



BOWLS
AUSTRALIA



Developing junior bowls:

Bowls Australia policy and guidelines

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Introduction

MESSAGE FROM BOWLS AUSTRALIA AND STATE/TERRITORY ASSOCIATIONS

Bowls Australia (BA), in conjunction with its state and territory association (STA) members is proud to present its National Junior Bowls policy – a policy fundamental to its future success. This policy will enable BA to improve the environment for junior participants – resulting in increased participation through a more collaborative and sustainable approach to the delivery of junior bowls.

Bowls has been an integral part of the Australian way of life for well over a century. As with all successful sports, the game of bowls requires a continuous life line of junior participation to ensure strong club environments and consistent success at international level.

While high performance participation is the ultimate goal for some athletes, at junior level the journey should always begin with an emphasis on fun. Studies suggest fun is the major motivating factor for a junior participant's early development and participation in any activity or sport.

This document has been separated into two distinct sections: 'Policy' and 'Guidelines'. The first section (Policy) outlines the policies and principles designed to encourage an environment to foster growth and development of junior participation in our sport. The second section (Guidelines) provides a brief snapshot of the strategies and tools available to ensure the policy can be put into a practical perspective.

Through the implementation of the policies, strategies, procedures and recommendations outlined in this policy, we aim to have a future that will see a robust, sustainable and increasingly popular sport; not exclusively for young or old, but all participants who wish to be involved in the wonderful game of bowls.

Neil Dalrymple

Chief Executive Officer



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Bowls Australia Inc, its member state and territory associations, along with contributors to and publishers of Developing Junior Bowls advise that every effort has been made to ensure that the information in the manual is accurate at the time of printing and none of them, either collectively or individually, accept any responsibility for any inaccuracy in this manual whether by inclusion or omission. The information and case studies are of a general nature and are presented as a guide only. The information in this manual is not to be taken as a substitute for specific advice. Clubs and other persons to whom the manual is provided need to make their own assessment as to whether or not the information contained in it is relevant to their needs and, where appropriate, seek specific professional advice. Bowls Australia Inc, its member state and territory associations, along with contributors to and publishers of Developing Junior Bowls accept no responsibility for actions undertaken by clubs in relation to the information presented in this manual.

SECTION 1 - Policy

WHAT IS A JUNIOR?

BA recognises a junior participant to be aged under 18 years. For the purpose of creating a consistent approach to development, the following categories have been established using 'age determinants'. It should also be remembered that skill and ability plays a critical role in determining the relevance of category for individuals. Junior participants under the age of five are encouraged to participate through informal activity where appropriate.

JUNIOR PARTICIPANTS CAN BE BROKEN DOWN INTO THREE DISTINCT GROUPS:



JUNIOR – PRIMARY:

Junior participants aged between 5 – 9 years old.



JUNIOR – INTERMEDIATE:

Junior participants aged between 10 – 13 years old.



JUNIOR – YOUTH:

Junior participants aged between 14 – 18 years old.

WHAT IS JUNIOR SPORT?

Junior sport refers to the organisation and management of sport and pre-sport activities for young people aged five to 18 years. It is generally considered the most important time to nurture, educate and have fun with sport, providing the entry to a lifelong involvement in sport.

WHAT IS THE PURPOSE OF A JUNIOR SPORT POLICY?

The purpose of a junior sport policy is to provide guidelines and information for school, club and community deliverers to create an environment where young players can sequentially develop their skills through activities, games, rules and conditions commensurate with their stage of learning and level of ability.

The junior sport policy has been designed to support clubs, club officials, coaches, teachers, volunteers, parents, community groups and administrators by outlining what is recommended as appropriate conduct for the game of bowls at junior levels. The guidelines ensure participants are provided with a fun, safe, progressive, relevant and meaningful bowls experience.

WHAT ARE THE BENEFITS OF A STRONG AND HEALTHY JUNIOR STRUCTURE IN BOWLS?

Fostering an appropriate junior pathway to develop juniors' skills and meet their competitive needs allows for a successful long-term involvement in the sport of bowls. This in turn delivers strength to the sport and ensures its viability for many years to come.

On a local level, clubs which cater well for men, women, boys and girls will attract more members; resulting in more volunteers, more community contacts and assist in creating a greater community presence.

- 'New' club culture welcoming to families and juniors
- More attractive to sponsors
- New and diverse revenues streams
- Increase in membership, volunteers and teams
- Improved relationships with community organisations (local councils, police etc) due to the family friendly nature and increase in contacts (parents of junior bowlers)
- Improved public image
- Reduced risk of liability
- Reduced alcohol-related problems due to the family environment created by catering for juniors
- Applications for funding and grants strengthened
- Residents more connected and satisfied with their community
- Reduced violence, neighbourhood noise, injury and damage to facilities
- Improved health and fitness of community members
- More viable and family focused sporting clubs

SPIRIT OF THE GAME

Good sportsmanship

Australians are justifiably proud of the place sport has in their psyche. Good sportsmanship is an intrinsic component of that pride and in a basic sense, conforming to the rules of sport is part of the Australian ethos of a 'fair go' for all. Good sportsmanship expresses an aspiration or ethos that the activity will be enjoyed for its own sake, with proper consideration for fairness, ethics, respect, and a sense of fellowship with one's competitors. In short, BA strives for all participants to have an equitable chance to pursue victory while acting toward others in an honest, straightforward, and a firm and dignified manner even when others do not play fairly.

The game of bowls is steeped in tradition and etiquette, both of which play an important role in preserving the traditions of the game. Respect for tradition is necessary, and should also be extended to include respect for team members, opponents, and officials.

