



## Overview of Risk Management, Safety Issues, and Codes of Conduct at Interschools Snowsports Events - 2018

This document overviews the policies and required documentation for NSW, ACT, QLD, and Australian Interschools Snowsports Events, which govern the mountain and other operations of Interschools Snowsports.

### **Interschools Risk and Safety Management:**

Interschools Snowsports actively reviews and provides guidance in Risk Management requirements and Work, Health and Safety compliance as determined by the Department Education and Communities, and the Independent School Systems. Event Safety is managed by the Interschools Snowsports Committee, and draws upon the Risk Management experience, expertise, and links to the:

- Peak National and State Sporting Organisations – Ski and Snowboard Australia (SSA), and NSW Snowsports (NSWS)
- Snowsports Resorts – Perisher, Thredbo, and Mt Buller.
- Snowsports Related Organisations, including the Australian Ski Patrol, and Snowsafe.
- Interschools and NSWS Board/Committee Members with specific WHS responsibilities and experience. This includes:
  - Steve Cooper – SSA + NSWS Board Director
  - Donna Baker - Head of Sport at Loreto Kirribilli (Independent School System)

### **For further details and copies of:**

- Interschools Specific Event Risk Registers – all competition discipline events
- School Responsibilities – specific School Coordinator information – Interschools Handbook Chapter 3 (pp.8 - 12)
- Risk Management Policies of the Resorts – Perisher, Thredbo. Mt. Buller
- Risk Management Policies of the National and State Sporting Organisations – SSA, NSWS, and SSACT
- Snowsports Safety Guides in Alpine Areas – Ski Patrol and Snowsafe

***please refer to the NSW Interschools Website ([www.nswinterschools.com.au](http://www.nswinterschools.com.au)).***

*Go to the main NSW Interschools Information Tab > Important Documents and Policies - Handbook, and > Risk Management.*

Each School Education system also has its own Risk Management requirements. Please refer to the specific policies involved, including:

- Excursion Policy Implementation
- Sport and Physical Activities
- Snowsports Requirement
- Supervision Requirements
- Child Protection

NSW Snowsports has its own Risk Management Policies, and reports to the NSW Department Sport & Recreation. Those policies include:

- WHS Policy
- Risk Management (Activities and Events Policy)
- Volunteer Management Policy
- Sun Protection Policy
- Working with Children Policy

**Waivers - Competitor & Volunteer Course Officials:**

The Competitor (Event Participant) and Course Officials (Event Volunteer) online waiver can be found on the NSW Interschools website and must be completed before a competitor or volunteer course officials are allowed on Interschools courses (on snow). The online waiver must be completed by a parent / guardian if the competitor is Under 18 years of age. It is the responsibility of the school coordinator to ensure that all waivers are completed by their competitors and volunteer course officials.

The waiver documents have been developed by the NSW Resorts, and form part of our contractual arrangement with them. These documents have been a participation requirement since 2002, and are used for all competitions run at the resorts, and other programs run by the resorts. As part of our risk management policy, and in line with required school procedures across all education sectors, they are stored for possible future reference for up to 7 years after a student leaves school.

***Please refer to the 2018 Interschools Handbook – Chapter 5 – Waivers, for further details.***

**Tax Invoice / Confirmation of School Attendance:**

School Principals are invited to sign the bottom of the Tax Invoice which can be found on the “Invoice” page in the Online Entry System, once entries are complete. School Principals and/or Parent Coordinators have 3 options in respect to confirming that the entered participants attend the one education facility. **The signed tax invoice** is returned to NSW Interschools.

***Please refer to the 2018 Interschools Handbook – Chapter 3 - School Responsibilities, for further details.***

**Interschools Risk Management Policy:**

The policy currently covers 10 areas of our operation, and follows on pages 4 to 12:

- 1.) Personal Planning & Accountability
- 2.) Financial Planning
- 3.) Policy Preparation & Codes of Behaviour
- 4.) Peak Body Liaison
- 5.) Strategic Planning
- 6.) Compliance - Risk Management, Conflict Management, Legal Liabilities
- 7.) Event Management
- 8.) Public Relations & Communications
- 9.) Marketing & Growth Planning
- 10.) Training, Education & Mentoring.

