



Member Safety Welfare and Inclusion Subcommittee Terms of Reference

Creation of the subcommittee

By a resolution passed at its regular meeting on 12 September 2022, the Management Committee exercised the authority granted to it by cl A 18.5 of the Club Constitution to create the Member Safety Welfare and Inclusion Subcommittee (the MSWIS).

Purpose of the MSWIS

The purpose of the subcommittee is to promote the observance of the values of the CSLSC across all club activities by encouraging adherence to the codes of conduct set out in the SLSA Member Protection Policy and the Child Safe Policy and the provisions of the SLSA Inclusion and Diversity Statement.

Roles of the MSWIS

The subcommittee will proactively pursue these objectives by

- communicating the contents of these policies and how members can access them
- ensuring all club communications reflect the values and standards contained in the Club Constitution and the policies referred to above
- contributing to Bronze Medallion and Surf Rescue Certificate courses to ensure new members are aware of the club's expectations regarding these matters
- ensuring visibility and awareness of the roles of the office bearers constituting the subcommittee.

The focus of the subcommittee is aspirational, educational and preventative. It will raise awareness of the standards expected of all members: to treat club members and members of the public fairly and respectfully. The subcommittee will also advise members of their right to raise concerns about the conduct of others, how those concerns can be addressed and, if necessary, to assist them and the club to utilise the Complaints Resolution Policy.

Subcommittee Composition

The MSWIS is comprised of the Diversity and Inclusion Officer, the Member Protection Officer, the Child Protection Officer and the Grievance and Disciplinary Coordinator.

Meeting Procedures and Reporting

The subcommittee will meet on alternate months, usually on the Monday before the Management Committee meeting. The meeting chair will rotate among the members constituting the subcommittee. The subcommittee will report to the Management Committee meeting by written report tabled by the member who chaired the most recent subcommittee meeting.