Five facets of sportsmanship have been identified:

- Full commitment to participation;
- Respect and concern for rules and officials;
- Respect and concern for social conventions;
- Respect and concern for the opponent; and
- Avoiding poor attitudes toward participation.



It is important to remember breaches of etiquette are often unintentional and any indiscretion is managed carefully, particularly when dealing with younger participants. Coaches and volunteers act as role models and mentors of appropriate etiquettes related to participating in bowls. Some of the common etiquettes junior participants should abide by include:

- Appropriate footwear (flat soled shoes)
- Avoid dumping bowls
- Players should avoid resting feet on the bank/plinth
- Appropriately attired
- Punctuality to training and competitions
- Players should shake hands at the beginning and end of the game
- Address peers by first name
- Avoid straying on to neighbouring rinks
- Players should avoid leaving the rink for long periods of time
- Share task of kicking bowls after the completion of an end
- Assist in handing the mat and jack to each other
- Avoid distracting players on neighbouring rinks
- Acknowledge displays of exceptional skill
- Players should hand bowls to one another
- Players should not interfere with the head until the result of an end has been agreed upon
- Avoid distractions such as loud noises or conversation, visible movement of players, objects or shadows whilst a bowler is on the mat preparing for delivery in competition
- Mats and jacks should be collected and returned to the usual distribution point

INCLUSION

The sport of bowls must ensure it continues to welcome a wide range of non-traditional participants, including women, indigenous communities, culturally and linguistically diverse people and people with a disability. BA's plan is to make bowls more available to these participants in the future.

Like any sport, a disability should not be a barrier to participation. This is particularly important at a junior level as it serves as a platform for education of future generations. Find out what they can do, rather than what they cannot do. If necessary, modify the game, use modified equipment, alter the scoring, but remember to smile and welcome all new participants with open arms.

Persons with a disability are not the only diverse groups you should strive to attract – indeed Australia is a diverse and increasingly multicultural society. As a result, it can no longer be assumed that bowls will have an automatic place in the Australian culture. In fact, Australia has a population that speaks over 200 languages and which 25 per cent of people were born overseas!

BA has set itself the challenge to engage all Australians by embracing the diversity of the population and introducing and sharing itself to all Australians at every opportunity.

CODES OF BEHAVIOUR (PLAYERS, OFFICIALS, PARENTS, ETC.)

The codes of behaviour identify a series of key principles on which young players, parents, coaches, teachers, administrators, officials, the media and spectators should base their involvement with bowls. When adopted the codes will ensure that junior participants develop good sporting behaviours and have an enjoyable experience of bowls, which will assist to encourage them to remain involved for life. See appendix one for the junior codes of behaviour.



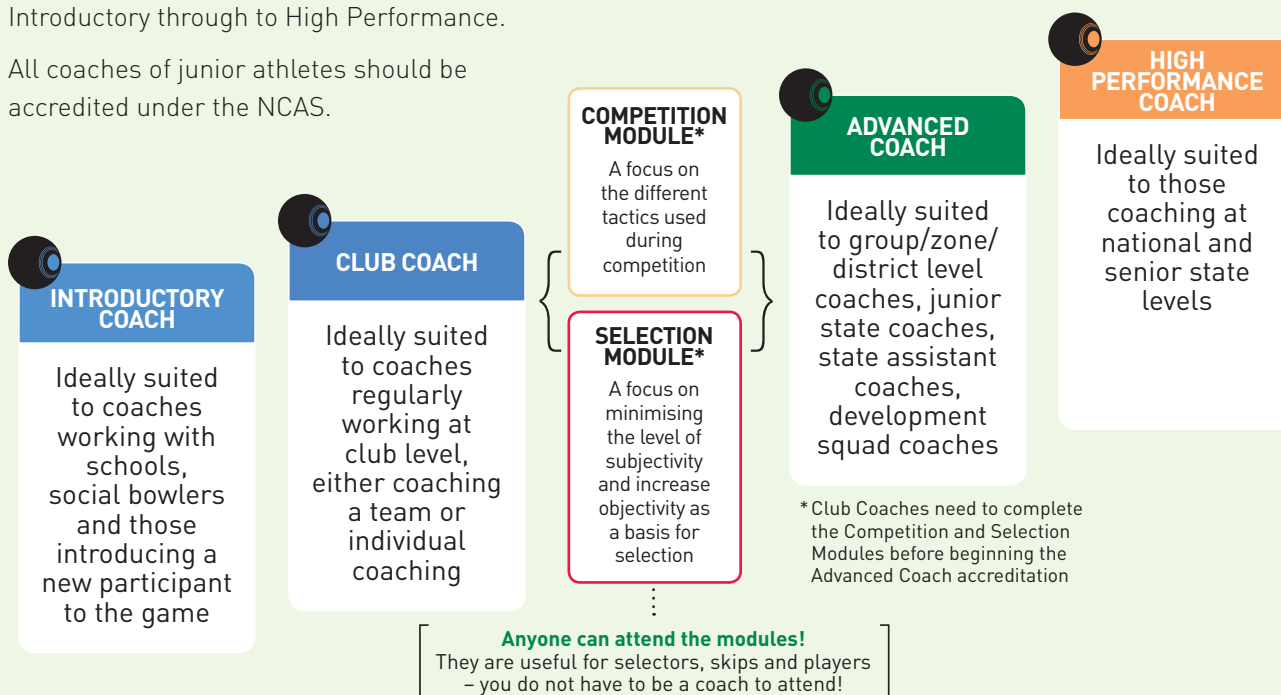
COACHING STANDARDS

Coaches play a vital role in developing athletes through sport. They provide athletes with the skills and knowledge needed to develop, improve and succeed. More often than not, coaches have a major influence on participants and their enjoyment of their chosen sport.

