

Beachside Physical Culture Club Inc

Code of Conduct Policy

1. Introduction

Beachside Physical Culture Club Inc (BPCC) is committed to providing a safe, inclusive, respectful, and positive environment for all participants in Physical Culture activities. This Code of Conduct Policy supports and gives effect to the BPCC Constitution and the Club Regulations made under Section 35 of the Constitution.

BPCC is a registered club of the Bjelke Petersen School of Physical Culture Ltd (BJP) and is committed to upholding the standards, values, and expectations of both BPCC and BJP.

2. Scope

This Policy applies to all:

- Members of BPCC (including Life, Individual, and Junior Members)
- Executives and Executive Teachers
- Associate Teachers
- Volunteers and officials
- Parents, guardians, families, and spectators participating in or attending BPCC activities

Compliance with this Policy is a condition of membership and participation in BPCC activities.

3. Authority and Alignment

This Policy is issued pursuant to:

- Section 8 (Effect of Membership) of the BPCC Constitution
- Section 10 (Discipline) of the BPCC Constitution
- Regulation 4 (Code of Conduct Regulation)
- Applicable BJP Codes of Conduct and policies
- The Associations Incorporation Act 2009 (NSW)

In the event of any inconsistency, the BPCC Constitution and Regulations prevail.

4. Purpose

The purpose of this Policy is to:

- Clearly articulate behavioural expectations
- Prevent conduct that may cause harm, distress, or risk
- Protect the reputation, integrity, and values of BPCC and BJP
- Support fair, transparent, and consistent management of conduct issues

5. Behavioural Expectations

All persons covered by this Policy must:

- Treat others with respect, dignity, and courtesy
- Act in a manner consistent with good sportsmanship
- Follow lawful directions of Teachers, Executives, and officials
- Maintain a safe, inclusive, and supportive environment
- Refrain from harassment, bullying, discrimination, or intimidating behaviour
- Avoid conduct that brings BPCC, BJP, or any Member into disrepute

6. Child Safety

BPCC has zero tolerance for conduct that compromises child safety.

All persons working with children must:

- Comply with Working with Children Check requirements
- Adhere to BJP and BPCC child safety policies
- Report child safety concerns immediately to the Executive Committee

7. Social Media and Communications

Members and associated persons must not publish or share content (including online or social media content) that:

- Is abusive, offensive, misleading, or defamatory
- Breaches privacy or confidentiality
- Brings BPCC, BJP, or any individual into disrepute

8. Breaches and Disciplinary Action

Breaches of this Policy constitute a breach of the BPCC Constitution and Regulations.

Breaches may result in disciplinary action in accordance with Section 10 of the Constitution and Regulation 5 (Disciplinary & Grievance Procedures Regulation), including suspension or termination of membership.

Natural justice principles apply.

9. Reporting and Complaints

Complaints or concerns regarding conduct may be raised with the BPCC Executive Committee.

Complaints will be managed in accordance with:

- The BPCC Constitution
- Club Regulations
- Applicable legislation

10. Review and Governance

This Policy:

- Is approved by the Founder President and Executive Committee
- May be amended by authorised editors in accordance with Club governance requirements
- Will be reviewed every two (2) years or sooner if required

11. Status and Control

Policy Owner: Beachside Physical Culture Club Inc

Approved by: Founder President

Effective Date: January 2026

Next Review: January 2028

12. Version Control

Version	Date	Author	Summary
1.0	27 Jan 2025	Leisa Robson	Draft
1.1	20 Dec 2025	Ashleigh Thomas	Final

This Policy operates in support of, and does not replace, the BPCC Constitution and Club Regulations.