



# ► IS YOUR DOOR OPEN?

DOES YOUR CLUB REFLECT YOUR COMMUNITY?

► TOP 6 ISSUES FOR PLAY BY THE RULES READERS

# KEEPING OUR MOST VULNERABLE SAFE

PLUS - GENDER EQUITY: WHAT WILL IT TAKE TO BE THE BEST? | NEW  
CYBERBULLYING GUIDE | A GUIDE TO THE SPORTING ORGANISATION AWARD 2010  
| AND MUCH MORE ...



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## THE EDITOR

Time flies! This is our 5th issue of the Play by the Rules magazine would you believe! I'm very pleased to let you know that we've had just over 6,500 views of the magazines so far. Not bad for what was a journey into unknown territory for us. We expect that number to increase dramatically in the coming months as we ramp up our promotion of the Apple Newsstand and Android app versions. Please pass the links to the magazine around to your friends and colleagues.

There is plenty in this month's issue, including an invitation to join us for a live online webcast – the You Can Play forum on 5 November at 10.30am. Hosted by SBS presenter Anton Enus, this will be a panel discussion on the issue of homophobia and transphobia in sport, as part of our commitment to You Can Play – An Anti-homophobia in Sport Initiative. All you need is an internet connection to join in, and you can find the details here - <http://youcanplay.com.au>

I hope you can join us on the day, but in the meantime enjoy this issue of the magazine and thanks for your support.



Peter Downs  
Manager - Play by the Rules

Please 'Like', 'Follow' and 'Subscribe' - a great way to support safe, fair and inclusive sport



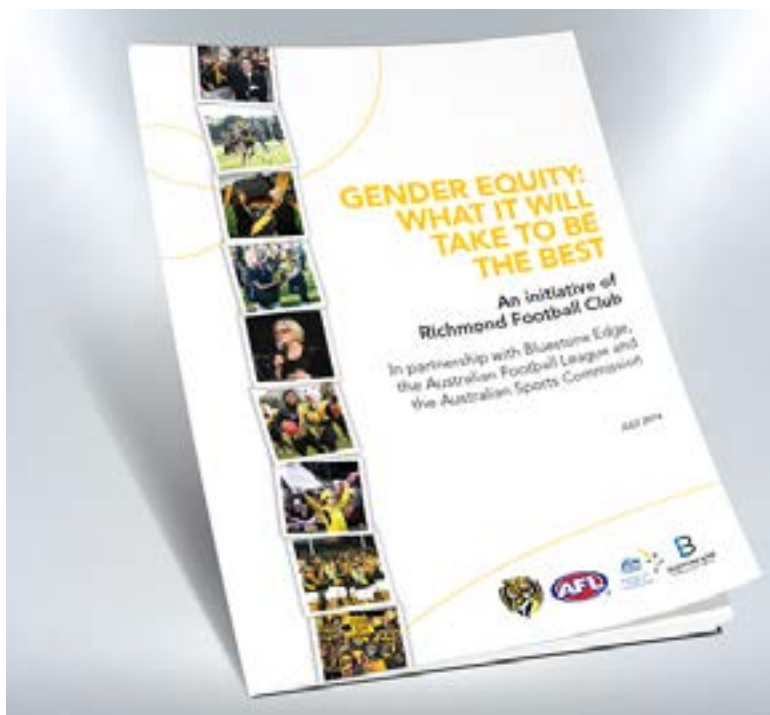
# GENDER EQUITY:

## What will it take to be the best?

In July this year the Richmond Football Club finished a report that took a critical look at the real and perceived barriers to getting women into leadership positions in the club.

The report, Gender Equity: what will it take to be the best?, was put together through a partnership of the Richmond Football Club, Bluestone Edge, the Australian Football League and the Australian Sports Commission.

The report reflects the thoughts of 60 men and women who spoke candidly about the 'blokey culture' of sport. It was a reality check for the club, but also for sport generally.



'I don't think there's any point in pretending things aren't the way they are. This is about acknowledging the reality. It is what it is,' said Dorothy Hisgrove, a member of the AFL's executive.