Coaches who are accredited through the National Coaching Accreditation Scheme (NCAS) are recognised by BA, their STA and the Australian Sports Commission (ASC). As expectations for safety and ethical behaviour within coaching continue to increase, it has become increasingly important that all coaches are trained and accredited.

It is recommended that all coaches continue their education to ensure the most appropriate and up-to-date knowledge and coaching techniques are being used. The BA coaching program consists of four levels and two modules from Introductory through to High Performance.

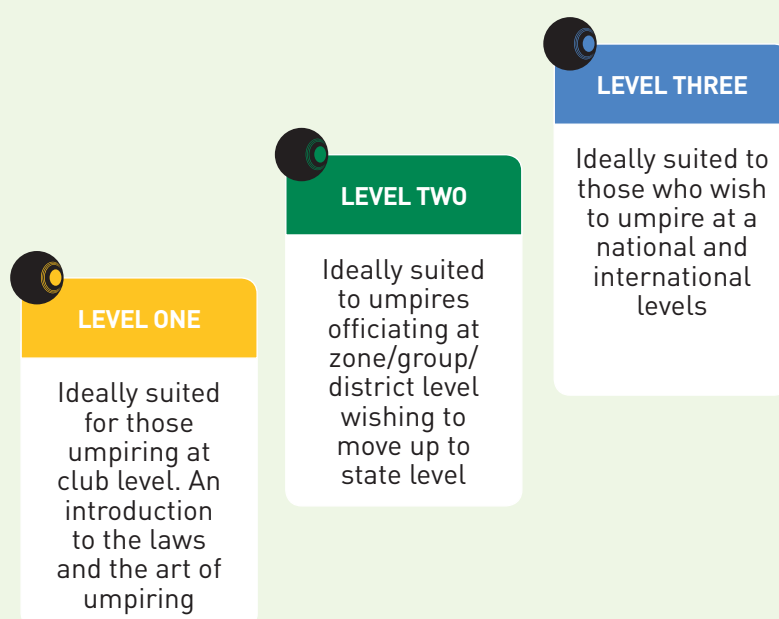
All coaches of junior athletes should be accredited under the NCAS.



OFFICIATING PRINCIPLES

Officials play a critical role in ensuring bowls is played under fair and reasonable conditions. Umpires, measurers and markers provide clarification of the laws and make decisions when called upon to do so.

Officials who are accredited through the National Officiating Accreditation Scheme (NOAS) are recognised by BA, their STA and the Australian Sports Commission (ASC). As expectations for safety and ethical behavior within officiating continue to increase, it has become increasingly important that all officials are trained and accredited. Officials are encouraged to continue their education and ensure they have a good comprehension of the laws of the sport.



For more information on the bowls coaching and officiating structures please visit the BA website at www.bowlsaustralia.com.au

MAINTAINING A SAFE BOWLS ENVIRONMENT

A key objective of the developing junior bowls policy is to provide a fun, safe and rewarding bowls experience for junior participants.

Clubs which provide a safe environment for members and visitors will create a more positive community image of the club.

The level of influence parents have in selecting the sport in which their child participates should not be underestimated. For this reason, clubs are encouraged to promote a healthy and family friendly environment to attract both parents and their junior participants.

The following recommendations are examples of methods which may be employed by bowls clubs and members in order to ensure the developing junior bowls policy is effective:



- Provide safeguards that comply with legal requirements dealing with the physical and psychological welfare of junior participants
- Ensure duty of care to participants
- No smoking in the presence of junior participants
- No consumption of alcohol in the presence of junior participants
- No indecent language in the presence of juniors
- No gambling in the presence of junior participants
- Ensure junior participants are appropriately supervised at all times
- Ensure junior participants are treated fairly in all aspects of their participation in bowls
- Ensure the club facilities are available at appropriate times to allow junior participants to practice and compete
- Support separate junior competitions
- Have adequate insurance cover

Bowls clubs and their employees (including volunteers) have a legal duty of care to protect the welfare of junior participants and to make sure they are not exposed to unacceptable risks while participating in bowls. To assist in meeting the “duty of care” and “standard of care” to junior participants, bowls clubs should have policies that:

- Identify and comply with the underlying legal issues relevant to the provision of bowls; and
- Identify safety concerns, such as personal abuse (including harassment and discrimination), environmental conditions, medical conditions, facilities, equipment, infectious diseases, drugs and dealing with emergencies – and minimise their potential impact.



MEMBER PROTECTION AND MEMBER PROTECTION POLICY

BA is committed to providing a sport and work environment free of harassment and discrimination. BA has implemented a Member Protection Policy (MPP) to ensure the core values, good reputation and positive behaviours and attitudes of BA are maintained.

In accordance with the MPP, any type of behaviour which may bring the sport of bowls into disrepute is not acceptable. The MPP is an essential part of BA's proactive and preventative approach to tackling inappropriate behaviour and all complaints will be taken seriously, and dealt with promptly, sensitively and with confidentiality.

The policy also ensures everyone involved in bowls is aware of their legal and ethical rights and responsibilities. The policy reflects BA's support and implementation of the sport industry principles and values outlined in The Essence of Australian Sport – principles of fairness, respect, responsibility and safety (see www.ausport.gov.au for more details).

All bowls clubs should have a member protection policy to:

- Provide clear guidelines for the protection of the health, safety and wellbeing of all participants; and
- Ensure clear and adequate processes are in place to deal with any harassment complaints.

In many cases, bowls clubs can adopt the national member protection policy and tailor it to the needs of their club. Additionally, the Australian Sports Commission now has a club level MPP template and information resource which can be found at www.ausport.gov.au/supporting/ethics/member_protection/template.