**Event Contracts:**

Interschools signs contracts with the Resorts which govern all aspects of the events. This includes (amongst additional sections):

- 1.) Resort obligations
- 2.) Conduct of the Event
- 3.) Insurance Coverage
- 4.) Event Staff Requirements
- 5.) Security
- 6.) Use of Event Staging Areas.

The required waivers form Annexure A & B of our contractual arrangement.

**Event Insurance:**

Insurance for all events (as per nearly all snowsports based events in Australia - from club races through to World Cup Events) is provided through Ski and Snowboard Australia (SSA). The policy includes a \$20 million Public Liability coverage, and if anything were to happen as a result of negligence in the conduct of the Interschools Event/s, then the policy would respond.

**Child Protection:**

We enforce the requirements of the Act across our organisation and events, with our employees undergoing working with children checks.

**Course Officials Training:**

The large majority of our volunteer Course Officials have attended an accredited training course over the previous 3 years.

**On-Course Safety:**

The responsibility for the design of all race courses sits with the Resorts' own Technical Delegates, with the input of experienced Technical Assistants. It is part of our contractual arrangements with the resorts that they develop and provide safe race courses.

Our Interschools Race Referees inspect all courses prior to competitor course inspections, and assess whether the course is suitable to the standard & age of the competitors.

Interschools have introduced extensive Public Address systems to the main courses, and have increased the number of on-course radios for officials, to improve communication & hasten action in case of any incidents. Helmets are compulsory for all events other than Cross-Country. Appropriate ski or board clothing must be worn, with no exposed flesh allowed due to safety reasons.

**Accidents:**

We have on-course arrangements with the Resorts' Ski Patrol, and the Volunteer Ski Patrol. ALL accidents that require Ski Patrol assistance are fully documented by the Ski Patrol.

If / where necessary, Interschools duplicates this with a race referee report. All records are kept and archived for future possible reference.

Accidents are rare, and relatively minor in nature. There has never (to the best of our knowledge) been an incident, which has led to a claim on our insurance.

We have always stated that the best insurance for anyone who participates in snowsports at any level is Personal Private Medical Cover, closely followed by the Nationwide Medicare System - it is the envy of any overseas visitor.

**We hope that the above and following information assists school coordinators with any issues raised by school communities.**

# NSW Interschools Snowsports Risk Management Policy

**Section 1** - Personnel Planning and Accountability

**Section 2** – Financial Planning

**Section 3** – Policy Preparation and Codes of Behaviour / Conduct.

**Section 4** – Peak Body Liaison

**Section 5** – Strategic Planning

**Section 6** - Compliance - Risk Management, Conflict Management, Legal Liabilities

**Section 7** - Event Management

**Section 8** - Public Relations and Communications

**Section 9** - Marketing and Growth Planning

**Section 10** - Training, Education and Mentoring

**Section 11** - Code of Conduct

## **Section 1.** - Personnel Planning and Accountability

- The NSW Interschools Snowsports Management Committee operates as a sub-committee (discipline) of the NSW Snowsports Association. The committee reports monthly to the NSW Board.
- The Interschools Management Committee comprises up to six teacher members who represent the three NSW education systems – Government / Independent / Catholic. All have designated portfolio responsibilities either in a sole or dual management capacity.
- Committee membership is via nomination and selection, addressing issues of equity, corporate requirements, and skills / abilities.
- The Interschools Committee use electronic communication to ensure that all committee members have access to the critical management aspects of all portfolio responsibilities. Various members work in a dual capacity or shadow the work of others in a mentor-style relationship to build knowledge and ensure continuity of practice.
- The committee holds two major meetings per year and other portfolio meetings when required, to set targets and deadlines, check action items and implementation processes, and maintain practices.
- The committee works constantly to address any issue as identified in the NSW D.S.R. Sports Development Program Co-operative Agreement, and related documents including the NSW Interschools Snowsports Business and Operations Plan.

## **Section 2.** – Financial Planning

- The Interschools Committee develops an Annual Budget, which is published at Board level, and monitors that document at monthly or at need intervals.
- The Interschools Committee’s Treasurer and Chairperson monitor and identify key financial risks, and ensure financial accountability through regular reports to other committee members and the Board.
- The Interschools Committee has an objective to maintain and/or increase income through new and/or improved operations and sponsorship arrangements, to enable event growth, event improvement and improved athlete development programs.

