managing concerns or complaints at the level they occur
- ***Rollout of Bowls Australia Integrity Education Plan***
 - All members of Bowls to have completed their Integrity Education Requirements



Aims and Objectives for this Workshop

- Ensure that as the Leaders of your State and Territory you are aware of Bowls Policies, Processes, Resources and Requirements
- Ensure you are knowledgeable in the Integrity space before we commence the next steps of roll-out to the broader bowls community



Workshop Agenda

- 1. National Integrity Framework (NIF) Overview** – Craig Dodson, BA's Sport Partnerships Manager (SIA)
- 2. Safeguarding** – Marie Mercado, BA's Safeguarding Partner (SIA)
- 3. BA Complaint Management Process & Resources** – Elke Bellgrove, National Integrity Manager (BA)
- 4. Sport Integrity Australia (SIA) Complaint Management Process & Resources** – Craig Dodson
- 5. Integrity Education** – Elke & Craig
- 6. Integrity Implementation** – Elke & Craig



Poll Question 1

Rate your level of knowledge of the National Integrity Framework (NIF)

- Don't know anything about it
- I've heard of it but not overly familiar with what it means
- Somewhat knowledgeable
- Very knowledgeable

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NATIONAL INTEGRITY FRAMEWORK



Sport Integrity Australia

One government organisation to safeguard the integrity of sport.

What areas does SIA cover?

- Anti-Doping
- Improper Use of Drugs and Medicine
- Safeguarding and Member Protection
- Match-Fixing (Competition Manipulation)
- Sports Gambling
- Complaints Handling



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PROTECTING SPORT TOGETHER

WHAT ARE WE SEEING?



Over 570 integrity matters reported to us in 2023



79 referrals to law enforcement



261 cases managed by Complaints



Finalised 30 investigations



Substantiated 36 breaches of integrity policies

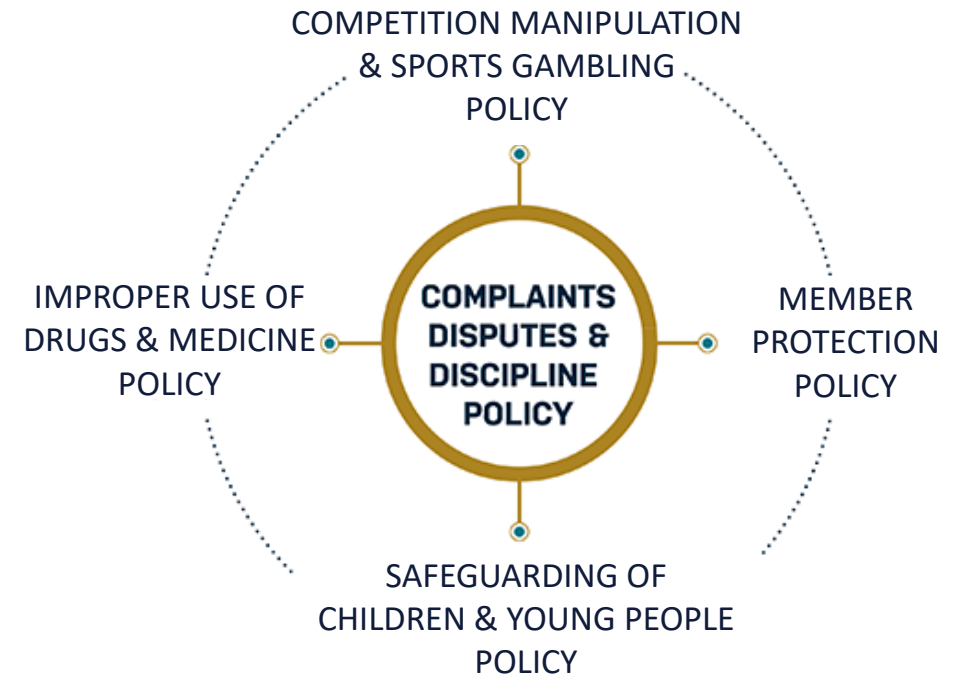
THEMES

- **Coaches most common Respondent**
- **Alleged behaviour from grass roots to high performance**
- **Professional boundaries, electronic communication and inappropriate use of tone and language**
- **Peer-on-peer abuse and bullying**



NATIONAL INTEGRITY FRAMEWORK (NIF)

- Suite of five policies designed to protect sport and its participants – **One set of Policies for all levels of your sport**
- Each policy contains Prohibited Conduct
- The policies set out the expectations of **all** sport members (organisations, participants, coaches, administrators, volunteers, contractors etc)
- Includes a Complaints Process
- Allows Sport Integrity Australia to investigate child safeguarding and discrimination complaints



The NIF in practice across Bowls

- BA is one of 87 National Sporting Bodies signed up to the NIF.
- BA adopted new NIF policies from 1 January 2024 (existing NIF Policies from 2022)
- BA must have integrity policies in place as a condition of Australian Sports Commission Funding.
- The policies apply to all levels of Bowls

NSO/SSO/Clubs all using
the same policies

Less confusion for all
members of the sport

Sets consistent behaviour
expectations

Opportunity for
independent complaints
handling



PROHIBITED CONDUCT

Member Protection Policy

- Abuse
- Bullying
- Harassment
- Discrimination
- Sexual Misconduct
- Vilification
- Victimisation