The research came up with a series of existing structural and cultural parameters which act to preserve the status quo. To change these, the club was encouraged to respond in a number of areas, including:

- the physical and symbolic visibility of women vis-à-vis men in and through the club
- the way people are recruited into the game and developed in and across roles
- the way the story of the game and women and men within in it is told
- the lack of flexibility and innovation in organisational structure and practice
- the way performance is measured and the limited knowledge about how diversity can drive performance
- the deep unconscious biases about gender roles and capabilities.

To get your copy of the full report go to: [http://play-by-the-rules.s3.amazonaws.com/Gender\\_Report.pdf](http://play-by-the-rules.s3.amazonaws.com/Gender_Report.pdf)

# NEW CYBERBULLYING GUIDE

The parenting blog Quib.ly has recently produced a guide to cyberbullying with an ambition to help educate both parents and children about this rapidly growing social issue. The content is presented in a short and colourful child-friendly style, revealing some easily digestible (yet startling) revelations about the nature of cyberbullying in 2014.

The guide also helps parents recognise the most common cyberbullying tactics and teaches readers how best to defend against them. This is an excellent tool for grassroots sports clubs that want to address cyberbullying issues. One stark statistic reveals that 90 per cent of teenagers who have seen social media bullying choose to ignore it.

There is information on cyberbullying types and tips, advice for parents and contacts for help.

Go to: <http://quib.ly/cyberbullying-guide>



# TOP SIX ISSUES FOR PLAY BY THE RULES READERS

**P**lay by the Rules is, by its nature, an interactive website. Every few days the team here receives an enquiry from someone involved in grassroots sport looking for advice or help in dealing with an issue. When we aggregated our responses from the start of the year, the issue that seems to be causing the most angst is parental behaviour.

We thought it would be helpful to review the issues that you are most seeking advice on, and give some collective pointers to material that may help, so here is our 'listicle' of the top six issues on which Play by the Rules readers have been seeking help and advice:

## Number 1 (by a long margin): parental behaviour

Your registration drive has been a success. You have lots of eager children ready to start the new season and their parents are turning up in droves to support them. Everything seems to be progressing well until you discover some parents' behaviour towards children, umpires and coaches is a little less than supportive. These days such behaviour is not only verbal, but can also be transmitted through social media. Last year Flinders University published research that showed parents' behaviour had a profound impact on their child's participation in sport, in some situations leading to the children losing motivation and confidence and immediately disengaging from sport. So what can you do?

Play by the Rules has a number of resources to help, including:

- A code of behaviour template that can provide the foundation for your own policy development

- <http://www.playbytherules.net.au/toolkits/club-toolkit>
- A video scenario offering tips for dealing with aggressive parents - <http://www.youtube.com/watch?v=mUlyZDiRD-A&>
- Articles featuring tips for clubs, parents and coaches:
  - <http://www.playbytherules.net.au/news-centre/articles/898-no-winners>
  - <http://play-by-the-rules.s3.amazonaws.com/pbtrmag3.pdf>

## Number 2: junior team selection/age appropriate selection

Forget the stoushes taking place in our nation's parliament. Any sports administrator knows that navigating the battleground of junior team selection through the advancing armies of emotional children and parents makes our politicians' antics pale into insignificance. Selection of a sport team may be subjective, but it still needs to be handled objectively and transparently. With that in mind, Play by the Rules offers:

- Team selection guidelines for junior teams, including information about legal obligations - <http://www.playbytherules.net.au/got-an-issue/team-selection/juniors>
- Team selection interactive video scenario - <http://www.playbytherules.net.au/got-an-issue/team-selection/juniors>
- Girls on boys teams advice
  - <http://www.playbytherules.net.au/got-an-issue/team-selection/girls-playing-in-boys-teams>
  - <http://www.playbytherules.net.au/assets/media/scenarios/girls/>
  - <http://www.playbytherules.net.au/latest-hot-topics/1387-supporting-girls-to-play-up-against-boys>
- Team selection articles and tips:
  - <http://www.playbytherules.net.au/news-centre/articles/1314-selection-issues>
  - <http://www.playbytherules.net.au/latest-hot-topics/1233-team-selection>
  - <http://www.playbytherules.net.au/news-centre/articles/787-team-selection>

### Number 3: taking photographs/videos of children at sport

Attend a children's sporting event on any given day in Australia and you're bound to see proud parents, grandparents, carers, relatives and friends taking photographs of children they know – all perfectly legitimate. But if the images are being posted on websites or distributed in publications, that's where children can be put at risk.