Junior participants have a fundamental right to be safe from any form of abuse while involved in bowls. This is both a legal requirement, and also a moral obligation. Child protection requires a commitment from all levels of bowls to ensure the environment is safe for all junior participants. This includes an awareness of the requirements and risks, a commitment to practices that minimise the risks, and the ability to appropriately respond to incidents of child abuse. For further information or to download BA's Member Protection Policy please visit www.bowlsaustralia.com.au.

RISK MANAGEMENT

Risk management is a process of systematically identifying risks and eliminating or reducing the likelihood and consequence to the participants, sport and club should they occur. A common example is BA's extreme weather policy which aims to manage the risk of extreme weather conditions on players.

In order to manage all risks associated with the sport of bowls, the development and implementation of a risk management plan that is compliant with the Laws of the Sport of Bowls (Crystal Mark Edition) is recommended.

A risk management plan should aim to:

- Reduce the frequency and severity of injuries;
- Protect bowls clubs from potentially damaging claims;
- Continue to promote bowls as a safe sport; and
- Minimise insurance premiums



The following steps can assist a club or association to identify risks and help provide a safe environment for all participants:

STEP ONE – Get support from committee and club members/players;

STEP TWO – Seek advice from local or state government;

STEP THREE – Appoint a risk management officer;

STEP FOUR – Identify potential risks (what could go wrong?);

STEP FIVE – Assess potential risks (what is the impact on the club?);

STEP SIX – Treat potential risks (what will the club do?); and

STEP SEVEN – Monitor and review risks and procedures

VICARIOUS LIABILITY

When a person is employed by or working on behalf of a bowls club and they are negligent (i.e. breaches the duty of care and standard of care expected of them), there may be repercussions for the bowls club.

Commonwealth, state and territory volunteers' protection legislation has been developed to provide protection to individual volunteers from personal liability for loss, injury or damage caused as a result of an act or omission on their part while undertaking their volunteering duties on behalf of a community organisation (such as a bowls club). Under this legislation, if liability is incurred the volunteer is protected and liability transfers to the organisation.

However, protection for volunteers is not unconditional and exemptions may apply. It is therefore vital that all bowls clubs and providers maintain an appropriate level of education and accreditation. The volunteer protection legislation differs in each jurisdiction and the summary above is of a general nature only. Therefore, organisations can be vicariously liable for offences committed by anyone in the organisation including volunteers (paid or unpaid).

In an effort to reduce the risk of negligence by bowls clubs and their providers, club administrators should monitor and review their staff/volunteer professional development, program structures and delivery regularly.

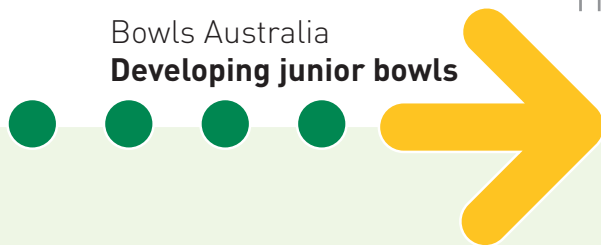
COACHING AND CHILD PROTECTION

The safety and well-being of bowls participants should be a consideration of all clubs, districts, zones and groups. Clubs and associations should take all reasonable steps to ensure the safety and well-being of junior participants. It is acknowledged that coaches are sometimes difficult to recruit and that checks may be unattractive to a well-meaning volunteer. However the safety and well being of junior participants should be the priority. For more information on accreditation and/or selecting coaches, please contact your STA or BA.

In many states and territories, any person working with children will be required to hold a 'Working with Children Check' – if the person fails to do so, both the person and the club may face penalties. For more information, contact the Department of Justice (or its equivalent) in your state or territory.

BA recommends that all coaches consult their relevant state/territory legislation with regard to child protection. For more information visit: www.ausport.gov.au/ethics/legischild.asp. Coaches and/or managers who travel with athletes need to be aware of relevant legislation and if travelling interstate – the legislation of the state/territory which they are travelling to.





INSURANCE

Bowls clubs and providers should ensure they have the appropriate level of insurance coverage including public liability, errors and omissions liability (coaches, umpires and managers only) and personal accident insurance.

MEDICAL CONSIDERATIONS

Some junior participants may have medical conditions which could possibly affect their participation (ranging from slight to chronic). Bowls clubs and their providers should be aware of the specific needs of each junior participant and know how to prevent and deal with problems, particularly in case of an emergency. Particular care needs to be taken in the case of long-term conditions, for example asthma.

Parents/guardians should complete a pre-participation questionnaire dealing with any special needs and implications for participation. Bowls clubs and their providers should ensure that relevant personnel within the organisation are aware of the information in the pre-participation questionnaire and the information is used appropriately, such as in an emergency. Failure to do so may result in greater liability for the bowls club and provider. An example of a current medical history form can be found in appendix two.



An alternative to collecting the pre-participation information is to obtain a declaration from the parent/guardian that the junior participant is medically and physically fit and able to participate in the bowls activities and that the parent/guardian will immediately notify the bowls club or provider in writing of any change to their child's medical condition, fitness or ability to participate. This option is preferable as it places the onus on the parent/guardian to ensure their child is medically and physically fit and able to participate. This said however, if the bowls club and/or provider has actual knowledge of change to a child's fitness and ability to participate then this may result in some liability arising if the appropriate action is not taken.

Medical opinion should be sought when the fitness or performance of any junior participant is questionable, and when recovery from illness or injury is in doubt.

GROWTH, DEVELOPMENT AND MATURATION

Most volunteers and sports administrators will encounter issues related to growth, development and maturation at some stage during their sporting experience. This is of particular importance when working with young children and adolescents.