### **Section 3. – Policy Preparation and Codes of Behaviour / Conduct (also see Section 11).**

- Interschools Committee members have identified their areas of personal and professional interest, and have recorded that in the NSW register, to avoid or notify conflict of interest situations.
- The Interschools committee operates within the parameters of a range of policy documents that are constantly being updated and placed on the Interschools website, in the resource library section. These include: Rules/ Finance/ Objectives/ Event planning and management/ By-laws/ Sponsorship/ Child Protection.
- All Interschools Committee members, as members of, or representatives of either the Government, Catholic or Private school systems, act within the Codes of Behaviour policies and requirements of their individual systems. This area is also covered within the Interschools Rules of Racing, and breaches of these rules may lead to exclusion from the competition/s for individuals, teams, parents and schools.
- Emergency / Accident Procedures and Registration is covered within a range of policy documents at the school level including the NSW Dept. Education and Communities, NSW Catholic Education Office, NSW Independent Schools, and separate school policy documents on “Guidelines for the Safe Conduct of Sport and Physical Activity in Schools”. This includes risk management, accident report procedures and parent permission procedures.
- At resort level, the event is operated as per the agreement between the “Organiser” and the “Event Host”, and includes signed agreements; agreed statements of organisation, and event/ volunteer participant waivers. This includes safety, and accident and emergency procedures, which utilise resort staff personnel and other volunteer organisations such as the NSW Ski Patrol.

### **Section 4 – Peak Body Liaison**

- The Interschools Committee reports monthly to the NSW Snowsports Association Board, and on a day-to-day basis with Senior Board management on matters pertaining to, or arising from Peak Body Liaison, including budget matters linked to sponsorship development and/or agreement.
- NSW, ACT, and VIC Interschools meet twice per year on National matters, and report to both the SSO’s, and the NSO – Ski & Snowboard Australia.

### **Section 5 – Strategic Planning**

- The Interschools Committee continues to develop improved management and operations practises through a comprehensive approach that considers:
  - o the strategic direction of the sport and junior athlete development.
  - o the development of sponsorship opportunities and the marketing of these.
  - o the survey of stakeholders on a range of issues including regions, dates, committee operations.
  - o the ongoing refinement of all I.T. practices, including on-line entries and results, website development and specific committee and schools communication processes.
  - o ongoing review of School, Interschools, Association, Business and Corporate plans, to identify priorities and action items in a sequential and interrelated manner.

### **Section 6 - Compliance - Risk Management, Conflict Management, Legal Liabilities**

- The Interschools Committee operates within the parameters of its’ Risk Management Policy – 2018.
- The Committee is adaptive to change, and well placed to address all issues as they arise through the breadth of personal and professional experience and skills that the committee members possess. In turn, for issues outside the capabilities or responsibility of the committee, the matters are referred to the Board for professional, legal or other

advice. Risk assessment is carried out in an ongoing manner, with matters identified and noted for action – by whom and when.

- Interschools operations include published event requirements of athletes, officials, team managers and coaches. In addition athletes / parents & managers are required to operate under the published restrictions of their respective school systems, including O.H &S requirements, and drug policies which exclude all drug taking including consumption of alcohol and tobacco.
- Interschools operate within the requirements of the Child Protection Policies of the respective school systems, together with the NSW Child Protection and Disclosure policy.
- Interschools obtain quotes where identified for medium to major expenditure items, and archives all records as required.
- Interschools registers and records all sponsorship arrangements.
- All aspects of Interschools operations are insured through NSW Interschools Insurance Cover arrangements. This is purchased through Ski and Snowboard Australia's (S.S.A.) General Liability Policy, which covers all Interschools Athletes in Australia. The P.L. Insurance Level is \$20million, which is determined by the Resorts.
- Any staff employment is done so through the operations of the NSW office management. Outsourcing of some areas, such as I.T. support, is co-ordinated by the Interschools Management Committee.
- Interschools employs additional services to support the events such as public address suppliers, officials' lunches, interim mogul judges, etc. This is done on a contract for services basis.
- Interschools committee members are reimbursed for receipted expenses only. Interschools Committee members are allocated office support equipment on a needs basis, which can include access to laptop computers and other I.T. support systems.