Organisations that are aware of the potential risks and put appropriate measures in place can reduce the potential for images to be misused. Play by the Rules offers advice on measures that clubs and organisations can take as part of their risk management approach:

- Legal matters and strategies - <http://www.playbytherules.net.au/legal-stuff/child-protection/images-of-children>

### Number 4: Bullying

Whether it is verbal, social, physical or online, bullying is one of the most destructive behaviours anyone can experience. A 2014 study by Brigham Young University in the United States found that children who were bullied during PE classes or other physical activities were less likely to participate in physical activity one year later. To build a positive culture around your sport and keep kids interested, it is important to stamp out bullying. See the following Play by the Rules resources for some tips on where to start:

- Stamping out cyber bullying - <http://www.playbytherules.net.au/got-an-issue/fairness/angry-parents/49-got-an-issue/fairness>
- Member protection policies - <http://www.playbytherules.net.au/got-an-issue/fairness/bullying>
- Bullying in sport: no room for spectators - <http://www.playbytherules.net.au/latest-hot-topics/1281-bullying-in-sport>

### Number 5: Corruption/fraud

Unless you have been stuck on a desert island for the past 12 months you would be aware that corruption in sport has become a hot topic following scandals in a number of football codes and cricket, among other sports. The beauty of competition lies in the uncertainty of the result. However, the growth in sports betting and in particular 'spot fixing' where anyone can bet on the first person to get a kick, a referee awarding a penalty or an athlete making a turn, can multiply the risk of corruption because it is easier to tamper with individual aspects of a

match or event. There is also a growing number of routes for corruption to infiltrate sport (officials, management, medical staff, external selectors et. al.). Grassroots sport is not immune, so Play by The Rules has looked at what one sport in particular is doing to prevent corruption:

- <http://www.playbytherules.net.au/latest-hot-topics/1404-corruption-prevention>
- You can also do the online course Keep Sport Honest developed by the National Integrity of Sport Unit - <http://elearning.sport.gov.au>



### Number 6: Discrimination/vilification

Some observers still believe that offensive language and discriminatory behaviour are all 'part and parcel' of competition sport. Yet sports are increasingly reacting to such behaviours by issuing breach notices, fines, or specific internal penalties. Soon they may also have to deal with human rights commissions' processes, with an increasing number of victims seeking to pursue this avenue. So how can sports minimise the risk discrimination and vilification in the first place? Play by the Rules has some answers:

- <http://www.playbytherules.net.au/got-an-issue/discrimination/homophobia/for-coaches/33-got-an-issue/racial-discrimination-and-vilification>
- <http://www.playbytherules.net.au/legal-stuff/discrimination>
- <http://www.playbytherules.net.au/interactive-scenarios/free-online-training/45-online-learning/online-learning/1303-play-by-the-rules-child-protection-harassment-and-discrimination>
- <http://www.playbytherules.net.au/interactive-scenarios/sex-discrimination>

# Keeping our most vulnerable safe

If sport is to take one lesson from the current Royal Commission into Institutional Responses to Child Sexual Abuse it is that there is no single profile of a typical victim or perpetrator. However, there are trends to be learnt from and systems that institutions, such as clubs, can put in place to better identify risks and protect children.

While some children are more vulnerable to abuse based on factors including age, gender, ethnicity, disability and prior abuse or neglect, some may also be more vulnerable because of situational factors such as extensive periods of unsupervised contact with adults.

Children with disabilities are among the most vulnerable because they are often segregated to varying degrees.

In these instances, children have little or no control over who they interact with, and internal cultures of obedience and silence make

*Children with disabilities are among the most vulnerable because they are often segregated to varying degrees*

it risky for children to resist perpetrators.