NB: (SIA manage discrimination on protected characteristics and AA the other categories)

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PROHIBITED CONDUCT (members)

Safeguarding Children & Young People Policy

- Conduct involving or impacting a child or young person:
 - Harmful Behaviours (e.g. abuse, harmful training, humiliation, sexually inappropriate behaviour)
 - Bullying, Harassment, Discrimination, Victimisation or Vilification
 - Requesting secret communication
 - Supplying alcohol or drugs
 - Supplying medicines except when permitted by law or without consent of parent/carer
- Any breach of the Child/Young Person Safe Practices
- Working with children/young people if they have been convicted of a crime that would make them ineligible to get a Working with Children Check



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NATIONAL INTEGRITY
FRAMEWORK

Safeguarding Children
& Young People Policy
Template

This policy and associated drafting notes do not constitute legal advice. National Sporting Organisations for People with Disability should take their own professional advice on applicable child protection requirements.

Commencement date: [insert date]

to be reviewed by Sport Integrity Australia

PROHIBITED CONDUCT

COMPETITION MANIPULATION & SPORT GAMBLING

- Competition Manipulation means manipulating any part of a sporting event to gain a benefit by removing unpredictability.
 - Fixing the result of a match/race/event
 - Intentionally conceding points or committing fouls
 - Tanking (by selection or underperformance)
 - Intentionally providing false information about an athlete
 - Intentionally modifying playing surfaces
 - Intentionally incorrect officiating
 - Intentional misrepresentation of an impairment (para sports only)



PROHIBITED CONDUCT

IMPROPER USE OF DRUGS & MEDICINE POLICY

Relevant Persons (everyone bound by the policy):

- Conviction of a Serious Drug Offence
- Unlawfully providing prescription medications to athletes

Relevant Athletes (International and National-Level Athletes):

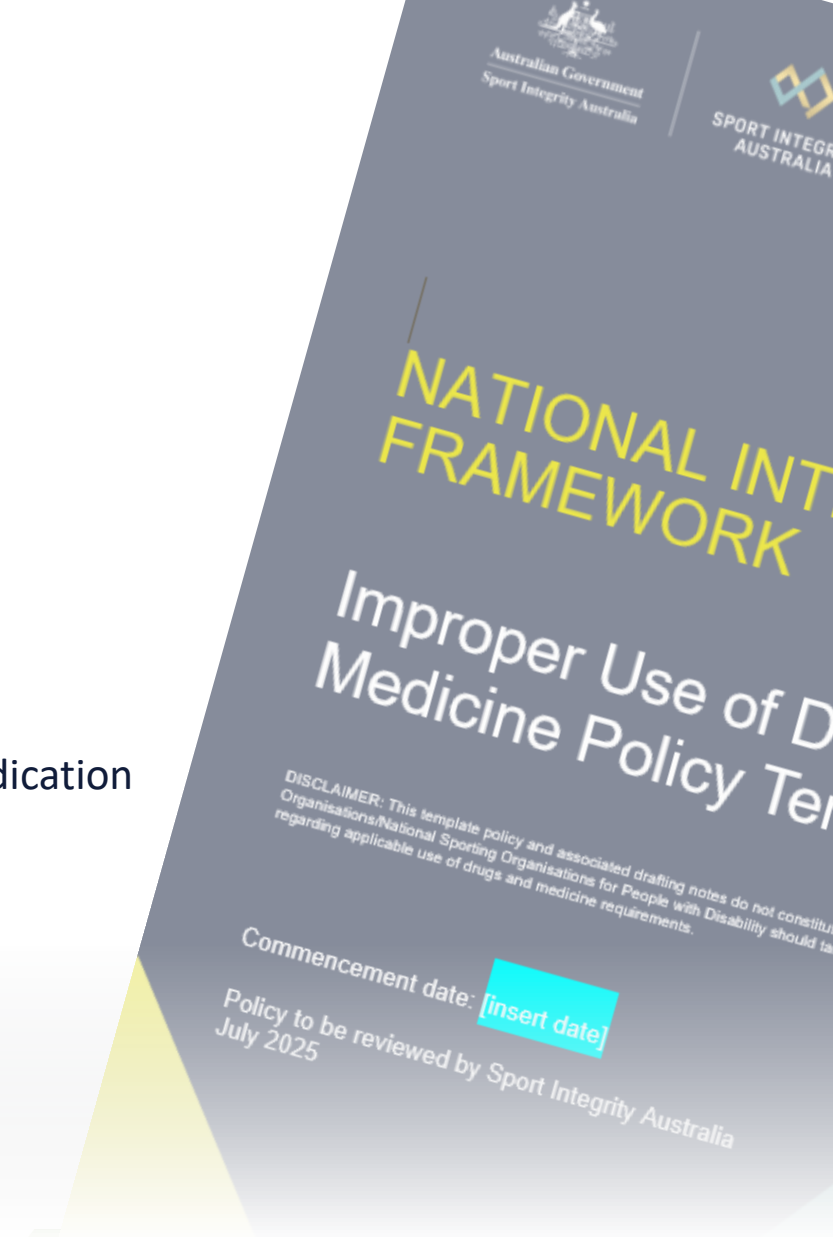
- Unlawful use/possession/distribution of prescription or over the counter medication
- Allowing a person other than a Health Professional to inject them

Relevant Personal (coaches/medical professionals etc):

- Injecting a Relevant Athlete for a non-permitted purpose
- Supplying a Prohibited Supplement to a Relevant Athlete



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Safeguarding Children & Young People



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BOWLS IS NOT IMMUNE

Jury finds former bowls coach Daniel Norman Hatton guilty of abusing one boy, not guilty of abusing another

A jury has found a former lawn bowls coach guilty of sexually abusing one boy while acquitting him of charges he molested a second boy more than a decade ago.