For all junior participants, there are implications on performance. Awareness of growth, development and maturation issues allows you to individualise a junior participant's involvement to ensure their experience in lawn bowls is both fun and safe. For more information on growth, development and maturation, visit the Australian Sports Commission's website at www.ausport.gov.au.

DRUGS AND ALCOHOL

Social drugs such as alcohol and tobacco are commonly available in the sport environment and social settings. Their use affects general health and well-being and should be discouraged at any activity connected with bowls. Junior participants should be encouraged to carry this philosophy through to their personal life.

With regard to performance enhancing drugs, BA has developed a comprehensive anti-doping policy, which is strictly applied to all levels of the sport. This policy can be viewed on the BA website at www.bowlsaustralia.com.au

DEALING WITH EMERGENCIES

Planning what to do when an emergency occurs is an essential part of risk management. Bowls clubs should be aware of the policies and procedures designed to assist in an emergency situation. Key personnel should also be able to deal with emergencies so that junior participants are well cared for. This information should be communicated to all members of the bowls club and appropriate information should be visually displayed throughout the club.

It is recommended coaches/volunteers have current first aid qualifications.

They should seek medical opinion when:

- The health of a participant is questionable;
- Recovery from illness/injury is uncertain;
- A participant is injured during training/competition; and
- When medical advice cannot be obtained, the coach/teacher should not allow the junior participant to participate.

An appropriately stocked first aid kit should be available at training and competition venues (see Sports Medicine Australia's website www.sma.org.au for details). Emergencies should be formally reported, discussed, and changes made to procedures if needed.

EQUIPMENT, UNIFORMS AND FACILITIES

Bowls clubs and equipment should meet the standard requirements of safety and should be inspected regularly. The playing equipment used in the provision of junior bowls needs to be suitable for the participant's size and ability so that the junior participant can experience fun and success; and is less likely to be injured.

Measures should be adopted to reduce the risk of facility or equipment-related injury during bowls activities. These include:

- Maintaining facilities and equipment so that it remains in a safe condition;
- Appropriately supervising all junior participants during sessions;
- Modifying equipment and rules (where appropriate);
- Cancelling matches or training where inspection of playing surfaces and equipment reveals they are unsuitable or unsafe for play; and
- Contact your STA for further information regarding safety requirements.



SLIP, SLOP, SLAP, SLIDE AND SLURP

To further assist with creating a safe playing environment with regard to matters of heat, hydration and sun protection, it is recommended that:

- Players and officials wear long-sleeved shirts (shaded areas should be available at all clubs. If there are no trees, artificial shades such as umbrellas or similar should be used);
- Sunscreen with an SPF (Sun Protection Factor) of 30+ should be made available to players and officials and reapplied as appropriate throughout competition;
- Players and officials wear a broad brimmed hat;
- Players and officials consider wearing appropriate sports eyewear; and
- Players keep hydrated while participating in lawn bowls.

Due to the vast range of body composition, fitness, and states of acclimatisation represented in junior participants and adolescents, no single recommendation on the volume of fluid to be consumed is appropriate. More fluid appears to be consumed by junior participants when the drinks offered are perceived as palatable to them. Regular and effective drinking practices should become habitual to young athletes before, during, and after activity.

Players should be encouraged to have their own drink bottles. This ensures each player has access to an adequate level of replacement fluids and reduces the risk of contamination and virus transfer. Where cups and a large container are supplied, cups should not be dipped into the container. Used cups should be washed or disposed of after use.

Appropriate clothing is recommended for all participants. Light coloured, loose fitting clothes of natural fibres or composite fabrics with high absorption properties (high SPF rating) are the most appropriate clothing in mild and hot conditions. This clothing should further complement the existing practices in Australia that protect the skin against permanent damage from the sun. For further information please refer to the extreme weather policy at

www.bowlsaustralia.com.au.



IMAGE USE – STILL AND MOVING IMAGES

Bowls administrators and club personnel should be familiar with the potential risks linked to the improper/unauthorised use of still or moving images of junior participants. Appropriate steps should be taken to ensure the acquisition or display of images containing junior participants are not misused or accessed by unauthorised personnel.

Permission must be obtained from the junior participants' parent/guardian prior to taking the image. Any information regarding the display of images should not be published unless prior consent has been granted by the parent/guardian. All personnel taking such images should be approved by the organisation and registered under the appropriate procedure.

The Commonwealth Privacy Act and state/territory privacy legislation governs the collection and use of personal information and provides strict guidelines about the disclosure of such information.



SECTION 2 - Guidelines

HOW DO WE GET JUNIORS INVOLVED AT CLUB LEVEL?

Getting junior participants actively involved in sport is an integral component of a healthy active lifestyle. Sport at a junior level needs to be fun, positive and enjoyable and inclusive.

Bowls is an attractive option for junior participants with varying athletic and physical abilities. Bowls as a sport provides an opportunity for junior participants to develop physically, socially and emotionally with a wide variety of skills transferable to non-athletic environments, such as leadership, team work, concentration and strong ethics and values. BA's collective goal is to provide safe, enjoyable environments to encourage the long-term participation of junior participants and their families.

Fun is the major motivating factor for junior participants to play sport. Although junior participants like to compete, the emphasis on the competition is always related to the fun and excitement experienced in the competition, not necessarily a win.