Many aspects of sport can provide the potential for abusive situations, particularly given the close and personal interaction often found between coaches and participants, competition travel, and participants being conditioned to follow the coach's direction.

The Royal Commission's interim report suggests that to prevent child sexual abuse, it may be more effective to address risk factors and focus on creating safe environments rather than profile likely offenders. For example, in many instances pre-employment screening and child safe procedures could have prevented abuse.

The Commission found that opportunistic perpetrators are less likely to commit abuse where organisational controls are in place as preventers and deterrents. These may include rules that a coach, official or administrator should not be alone with a single child.

Situational perpetrators who react to cues or environmental triggers may have their tendencies curbed by codes of conduct that clearly identify types of unacceptable behaviour and are effectively enforced.

The Rugby Football Union of the United Kingdom has developed a comprehensive policy on safeguarding children, which starts with stating that a 'safe environment is one where the





possibility of abuse is openly acknowledged; volunteers and employees are vetted and trained; and those who report suspicions and concerns are confident that these will be treated seriously and confidentially. The policy provides advice on:

- communication processes, including handling messages, emails and texts and providing forums for discussions
- recruitment
- training
- supervision

- adult/child ratios
- competition and touring arrangements
- clear reporting procedures and channels of communication.

Salecombe Rugby has developed a comprehensive brochure based on the policy, which can be found at [http://www.salecomberugby.org.uk/assets/pdf/safeguarding\\_policy.pdf](http://www.salecomberugby.org.uk/assets/pdf/safeguarding_policy.pdf)

In Australia, Educational Edicts has developed the SoSAFE! Program designed to promote social safety for people with moderate to severe intellectual disability. SoSAFE! provides visual tools and lesson materials

to teach the type and degree of communicative and physical intimacy appropriate with different groups of people in an individual's life. For more information, see <http://www.sosafeprogram.com/tools/index.html>.

Play by the Rules also offers suggested templates and policies on reporting child abuse, with our information sheets found at

<http://www.playbytherules.net.au/resources/reporting-child-abuse-info-sheets>.



# IS YOUR DOOR OPEN TO EVERYONE?

In sport we often hear the message that there are enormous benefits from becoming more inclusive, response and representative, but learning how to make that happen successfully in our clubs can seem like an overwhelming task.

There's no doubt that increasing the variety of people who participate in your club can help tap into a richer talent pool, increase the profile of your club, help make your club more representative of the community, build succession opportunities and fresh approaches, and potentially help with funding submissions.

Yet it is also important to avoid tokenism, where people are invited to join the club just to fill a quota; or thinking that by having one particular person join, they then represent all women or all young people or all

people with disabilities.

Having an organisation-wide commitment to an inclusive strategy is an important first step. Initiating a frank discussion at board and committee level about the benefits of such a strategy can open the door for a united approach.

Once that is agreed, it is important to express that commitment to the rest of your club members and the wider community by stating it in written documents (such as manuals, membership policies, annual reports and promotional/advertising materials), and referring to it during speeches and in signage.

A third step would be to audit your own club by asking questions such as:

- What have we done to encourage inclusion?
- What worked and why? What didn't work and why?
- What would we like to achieve in 12 months time?
- How will we get there?

It is also important not to make assumptions, and to speak with club members about how inclusive they feel the club really is.

In May 2012 the National People with Disabilities and Carer Council consulted with a number of people with disabilities across Australia to inform a new approach to disability services in Australia. One submission told of the unwillingness of a provider to include a child with an intellectual disability in a gymnastics class:

The gym offered a separate class for kids with disabilities. I asked one of the teachers whether it would be possible for my daughter to attend one of the other mainstream classes. She frowned and looked concerned, and said that was why they had created the separate class. I said she was perfectly capable of joining in with the other girls. She said 'Well that's OK for your daughter but if we let her in we will have to let everyone else in'. These are not elite gymnasts. They are little girls jumping around in leotards having fun on a Saturday morning.

Kerin Cross, an inclusion officer with the South Australian Office for Recreation and Sport, says sports often feel that in improving their inclusion approach, they are being asked to provide something special or 'do more'.