Dan Proudman

Follow



@Proudman74



less than 2 min read March 28, 2023 - 2:47PM

The Newcastle News



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Source: Royal Commission into Institutional Responses to Child Sexual Abuse, Final Report

ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

WHAT IS CHILD SAFEGUARDING?



HIGH RISK ENVIRONMENTS



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WHAT MAKES SPORT HIGH RISK?

GROOMING OPPORTUNITIES

Coaching relationships

Inappropriate activity and adult material

Erosion of personal boundaries

Targeting vulnerable children

Valuing performance over child safety

Societal and community culture

OTHER RISK FACTORS

Normalised violence and harassment

Normalised sexual culture

Valuing adults over children

High level of child participation



QUESTION?

What are some potential Child Safeguarding risks that we have in Bowls taking into consideration:

- Bowling Clubs often also house Bars and Pokies with a big focus on alcohol and gambling
- Mixed ages playing in the same team
- Interstate travel, often without parents/carers for Events





WHY DO SPORT?

- Sport allows children to develop **motor skills** and **physical and creative** abilities
- It also helps children to develop life skills such as **discipline, confidence** and **leadership**
- Sport and recreation also provide benefits to the **wider community**
- Healthier families and communities provide children with greater **opportunities** to fulfil their **potential**

THE NATIONAL PRINCIPLES FOR CHILD SAFE ORGANISATIONS



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Leadership, Governance and Culture



1, 6, 8



Statement of Commitment

- Annexure B

Culture and Governance

- Annexure B Part 2 Child Safe Practices
- Relevant persons – Governance

Culture of Reporting

- Part 5 – Reporting
- Part 6 – Complaints and Disputes
- Annexure A

Risk Management

- Prohibited conduct
- Annexure B – Part 2 Child Safe Practices



Children, Young People, their Families



2,3,4



Participation and Empowerment

- Annexure B (1.6)

Inclusion and Diversity

- Annexure B (1.2)

Cultural Safety

- Annexure B (1.2)

Culture of Reporting

- Annexure B (1.7)



Recruitment, Selection and on-going professional development



5,7



Recruitment

- Annexure C
- Appendix 1 – Position assessment

Interviews and Screening

- Annexure B 1.4
- Screening - Annexure C (5 -10)
- Interviews – Appendix 2
- References – Appendix 3

Induction

- Annexure B – 1.5

Supervision and Development

- Applying Governance
- Providing ongoing education



Continuous Improvement and Policies and Procedures



9,10



Policies and Codes

- Safeguarding Policy
- Member Protection Policy
- Complaints and Disputes Policy

Continuous Improvement

- Review Bi-Annually
- Safeguarding in Sport Continuous Improvement Program

Governance and Disciplinary

- Complaints and dispute handling



Building Capability



- Safeguarding Risk Management
- Safeguarding Leadership
- Managing inappropriate behaviours
- Understanding reporting
- Organisational culture change



- What is cultural safety
- How to embed inclusion and diversity
- Empowering and listening to children and young people
- Involving families



- Safeguarding recruitment
- Recruitment
- Screening
- References
- Induction
- On-going development
- Supervision



- How to write policy
- Embedding policy into practice
- Aligning all policies
- Accessible and understandable
- Reviewed regularly

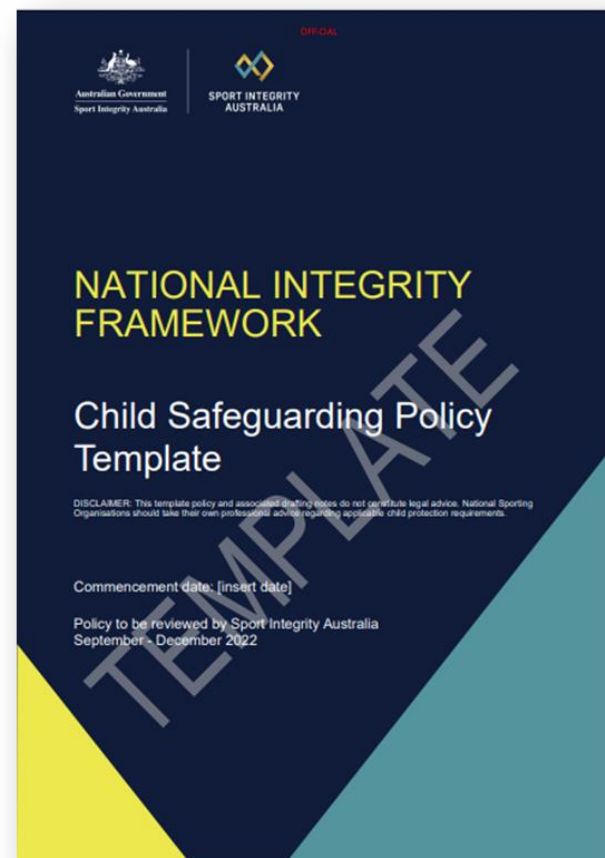
Child Safe Practices

SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY

Children and young people involved in your sport have a right to feel safe, included and happy.