## **Section 7 - Event Management**

The Interschools Events operate within the following operational procedures, policies and strategies:

- Athletes, Coaches, Managers, Parents and Committee members follow the "Guidelines for Safe Conduct of Sport and Physical Activity in Schools" document within their various school systems.
- All (athletes, coaches, managers, parents, committee members) compete, officiate, view or manage within the respective liability agreements and waivers of the Ski Resorts and /or Interschools Snowsports.
- All officials are required to attend an official's briefing and/or accreditation course. All officials receive a manual of operation at their request.
- All courses are set by the resorts within the agreement of safe course obligations.
- All course sites are examined by an Interschools Committee member/s prior to racing, together with a member of the resort race department, to identify obvious hazards.
- The resort T.D. or T.A. confirms that the course is safe and appropriate, through his or her race department designate.

- All courses have a jury consisting of the Chief of Race (Resort), the Race Referee (Interschools), and either the Start or Finish Referee.
- Competitors are advised of risks, course conditions and requirements, and preparation/ expectations through a range of pre-event and on-site communication to athletes, parents, schools and managers. Helmets are compulsory for all events, other than X/C. All helmets must be Snowsports safety approved. All competitors must wear appropriate ski or board clothing – no exposed flesh is allowed due to safety reasons, and the race referee has the authority to disqualify competitors for non-compliance with this rule.
- All courses have between 8 to 12 volunteer course officials who maintain and report on safety issues as they arise. Communication is maintained through between 4 to 6 radios per course, with direct links to the T.D, Events manager, Home Base manager, PA announcer and Committee chairperson. Resort race department maintain direct link and responsibility for Ski Patrol assistance where/when required. Courses are stopped, closed and/or abandoned where necessary due to accidents, weather deterioration, or unsafe conditions.
- It is the Chief of Course and/or Chief of Gates responsibility to submit an accident report for medium to major injuries of competitors. Interschools have designed a form for this purpose. Any accident, which involves ski patrol assistance, also requires documentation from the ski patrol. These records are kept and archived for future reference by the Ski Patrol.
- All course paperwork, including gate reports, accidents reports, etc are archived for seven years post-event, and to be located at the NSW Interschools Snowsports storage shed, or appropriate storage as noted in Interschools records.

### **Section 8 - Public Relations and Communications**

- The Interschools website, (go to <http://www.interschoolsnowsports.com.au>) together with the direct email links to school coordinators, team managers and friends of Interschools, are collectively the major areas of communication with all participants.
- On-snow P.R. has been given a designated committee responsibility position.
- The Interschools Committee operates in a transparent and non-hierarchical communication mode, maximising the effectiveness of electronic communication at all levels of operation. This minimises problems and reduces incidents, conflicts and complaints through the inclusive exposure of all matters to all committee members.

### **Section 9 - Marketing and Growth Planning**

- Interschools actively refines, in an on-going process, its sponsorship and marketing endeavours in collaboration with the stakeholders and the NSW.
- Accountability issues are communicated to the stakeholders in electronic and mailed format.
- Sponsorship, marketing and growth are direct responsibilities of the Interschools Executive Committee.

### **Section 10 - Training, Education and Mentoring**

- This section has mostly been covered by aspects of section 1.
- In addition, the Interschools Committee will actively develop, support and encourage a range of opportunities for parents and community members to attend both accredited seminars and non-accredited briefings on the role of

volunteer officials. A register of volunteers is being developed, with electronic linkage to facilitate improved communication with all volunteers and event requirements.

**Section 11 - Code of Conduct from 'AUSSIE SPORT - Codes of Behaviour' by the Australian Sports Commission, The Australian Schools' Sports Council – 'Fair Play in School Sport' , and 'Character Counts' from The Josephson Institute of Ethics.**

This **Code of Conduct** has been developed to help everyone involved in Interschools events and programs to promote fair competition and appropriate behaviour. There are codes of conduct for competitors, parents & spectators, school snowsports coordinators, teachers, team managers, coaches, administrators, officials and the media.

By participating in Interschools events and programs, it is understood those involved accept responsibility for complying with the Alpine Responsibility Code and the Interschools Code of Conduct detailed below. Participants also agree to accept the consequences of any breach of these codes. These may include, depending on the nature and severity of the breach:

- Disqualification from an event of an individual, team or school.
- Loss of competition points.
- Rejection of future entries of an individual, team or school.
- Confiscation of lift passes

The Alpine Responsibility Code and Interschools Code of Conduct will be made available to all those involved in Interschools events.