**'What we're really asking clubs to look at is simply whether they are providing the most welcoming and friendly environment, one where anybody would be welcome.'**

**'We want them to become confident in having a conversation with a prospective member and getting to know that person to understand any perceived barriers they may have and remove them.'**

Cross says it is important that this is a two-way conversation so that prospective members are aware of the club's culture and expectations.

**'That way we don't see things like parents who drop kids off at a club and there is an away match which then generates confusion among people at the club about who has responsibility for getting them to a game.'**

**'Or if someone of a particular religious, ideological or health background wants to take part in a meeting where alcohol is served, it's important to say: "no-one will expect you to drink", or even better, move the meeting away from the serving area.'**

Cross says it is also useful to be aware that some people may not want to be players, they may just want to take part and contribute to the club in other ways. This too can be discovered simply by having a conversation with that person.

The Office for Recreation and Sport has developed the STARCLUB club development program (<https://www.recsport.sa.gov.au/starclub/index.php>), which among other practical tips, helps clubs improve their inclusion approach by completing a very brief online assessment.

Play by the Rules models the seven pillars of inclusion – access, attitude, choice, partnerships, communication, policy and opportunities – and provides video tips, reading guides, interactive scenarios, and legal summaries at <http://www.playbytherules.net.au/got-an-issue/inclusion>.

Other useful links include:

- A calendar of cultural, religious and national days <http://www.dss.gov.au/our-responsibilities/settlement-services/calendar-of-cultural-and-religious-dates>
- The Australian Institute of Interpreters and Translators <http://www.ausit.org/>
- Case studies from Victoria on how clubs have been more inclusive <http://www.vicsport.asn.au/Assets/Files/Sport%20&%20Recreation%20Victoria%20-%20A%20Guide%20to%20developing%20User%20Friendly%20Sport%20Clubs.pdf>
- How to make my group more inclusive, from the website for not-for-profit organisations [http://www.ourcommunity.com.au/directories/directories\\_article.jsp?articleId=3489](http://www.ourcommunity.com.au/directories/directories_article.jsp?articleId=3489)
- The Inclusion Club – a non-profit web portal that shares models and resources of good practice in sport and active recreation for people with disability - <http://theinclusionclub.com>

# A guide to the Sporting Organisation Award 2010

**W**hile sports organisations are a unique form of workplace, it is important to note that they are just that – a workplace with the organisation in the role of employer.

As for all employers, a perennial question – and one that seems notoriously difficult to get right – is whether employers are paying employees correctly. Often this can seem far too complex for sports administrators or volunteers to work out, and as a result people are paid incorrectly, leading to disputes and unhappy organisations. In this article, we provide a quick guide to the Sporting Organisations Award 2010 (the Award) which came into existence in 2010 and largely binds sporting organisations now.

## Background

Some sporting organisations may be familiar with the federal National and State Sporting Organisations Award 2001; Australian Cricket Award 2002; and the Sportspersons, Coaches, Umpires and Associated Support Staff Interim Award, that previously governed entitlements for employees. These were all replaced by the Sporting Organisations Award 2010 (the Award).

## Is our organisation covered by the Award?

The Award covers national, state and territory sporting organisations throughout Australia. In order for this Award to apply, the organisation must be a sporting organisation as defined below:

National Sporting Organisation means the national governing body for a sport or the organisation conducting the elite level national competition for a sport.

State or Territory Sporting Organisation means the governing body for a sport at a State or Territory level or the organisation conducting elite level State or Territory competition for a sport or, in the case of a sport where governing bodies are split between metropolitan and non-metropolitan areas, the governing body for the non-metropolitan areas (e.g. country).

## Which organisations are not covered by the Award?

The Award makes clear in clause 4 that it does not cover:

- employees who are covered by a modern enterprise award or enterprise instrument (that is, organisations that have their own special award or enterprise agreement)
- employees who are covered by a state reference public sector award, or a state reference public sector transitional award (for example some state government authorities)
- coaches employed by the AFL and the Victorian Football League who do not earn their principal income as coaches and does not apply to those coaches in the Victorian State Football League Under 18 program which

is conducted by the AFL

- CEOs and executives at the second and third tiers of management, including Director of Finance, Assistant Director and the state coach or similar at the Cricket Australia level, provided that the state coach is remunerated at a level in excess of what is provided in the Award
- employees of racing clubs.