Children and young people should be:

- Be **supported and protected** from harm
- Treated with **respect**
- Have their **privacy** respected
- Have **input into decisions** that affect them
- Treated **fairly and equally**



Resources available

Sport integrity Resources

Checklists



Guides

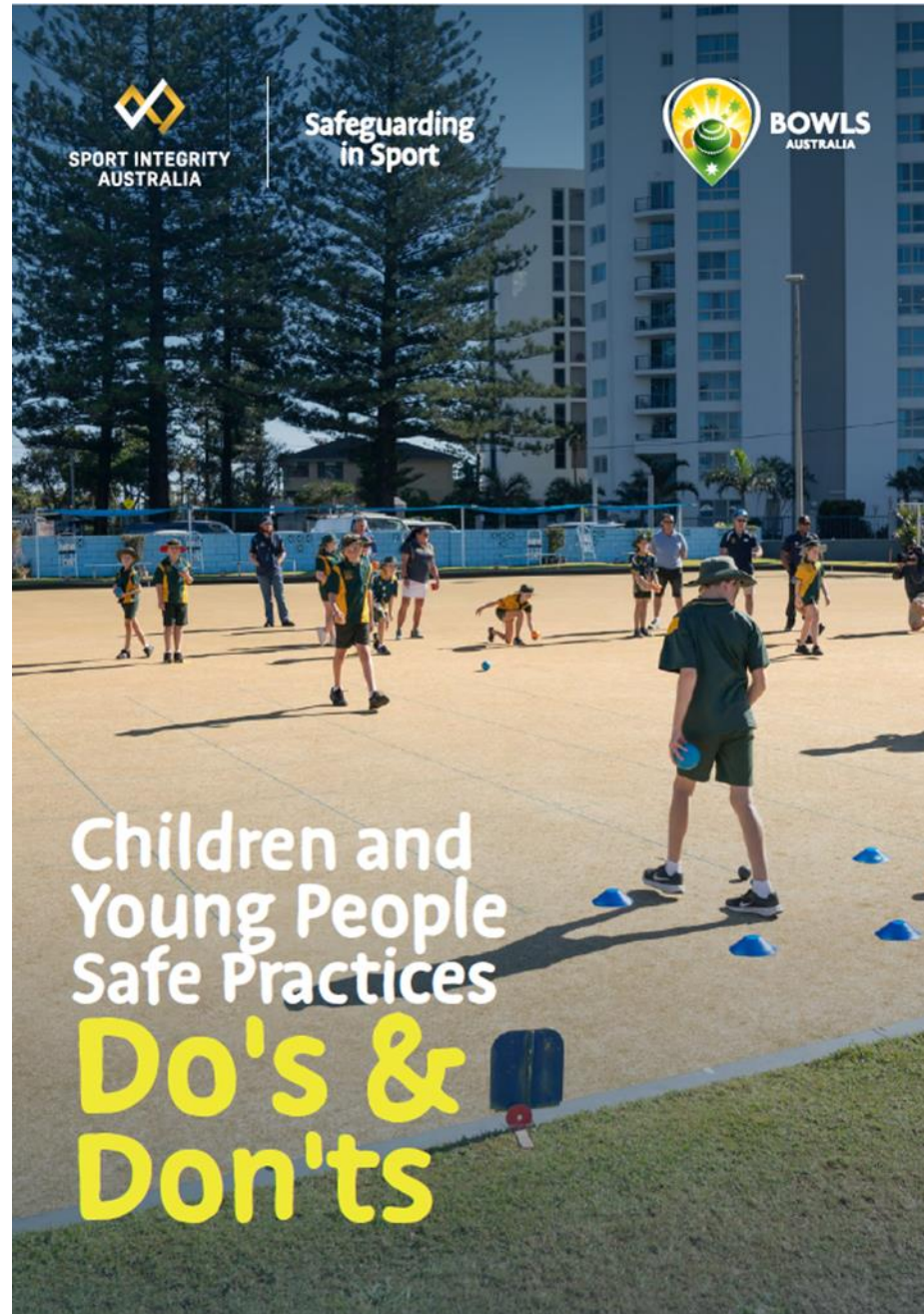


sportintegrity.gov.au/resources

Resources available



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BOWLS AUSTRALIA

COMPLAINTS PROCESS & RESOURCES

Bowls Australia Complaints Process

Aims and Objectives

- All members of Bowls to understand the process for reporting concerns or complaints
- All members of Bowls to understand the process for managing concerns or complaints at the level they occur