**Competitors' Code of Conduct**

- All participants involved in Interschools, particularly competitors and school students, should be aware that this Code of Conduct applies not only to official Interschools races, programmes, ceremonies and activities, but also to the general conduct of participants during the entirety of the Interschool Snowsports Championships. This clause will be interpreted broadly by the NSW-ACT-Australian Interschools Snowsports Committee.
- Remember that participation in sports is a privilege, not a right, and that you are expected to represent your school, coach and team-mates with honour and dignity on and off the field. Remember that, 'Losers say little and winners say even less'.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Participate and compete by the rules of the event.
- If you disagree with an official, have your team manager/teacher/snowsports coordinator approach the appropriate official and pursue an acceptable form of dispute resolution.
- Control your behaviour on and off the slopes. Verbal abuse of officials, sledging or intimidating other competitors, deliberately distracting or provoking an opponent are not acceptable or permitted behaviour at any event.
- Value and respect honest effort. Work equally hard for yourself and/or your school team. Your team's performance will benefit, and so will you.
- Be a good sport. Applaud all good performances, regardless of which team they represent.
- Treat all participants in your event, as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your school, coach, team manager, teammates and opponents. Without them there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents, coaches and teachers.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.

### **Parents' Code of Conduct**

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not coerce them.
- Provide positive focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to participate according to the rules. If you disagree with an official, have your team manager approach the official and pursue an acceptable form of dispute resolution.
- Remember that children learn best by example. Appreciate good performances and skills shown by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect the officials' decisions and teach children to do likewise.
- Respect the rights, dignity and worth of every student regardless of their gender, ability, cultural background or religion.
- Show appreciation and be courteous to volunteer coaches, officials, team managers and administrators. Without them, your child could not participate.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.
- Do not interfere with the conduct of any events.
- If you feel there is an issue to dispute, have your team manager/teacher/snowsports coordinator approach the appropriate official and pursue an acceptable form of dispute resolution.
- Smoking near competitors and racecourses is not acceptable.

### **School Snowsports Coordinators' & Teachers' Code of Conduct**

- Attend or send a proxy to the pre-race briefing for Interschools racing where possible & practical.
- Encourage and give opportunities to students so that they may participate and compete in a variety of snow sports.
- Create opportunities to teach appropriate snow sports behaviour and attitudes as well as basic skills.
- Give priority to participation, enjoyment and skill learning, especially for early primary school children.
- Provide opportunities for quality supervision and instruction for students.
- Prepare young people for the Interschools competition by teaching them basic skills, the rules of the competition, sportsmanship and the values of competition.
- Make young people aware of the positive benefits of participation in snow sport activities and being part of a school sporting team.
- Teach your students to be friendly and courteous towards officials and opponents.
- Help students understand the differences between the junior competitions in which they participate and elite snow sports.
- Help students understand that competing by the rules is their responsibility.
- Remove from competitions/race courses/programs any student whose behaviour is not acceptable.
- Provide students with opportunities to participate in administration, coaching and refereeing of events, training and school teams as well as playing.
- Keep up to date with coaching practices and the principles of physical growth and development. Read and use the latest coaching and teaching resources for junior sport.
- Support implementation of the National Junior Sport Policy.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every student regardless of their gender, ability, cultural background or religion.

- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and racecourses is not acceptable.

### **Coaches' Code of Conduct**

- Remember that students participate for pleasure and that winning is only part of the fun.
- Create opportunities to teach appropriate snow sports behaviour and attitudes as well as basic skills.
- Never ridicule or yell at a student for making a mistake or not coming first.
- Be reasonable in your demands on students' time, energy and enthusiasm.
- Operate within the rules and spirit of Interschool Snowsports and teach your students to do the same.
- Ensure that the time students spend with you is a positive experience. All students are deserving of equal attention and opportunities.
- Avoid overplaying the talented students; the just average need and deserve equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all students.
- Display control, respect and professionalism to all involved with snowsports. This includes opponents, coaches, officials, administrators, mountain staff, the media, parents and spectators. Encourage your students to do the same.
- Remember that children learn best by example. Show appreciation for good performances and skills shown by all participants.
- Help students understand that competing by the rules is their responsibility.
- Remove from competitions/race courses/programs any student whose behaviour is not acceptable.
- Show appropriate concern and caution toward sick and injured students. Follow the advice of a physician when determining whether an injured student is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development.
- Do not interfere with the conduct of any events.
- If you feel there is an issue to dispute, have your team manager/teacher/snowsports coordinator approach the appropriate official and pursue an acceptable form of dispute resolution.
- Respect the rights, dignity and worth of every student regardless of their gender, ability, cultural background or religion.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and racecourses is not acceptable.