### Which employees are covered by this Award?

Coaches and all clerical and administrative staff are covered by this Award.

The sporting organisation may employ other people who may not be covered by this Award such as canteen attendants (who may be covered by the Fast Food Industry Award 2010) or an IT Manager (likely to be not covered by any Award).

### How much does the employee need to be paid under the Award?

The Award provides the minimum wage an employee is to be paid (note: casual employees receive an additional 25% casual loading).

Coaching staff – adult rates

Classification	Per annum (\$)	Weekly (\$)	Approximate hourly rate (\$)	Approximate casual hourly rate (\$)
<b>Coach Grade 1</b>	44,171	847.20	22.29	27.86
<b>Coach Grade 2</b>	49,564	950.60	25.02	31.28
<b>Coach Grade 3</b>	59,565	1,142.40	30.06	37.58
<b>Coach Grade 4</b>	67,538	1,295.30	34.09	42.61

Clerical and administrative staff – adult rates

Classification	Weekly (\$)	Hourly (\$)	Casual hourly rate (\$)
<b>Grade 1</b>	695.40	18.30	22.88
<b>Grade 2</b>	718.50	18.91	23.64
<b>Grade 3</b>	746.20	19.64	24.55
<b>Grade 4</b>	777.30	20.46	25.58
<b>Grade 5</b>	814.40	21.43	26.79
<b>Grade 6</b>	853.90	22.47	28.09

If a sporting organisation employs someone who is 20 years or younger, junior rates will apply. However, if the employee is 18 years or older and has been continuously employed by the organisation for 12 months, they will be paid the adult rate for the classification.

### What if the employee works on a Saturday or a Sunday?

The Award does not provide penalty rates for employees working Saturday and Sunday. While this is unusual for a modern award, clearly this is appropriate for the sporting industry where most activity takes place on a weekend.

The Award does specify that ordinary hours for clerical employees are Monday–Sunday between 6.00am and 6.00pm.

## What about overtime?

The Award provides overtime provisions for clerical employees. Daily overtime is compensated as follows:

- (a) Up to and including the first hour of overtime:
- i. The employee will be given either time off instead of payment or paid for at the rate of 150%.
  - ii. Overtime in excess of one hour will be paid for at the rate of 150% for the first two hours and 200% thereafter.

Clerical employees will be entitled to overtime in circumstances where the employee has worked:

- in excess of 38 hours over five days per week
- in excess of 11 hours in a day
- prior to 6.00am or after 6.00pm
- in excess of their agreed hours and days they were contracted to work (part-time employees only).

## Reviewing and checking is important

It is important for sporting organisations to take the time to review their current arrangements and ensure employees are receiving the correct pay and entitlements.

Employees who are not paid correctly are able to lodge claims of underpayment going back six years.

Apart from the technical underpayment issue, sporting organisations are often close knit groups and there is nothing more damaging to a group than people feeling disgruntled because their pay is wrong.

## For the future

All the modern awards are currently undergoing review by the Fair Work Commission, so it is worth keeping an eye out to ensure that your organisation is across any changes. Anyone can subscribe to the Fair Work Commission updates for a modern award and this would be well worthwhile over the coming year.



### Free child-safe training in New South Wales

The Office of the Children’s Guardian is running free seminars across NSW to help you and your sports club to understand:

- your Working with Children Check obligations, and the application and verification process
- who needs and who does NOT need a new Check (including parent volunteers)
- information on how to help make your organisation child safe.

For seminar information go to:

<http://www.kidsguardian.nsw.gov.au/News--training-and-events/Child-Safe-sports/child-safe-sports-events>



### Expressions of Interest for the Fair go, sport! project for schools in Victoria

Fair go, sport! has been developed by the Victorian Equal Opportunity and Human Rights Commission and is a schools supported-practice project focused on promoting inclusive and safe environments in sport and physical education classes for same-sex and gender diverse individuals. The project has been created as a response to important research reports such as, “The Come Out to Play Study”, “Writing Themselves in 3” and “The Inclusive Sports Survey”.