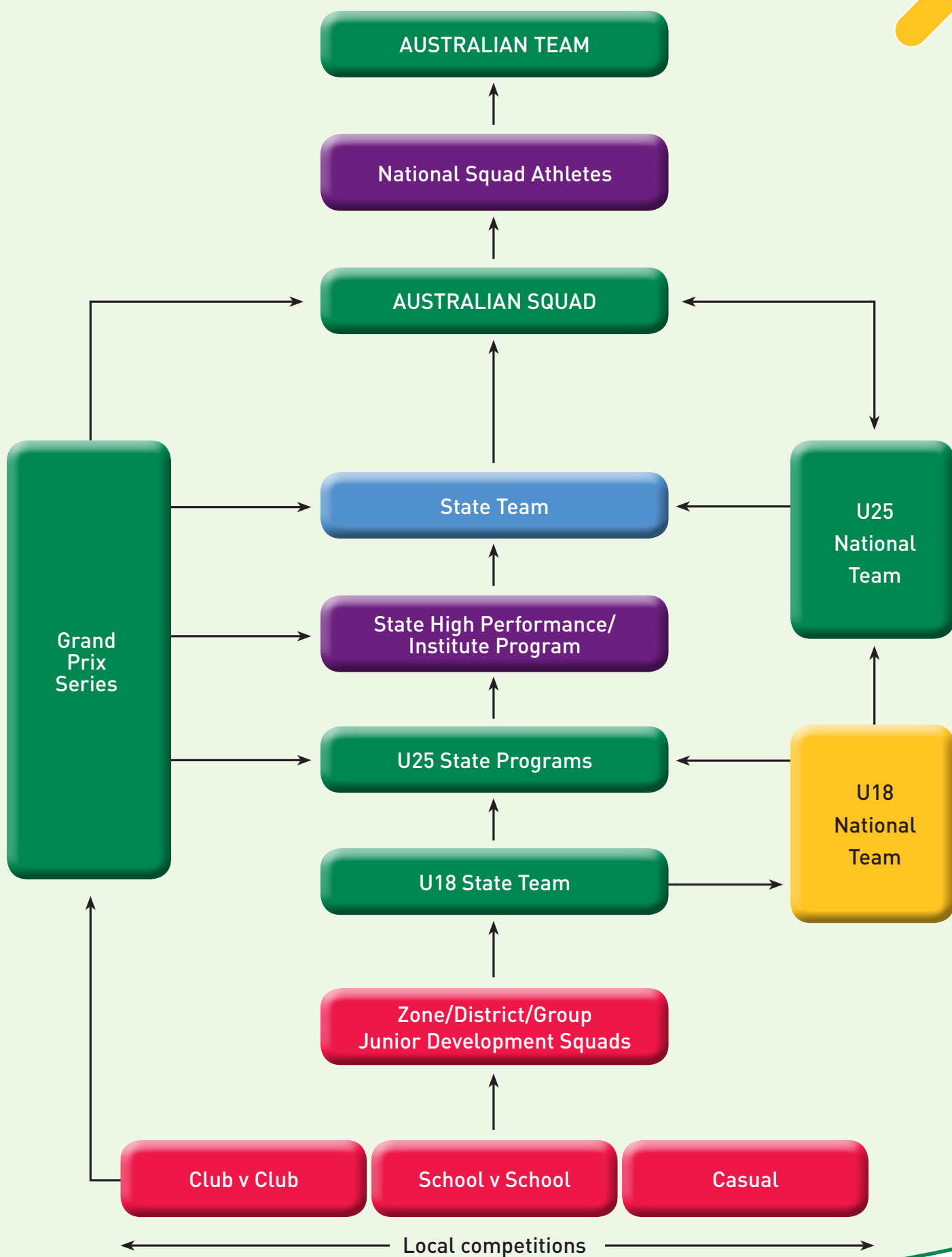
TIPS ON CREATING AN ATMOSPHERE OF FUN WITHIN A TEAM

- Get down to the junior participants level and understand what they see as fun;
- Don't take yourself too seriously, get involved, don't be afraid to fail;
- Maintain a fun attitude with lots of laughter and a sense of humour;
- Create training sessions that provide maximum activity, skill development and enjoyment;
- Treat all junior participants equally, while meeting their individual needs;
- See the lighter side of mistakes, through encouragement and praise;
- Create opportunities for all skill and ability levels;
- Be well planned, organised and resourced (equipment);
- Avoid all 'isolation' type punishments (sit ups, push ups etc);
- Improve the club environment for junior participation
- Provide recommendations, resources and programs that focus on providing a simple, fun, accessible and affordable introduction to bowls
- Create and promote family bowls initiatives that encourage participation by the whole family in various forms
- Create, promote and provide non-traditional forms of bowls participation
- Develop projects, resources and programs that assist deliverers in introducing the game through primary and secondary schools in a fun manner
- Assist with the provision of junior sized bowls for new participants
- Collect participation data to show trends in participation aligned with the various programs and initiatives delivered by clubs, schools, community and STA's
- Praise in public. However, never criticise in front of their peers; and
- Inform juniors of the pathway for a junior participant to ensure awareness of both the fun and competitive outlet for the sport of bowls (see diagram)



Current Junior Bowls Pathway

Bowls Australia
Developing junior bowls



ENCOURAGE LONG TERM INVOLVEMENT

There are several steps that can be taken to assist with the long term involvement of junior participants:

- Positive initial experience in a fun, social and junior friendly environment
- Appropriate participation and competitive opportunities
- Clear playing pathways together with awareness strategies which encourage the appeal to become a coach, administrator, official and volunteer
- Junior participants may pursue the alternative pathways, and therefore the following strategies have been divided to cater for two pathway examples.