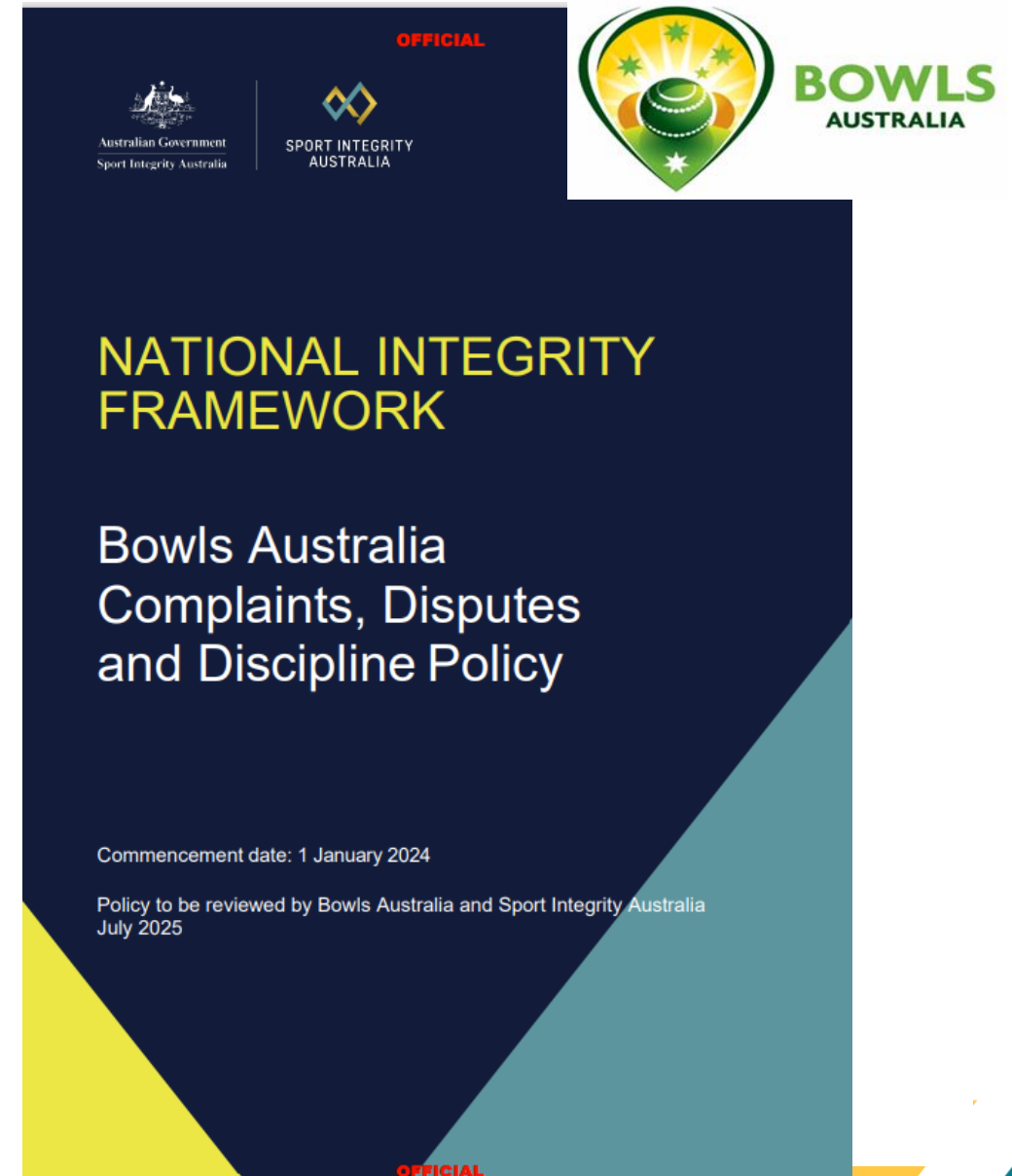


Complaints, Disputes and Discipline Policy

- The NIF is designed to assist with creating a safe and fair sporting environment for all by setting out the rules about the types of behaviours that are unacceptable in Bowls
- These unacceptable behaviours are defined as Prohibited Conduct.
- This Policy and its procedures are designed to ensure that allegations of Prohibited Conduct are managed through an effective, consistent and timely process, which is fair and transparent.

[Complaints, Disputes and Discipline Policy](#)

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Case Categorisation Model

- A **Case Categorisation Model and Sanctioning Guidelines** has been developed to assist sports manage complaints.
- Matters are categorised through a 3-tier system, based on the nature of the alleged conduct, perceived level of harm, and complexity

[National Integrity Framework: Case Categorisation & Guidance for Sanctions](#)



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NATIONAL INTEGRITY FRAMEWORK:
**CASE CATEGORISATION &
GUIDANCE FOR SANCTIONS**