The project has been trialled over two years with four schools in Victoria and an independent evaluation has shown that the outcomes include a decrease in homophobic language, increased respect of gender and diversity and increased confidence in challenging homophobic behaviour and language. Further information about the project can be found on the VEOHRC webpage - <http://www.victorianhumanrightscommission.com/FGS>

VEOHRC are currently calling for Expressions of Interest for schools to undertake the Fair go, sport! project in 2015. Below is an Expressions of Interest form for schools to register their interest.

[http://play-by-the-rules.s3.amazonaws.com/FGS\\_EOI.pdf](http://play-by-the-rules.s3.amazonaws.com/FGS_EOI.pdf)

# ONLINE COURSE UPDATE



Did you know that Play by the Rules has a comprehensive free online training program on complaint handling? The course is part of the suite of courses offered for anyone at the grassroots level of sport. The complaint handling course has seven modules:

1. Complaint handling introduction
2. Complaint resolution procedures
3. Member protection and the law
4. Listening and responding effectively
5. Meeting with a contact
6. Ethical and practical considerations
7. Nipping it in the bud.

The course features a number of interactive elements and provides a certificate of completion when all the elements and the final quiz are complete. If you want to take a look and do the course go to:

<http://www.playbytherules.net.au/component/content/article/45-online-learning/online-learning/1305-complaint-handling-course>



# RESOURCE PROFILE

## You Can Play – An Anti-Homophobia in Sport Initiative: new forum and resources

Did you know that You Can Play, the Play by the Rules anti-homophobia in sport initiative, has a dedicated website with an increasing number of resources to help your club/association tackle the issue of homophobia?

We have added 'Resources' and 'More stuff' pages containing videos for download, policy frameworks, research reports and info-graphics.

Just go to - <http://youcanplay.com.au>

Also, we are very excited to invite you to participate in a live online webcast of the You Can Play forum.

The You Can Play forum will be hosted by SBS Presenter Anton Enus and will have a number of leading figures from sport, including Clyde Rathbone (rugby union), ACT Deputy Chief Minister Andrew Barr, Gus Johnson (hockey), Dr Caroline Symons (Victoria University), Heather Reid (CEO Capital Football) and Craig Bolton (AFL).

The hour-long webcast will explore the issues around homophobia and transphobia in sport, with panel discussions and audience questions, including a chance for you to participate through the live online webcast.

To participate in the webcast on 5 November starting at 10.30am (AEDST) simply go to:

<http://youcanplay.com.au/forum/index.html>



# Subscribe to Play by the Rules

IT'S FREE AND A GREAT WAY TO KEEP IN TOUCH WITH WHAT'S HAPPENING AROUND SAFE, FAIR AND INCLUSIVE SPORT

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# BACK ISSUES

Below is a list of previous Issues of the magazine and their short and long feature articles. There are other common features in all magazines, such as resource profiles and online course updates. To get access to these back issues you can click on the links below or subscribe to the Apple Newsstand App and get automatic updates and previous issues. Simply go to your Newsstand App and search for Play by the Rules – it's free to subscribe!



## ISSUE 1 (<http://pbtr.com.au/r/febmag>)

Handy toolkit for sun safety  
Keep sport honest – match fixing online course  
Play by the Rules goes mobile and responsive  
What happens when someone complains about you?  
Sexism still the 'ism' most prominent in sport  
Bystander Intervention Project – new ways to tackle racism in sport  
No place for bullies – creating a bully-free environment for sport



## ISSUE 2 (<http://pbtr.com.au/r/aprilmag>)

Port Power Football Club has child safety in its sights  
New Coach Code of Behaviour  
Roosters Against Racism  
Getting your message out – 'You Can Play'  
Touching in sport – a very touchy topic  
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**D**id you know that Play by the Rules is one of the best examples of a Collective Impact approach to addressing sport issues in the country? If not the best. Play by the Rules is a collaboration between multiple partners.





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