Although bowls is a sport that can be played by persons of any age, it is more likely a participant will remain in the sport if they are participating alongside those of a similar age, skill level or interest in the game and its social attributes. Programs can be tailored to suit the individual needs of the junior participant by personnel at all levels (club, association, group, zone, state or national)

- Develop and promote programs which introduce junior participants to the sport in a fun and social environment
- Develop, implement and promote regular non-traditional participation and school or inter-club junior competitions within districts, zones and groups
- Produce and disseminate a resource for bowls clubs that provide guidelines and specific recommendations on the delivery of junior bowls
- Develop, implement and promote regular inter-zone junior competitions within STA's
- Provide clear junior participant pathways into opportunities as coaches, teachers, club administrators, community leaders, volunteers, officials and mentors
- Develop, implement and promote school and community competitions within STA's leading to national championships
- Provide opportunities for junior participants to participate on a regular basis in a social and fun environment
- Develop, implement and promote junior development squads at regional and STA level
- Develop, implement and promote the national under-18 component of the Australian Open
- Promote bowls as a sport for life:
 - Physically and socially healthy activity
 - Teaches participants great values and life skills
 - Can be played by all ages





PATHWAYS AND GAME FORMATS

It is essential when promoting bowls to junior participants that the focus is on fun and the social aspects of the sport, rather than competition and the traditional image. Junior participants respond best to a simple and fun introduction to the game within a junior friendly environment at either a school or bowls club. For further information on fun games and activities for junior athletes, see the BA publication "Bowls Australia Activities Handbook".



PLAYING CONDITIONS:

PRIMARY (5 – 9 YEARS OLD)

ATTITUDE	Fun, safe, inclusive, focus on positives
TIME LIMIT	30 – 45 minutes per session
LEARNING OBJECTIVES	Basic understanding of game (line & weight) through target games Basic understanding of good sportsmanship
RECOMMENDED FORMAT	Target/Introductory games Collective points total (group total) Mixed teams (male and female) Limit one-on-one competition
EQUIPMENT	Targets Playing for Life kit and bowls companion manual Junior Bowls, jacks and mat
COACHING RATIO	Recommended 1:8 - Maximum of 1:15.
RISK MANAGEMENT	See pages 8-13 for details
ACCEPTABLE CLOTHING	Casual clothes or school uniform
RECOMMENDED COACHING QUALIFICATION	Introductory Coach/Club Coach/Teacher

**PLAYING CONDITIONS:****PARTICIPATION (10 – 13 YEARS OLD)****ATTITUDE**

Social and physical development,
introduction to competition, inclusive

TIME LIMIT

45 – 60 minutes

LEARNING OBJECTIVES

Solid understanding of game
(format, tactics, rules)

RECOMMENDED FORMAT

Spot the jack
Maximum of five end games/sets
Two-Four-Two bowls
Triples (two bowl)
Pairs (three bowl)
Singles
Mixed teams (boys and girls)

EQUIPMENT

Bowls (appropriate size)
Jacks and mats
Hard-court bowls and jacks where
appropriate

COACHING RATIO

Depends on playing format,
maximum of 1:20

RISK MANAGEMENT

See pages 8-13 for details

ACCEPTABLE CLOTHING

Casual clothes or sports uniform

**RECOMMENDED
COACHING
QUALIFICATION**

Introductory Coach/Club Coach/Teacher

**PLAYING CONDITIONS:****YOUTH – COMPETITION
(14 – UNDER 18 YEARS OLD)**

ATTITUDE	Competitive
TIME LIMIT	60 – 120 minutes
LEARNING OBJECTIVES	Introduction to competitive bowls
RECOMMENDED FORMAT	Sets Play (Two Sets of nine ends and three end tie-breaker) Singles, pairs and triples Boys v. boys and girls v. girls or mixed (on the same green)
EQUIPMENT	Bowls (appropriate size) Jacks and mats Chalk Measuring tapes
COACHING RATIO	One coach per club team
RISK MANAGEMENT	See pages 8-13 for details
ACCEPTABLE CLOTHING	As per BA and STA dress regulations
RECOMMENDED COACHING QUALIFICATION	Club Coach/Advanced Coach/ Teacher

CREATING PARTNERSHIPS WITHIN YOUR COMMUNITY

There are a large number of potential junior program deliverers at national, state and local level including STA's, bowls clubs, schools, and government (local, state and federal). It is important that clubs form close ties with these partner organisations in order to achieve an effective and unified approach to the delivery of bowls to juniors.

The benefits of partners, associations and clubs working cooperatively include the consistent provision of programs and resources for junior participants; i.e. the efficient use of available resources. Some additional benefits are listed below:

- The production of consistent policies, programs and resources to enable bowls to reach the maximum number of junior participants;
- Opportunities for stakeholders and the junior bowls community to contribute to national and state/territory strategies;
- Improved junior committee structures at national, STA, district/zone and club level by providing resources to assist with delivering junior programs;
- Improved links with the education sector and schools by incorporating bowls into the school curriculum and provide resources and programs that foster links between clubs and schools;
- Improved links with specialist organisations linking with disability, disadvantaged, low socio-economic, multicultural and indigenous groups;
- Engage with the ASC's Active After Schools Community providers to encourage the delivery of bowls to a wider audience; and
- Improved links with tertiary education providers to introduce teachers to bowls with Introductory Coach accreditation.

PEOPLE MAKE IT HAPPEN

Participants involved in junior bowls come into contact with (and are influenced by) a diverse range of people including other junior participants, parents, carers, extended family, teachers, coaches, officials, administrators, volunteers and club members. All are fundamental to the success of junior bowls.

Partners such as these provide the necessary infrastructure and resource for the delivery of junior bowls. The importance of their contribution is to be commended and recognised due to their ability to influence the quality of the bowls experience for junior participants.