JANUARY 2023

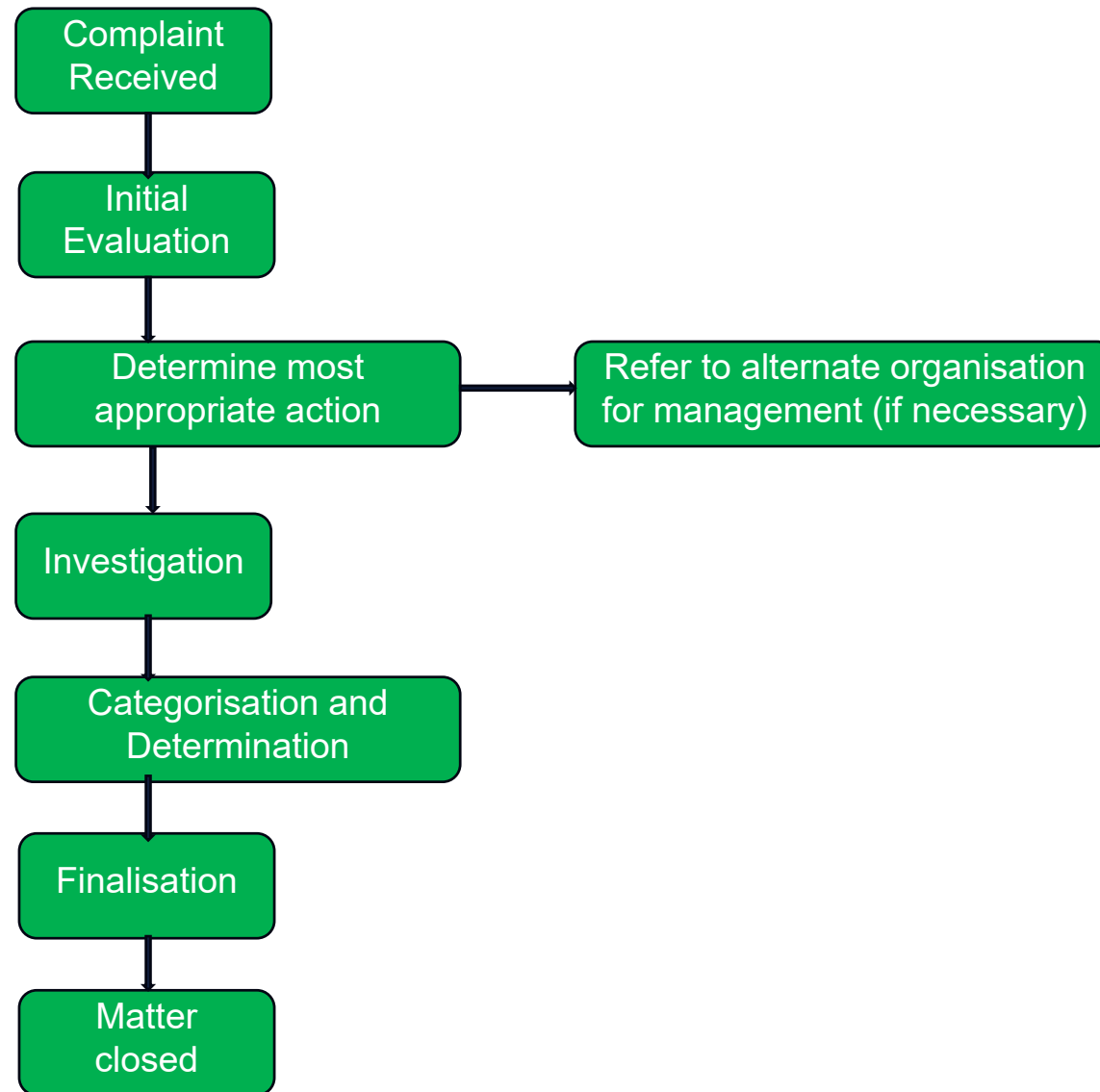


CASE CATEGORISATION MODEL

Category	Factors Considered	Example	Next Steps
1	Low risk, low or no intent to cause harm, one-off incident. Can be resolved through measures such as education or reminder letters.	One off incident of adults swearing at each other	Managed through other means
2	Medium risk, intent to cause harm, more complex or repeated incidents.	Sustained bullying based on a person's disability	Requires an Investigation
3	High risk, or with serious intent to cause harm. Referred to law enforcement	Child Abuse in sport	Referral to Law Enforcement



Bowls Complaint Process



Initial Evaluation

- Assess seriousness of the allegations using the Case Categorisation Model
- [National Integrity Framework: Case Categorisation & Guidance for Sanctions \(sportintegrity.gov.au\)](https://sportintegrity.gov.au)
- **Important to Remember** – STA's, Associations and Clubs must report any Category 3, Child Safeguarding and/or Police matters to Bowls Australia



Determine most appropriate action

- Determine whether the matter is in scope of the NIF
- If the matter is outside the scope of the NIF, refer to other Bowls Australia Policies on the BA Website, or your relevant State Sport Organisation (SSO) Policies. [Constitution and Policies - Bowls Australia](#)
- Out of scope
- Alternate complaint pathways
- Education (category 1)
- Move to investigation (Category 2 & 3)



Refer to alternate organisation for management (if necessary)

- If there is a conflict of interest, the matter can be managed by the relevant sporting body above.
- If the matter is related to Child Safeguarding or Discrimination, you can report directly to Sport Integrity Australia, or the BA Integrity Manager for assessment and referral to Sport Integrity Australia
- Matters can be referred back down to the relevant level



Guidance for managing the matter

- Manage the matter using the Bowls Australia Complaints, Disputes and Disciplinary Policy
- [Complaints, Disputes and Discipline Policy \(bowls.com.au\)](https://bowls.com.au)
- Implement Provisional Action (if required).