### **Administrators' Code of Conduct**

- Give all students equal opportunities to participate.
- Ensure that rules, equipment, racecourses and training schedules are modified to suit the age, ability and maturity level of students.
- Remember that students participate for their enjoyment and benefit. Do not over emphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in Interschool Snowsports emphasises fair play, and not winning at all costs.
- Be consistent, courteous and helpful towards all participants.

- At the time of registration or another appropriate time, give an Interschools Code of Conduct sheet to school snowsports coordinators, teachers, spectators, officials, parents, coaches, competitors and the media, and encourage them to follow it so that they understand their responsibilities regarding 'fair play' in children's sport.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Use common sense to ensure that overcalling violations does not lose the 'spirit of the competition' for children.
- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of every student regardless of their gender, ability, cultural background or religion.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.
- Smoking near competitors and racecourses is not acceptable.

### **Officials' Code of Conduct**

- Attend or send a proxy to the pre-race briefing for Interschools racing.
- Compliment and encourage all participants.
- Remember that students participate for their enjoyment and benefit.
- Be consistent, objective and courteous when making decisions towards all participants.
- Promote respect for all opponents and sporting behaviour.
- Help students understand that competing by the rules is their responsibility.
- Emphasise the spirit of the game rather than the errors.
- Be a good sport yourself. Actions speak louder than words. Your behaviour and comments should be positive and supportive.
- Place the safety and welfare of the participants above all else.
- Give all participants a 'fair go' regardless of their gender, ability, cultural background or religion.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Smoking near competitors and racecourses is not acceptable.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.

### **Team Managers' Code of Conduct**

- Attend or send a proxy to the pre-race briefing for Interschools racing.
- Provide quality supervision and instructions for a small group of students.
- Ensure that your team understands and follows the rules and procedures of Interschools events.
- Ensure your team understands that competing by the rules is their responsibility.
- Ensure your team is at the racecourse in plenty of time to complete course inspection and hear relevant instructions from officials.
- Ensure your team acts with integrity, loyalty, sportsmanship and within the values of the Interschools competition.
- Make your team aware of the positive benefits of participation in snow sport activities and being part of a school sporting team.
- Ensure that you and your team are friendly and courteous towards officials, opponents and mountain staff.
- Help your team to understand the differences between the junior competitions in which they participate and elite snow sports.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every student regardless of their gender, ability, cultural background or religion.

- Smoking near competitors and racecourses is not acceptable.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.

### **Spectators' Code of Conduct**

- Remember that students participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decisions of officials and encourage students to do the same.
- Positive comments will be motivational for all participants.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or students.
- Show respect for your team's opponents. Without them there would be no competition.
- Encourage competitors to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass competitors, teachers, team managers, coaches or officials.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Smoking near competitors and racecourses is not acceptable.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.

### **Media Code of Conduct**

- Provide coverage of children's sport as well as reporting adult sport.
- Place the safety and welfare of the participants above all else.
- Be aware of the differences between adult sport, professional sport and modified sports programs for young people.
- Don't highlight isolated incidents of inappropriate sporting behaviour.
- Focus upon a competitor's fair play and honest effort.
- Do not place unfair expectations on participants. They are not miniature professionals.
- Focus on the abilities and not the disabilities of participants.
- Avoid reinforcing stereotypical views on the involvement of boys/girls in particular sports.
- Give equal time and space to reporting boys and girls sports.
- Familiarise yourself with the National Junior Sport Policy.
- Do not interfere with the conduct of any events.
- Respect the rights, dignity and worth of every participant regardless of their gender, ability, cultural background or religion.
- Smoking near competitors and racecourses is not acceptable.
- Respect all the support people involved with Interschools events that enable the event to occur. These include but are not limited to: mountain, shop and lodge staff.
- Show consideration for the mountain and other users. Respect the rules that resorts have put in place. Your safety and those around you is at stake. Observe the Alpine Responsibility Code.



**Steve Cooper – Chairperson NSW Interschools Snowsports.**

**17<sup>TH</sup> April, 2018**