Investigation

- Manage the Investigation following the Investigation of Complaints Guidelines document
- [A short guide to assist sporting organisations investigate complaints](#)



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Categorisation and Determination

- Following the investigation, determine the level of breach and outcome using the Case Categorisation Model
- [National Integrity Framework: Case Categorisation & Guidance for Sanctions \(sportintegrity.gov.au\)](https://sportintegrity.gov.au)



Finalisation

- **Category 1 (Low)**
 - Follow Category 1 Process
 - Notice, warning and/or education (no finding)
 - No further action required
 - Parties are notified of the outcome
 - Records kept of complaint



Finalisation

- **Category 2 (medium) and Category 3 (high)**
 - Issue Breach Notice and Proposed Sanction
 - Accept findings and/or sanction or Challenge findings and/or sanction
 - Hearing Tribunal if required
 - Decision
 - Potential Appeal
 - Matter closed, no further action required
- **Please note:** Matters referred to the National Sports Tribunal (NST) can only be done by the NSO Bowls Australia





Report Prohibited Conduct

BA Website

[National Integrity Framework - Bowls Australia](https://www.bowls.com.au/about-ba/national-integrity-framework/)

HOW TO RAISE A CONCERN

Everyone from athletes, officials, parents, support personnel, administ supporters play a role in protecting the integrity of our sport. Bowls Australia works with Sport Integrity Australia (SIA) to coordinate and manage complaints and reports.

Complaints received will be evaluated and either managed by Bowls Australia, referred to SIA or an appropriate external agency, or passed back to the complainant with suggested pathways for them to pursue where the Complaint is out of scope.

If you see or hear something that doesn't seem right, say something!

RAISE A CONCERN

Name *

First

Last

Email *

Phone



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Report Prohibited Contact directly to BA National Integrity Manager

Name: Elke Bellgrove

Position: National Integrity Manager

Email: ebellgrove@bowls.com.au

integrity@bowls.com.au

Phone: 03 9480 7106



SIA COMPLAINTS PROCESS & RESOURCES



What Complaints can be managed by Sport Integrity Australia?



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- Relates to **Safeguarding Children and Young People policy**, or Discrimination under the **Member Protection Policy**.
- Sport has adopted the **National Integrity Framework** and conduct is **after adoption date**.
- Person is bound by the **sport policies** – either through **coaching accreditation, national, state or club membership**
- Affected Party willing to put **name to complaint**.

Out of scope

Governance, selection, personal grievances, social media.



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Who handles different types of complaints?

Of All NIF complaints to date over 80% are Child Safeguarding or Discrimination which SIA Manage



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Sports

National Integrity Framework

- Child Safeguarding matters
- Discrimination matters (involving discrimination based on a protected characteristic such as race, disability, sex, age, sexual orientation).

- Non-Discrimination Member Protection matters (i.e. low level verbal abuse)
- Competition Manipulation & Sport Wagering matters
- Improper Use of Drugs and Medicine matters

Non-NIF Matters

- Governance matters
- Selection/eligibility disputes
- Personal Grievances
- Employment disputes



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Case Study

- 15-year-old athlete raised grooming concerns about her 70-year-old coach over a 6-month period
- Criminal process commenced but not continued
- Referred back to Sport Integrity Australia to investigate
- Evidence gathered – pages of text messages, photographs, witness statements, police interview with affected party, interview with coach.
- A large number of child safeguarding breaches identified
- Sport issued lifetime ban
- Findings passed to police and WWCC agencies



HOW CAN SOMEONE MAKE A REPORT TO SIA?



Sport Integrity Australia Website:

www.sportintegrity.gov.au



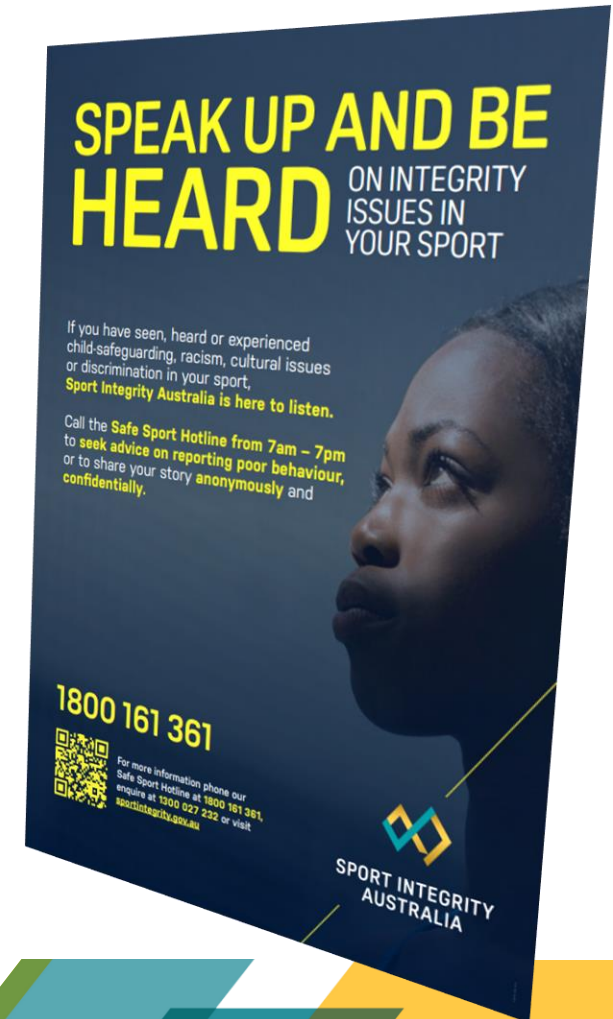
Hotline: 1300 027 232 (business hours)

Safe Sport:

1800 161 361 (7am – 7pm)

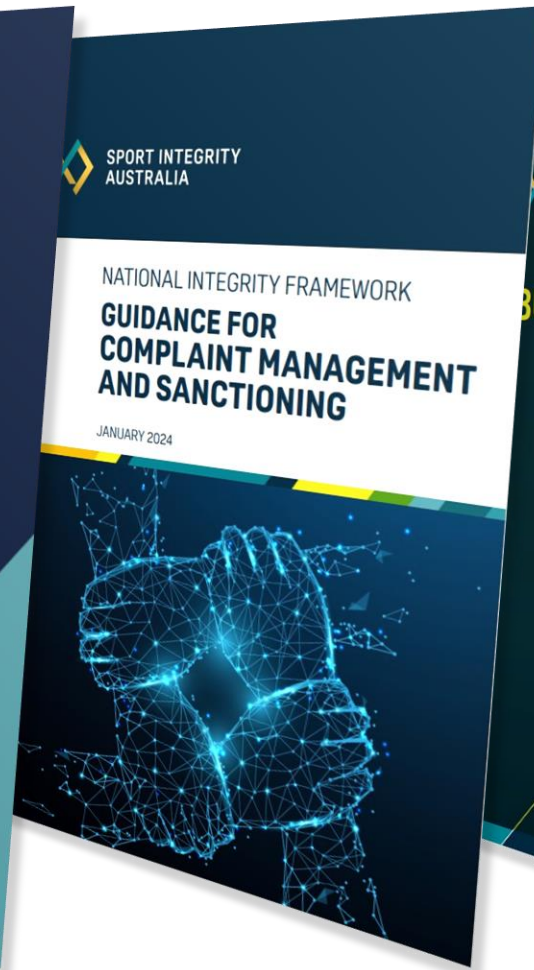


Sport Integrity App



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Resources

Templates

Safe Sport Hotline



sportintegrity.gov.au/resources

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INTEGRITY EDUCATION



Bowls Australia Education Plan

Attachment A(iii) – Administrator and Volunteer Required & Recommended Education

				ADMINISTRATORS			VOLUNTEERS		
				National Sporting Organisation	State Sporting Organisations	Club Level	All Levels		
				NSO Board & Staff	SSO Board & Staff	Club Board & Staff	All Volunteers		
ANTI-DOPING COURSES	Anti-Doping Fundamentals	ANTI-DOPING COURSES	ANTI-DOPING COURSES	REQUIRED (High Performance Staff / Athlete Services / Event Staff)	REQUIRED (High Performance Staff / Athlete Services / Event Staff)			D	Level
	Annual Update			RECOMMENDED (Board & other Staff)	RECOMMENDED (Board & other Staff)				
	Clean Sport 101			RECOMMENDED					
	When to Test								
	Decision Making								
	Safe Children and Young People in Sport								
INTEGRITY COURSES	Competition Manipulation & Sports Gambling	INTEGRITY COURSES	INTEGRITY COURSES	REQUIRED (High Performance Staff / Athlete Services / Event Staff)					
	Safe Children and Young People in Sport			REQUIRED	REQUIRED	REQUIRED	RECOMMENDED		
	Competition Manipulation & Sports Gambling			REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (Club Coordinators)		
	Safe Children and Young People in Sport			REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)	REQUIRED (If responsible for recruiting persons in contact with children)		

Why?



Protect your participants



Protect yourself as an organisation



Protect the sport of bowls



Consistency across all sporting bodies



What does education look like?

- There isn't an expectation for every member to know everything
- **Awareness** is the starting point
 - What is visible to your members at venues or digitally?
 - SIA has resources for this which you can use
- There is an expectation for Directors & Staff to have a good understanding of integrity through the completion of online learning



Key Takeouts

- Education comes in many forms... Every little bit helps!
- Nuggets of [awareness](#) via social media or print resources can be key
- The education resources are developed to [support you](#)
- There is a [Safe Sport Hotline](#)... If you see something, speak up!
- Safe Sport is [everyone's](#) responsibility



INTEGRITY IMPLEMENTATION



National Integrity Framework Implementation

- Binding Registration of our members to the NIF - Craig
- Next steps will be rolling out to Associations/Districts, Clubs then ALL Members in the New Year
- Please raise any further support or information that STA's might require with me before then



Poll Question 2

At the conclusion of this webinar, how confident do you in feel in your knowledge around the NIF, BA and SIA's Complaints Processes and Resources, Integrity Education and your role in helping to implement the Framework

- Not confident, I'm going to need a lot more education and information
- Somewhat confident, but could do with some more education and resources
- Very Confident, I've got this



Questions?