- Training and professional development opportunities to coaches, teachers, officials, administrators and volunteers that encourage the provision of a fun and friendly environment that is welcoming and inclusive of all participants.
- Easily accessible information, recommendations, human resources, physical resources and programs that encourage the provision of a fun and friendly environment that is welcoming and inclusive of all participants
- Recommendations and guidelines to clubs regarding the provision of a junior friendly environment
- Codes of behaviour for the diverse range of people involved in the provision of junior bowls



REFERENCES

FURTHER RESOURCES

- Child Protection – A Resource for the Sport and Recreation Industry (Policies and Procedures), Western Australia Government – Ministry of Sport and Recreation, 2000.
- Child Protection – A Simple Guide for Sport and Recreation Organisations Parents, New South Wales Sport and Recreation, 2003.
- Child Protection in Sport and Recreation – Guidelines for Achieving Child Protection for Peak Bodies and Associations, New South Wales Sport and Recreation, 2003.
- Child Protection in Sport and Recreation – Guidelines for Achieving Child Protection for Sport and Recreation Clubs, New South Wales Sport and Recreation, 2004.
- Child Protection in Sport and Recreation – Guidelines for Parents, Guardians and Junior participants, New South Wales Sport and Recreation, 2004.
- Harassment-free Sport – Guidelines for Athletes, Australian Sports Commission, 1998.
- Harassment-free Sport – Guidelines for Coaches, Australian Sports Commission, 1998.



USEFUL WEBSITES

BOWLS AUSTRALIA
www.bowlsaustralia.com.au

ACTIVE AFTER SCHOOL COMMUNITIES
www.ausport.gov.au/participating/schools_and_juniors/aasc

AUSTRALASIAN LEGAL INFORMATION INSTITUTE
www.austlii.edu.au

AUSTRALIAN SPORTS COMMISSION
www.ausport.gov.au

AUSTRALIAN SPORTS COMMISSION JUNIOR SPORT
www.ausport.gov.au/participating/schools_and_juniors/juniors

AUSTRALIAN COUNCIL FOR EDUCATIONAL LEADERS
www.acel.org.au

AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH
www.acer.edu.au

AUSTRALIAN COUNCIL FOR HEALTH, PHYSICAL EDUCATION AND RECREATION INC. (ACHPER)
www.achper.org.au

CHILD WISE AND ECPAT
www.childwise.net

COMMISSION FOR JUNIOR PARTICIPANTS AND JUNIOR PARTICIPANTS AND CHILD GUARDIAN
www.childcomm.qld.gov.au

COMMISSIONER FOR JUNIOR PARTICIPANTS TASMANIA
www.childcomm.tas.gov.au

DEPARTMENT FOR FAMILIES AND COMMUNITIES SOUTH AUSTRALIA
www.familiesandcommunities.sa.gov.au

DEPARTMENT OF JUSTICE (VIC WORKING WITH CHILDREN CHECK)
www.justice.vic.gov.au/workingwithchildren

DEPARTMENT OF SPORT AND RECREATION WESTERN AUSTRALIA
www.dsr.wa.gov.au

DISABILITY SPORT UNIT – AUSTRALIAN SPORTS COMMISSION
www.ausport.gov.au/dsu/index.asp

GOOD SPORTS
www.goodsports.com.au

NATIONAL ASSOCIATION FOR PREVENTION OF CHILD ABUSE AND NEGLECT
www.napcan.org.au

NATIONAL INSTITUTE OF FAMILY STUDIES – NATIONAL CHILD PROTECTION CLEARING HOUSE
www.aifs.gov.au/nch/

NEW SOUTH WALES COMMISSION FOR JUNIOR PARTICIPANTS AND JUNIOR PARTICIPANTS
www.kids.nsw.gov.au/check

NEW SOUTH WALES DEPT OF SPORT & RECREATION CHILD PROTECTION & EMPLOYMENT SCREENING
www.dsr.nsw.gov.au

NORTHERN TERRITORY DEPARTMENT OF COMMUNITY DEVELOPMENT, SPORT AND CULTURAL AFFAIRS
www.nt.gov.au/

OFFICE FOR RECREATION AND SPORT SOUTH AUSTRALIA
www.recsport.sa.gov.au

PLAY BY THE RULES
www.playbytherules.net.au

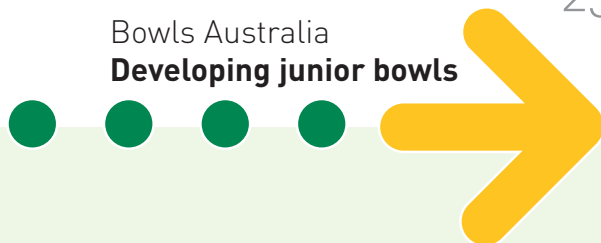
SCALE PLUS LAW RESOURCE
www.scaleplus.law.gov.au

SCHOOL SPORT AUSTRALIA
www.schoolsport.edu.au

SPORT AND RECREATION QUEENSLAND
www.srq.qld.gov.au

SPORT AND RECREATION TASMANIA
www.development.tas.gov.au/sportrec/

SPORTS MEDICINE AUSTRALIA
www.sma.org.au



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O'CONNER ACT 2601

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Fax: 02 6257 4229

www.bowlsact.org.au

NORTHERN TERRITORY

Bowls NT

GPO Box 728

DARWIN NT 0801

Tel: 08 8945 4800

www.nt.bowlsaustralia.com.au

NEW SOUTH WALES

RNSWBA

Level 5, 309 Pitt Street

SYDNEY NSW 2000

Tel: 02 9283 4555

Fax: 02 9283 4252

www.bowlsnsw.com.au

NSWWBA

Level 7, 309 Pitt Street

SYDNEY NSW 2000

Tel: 02 9267 7155

Fax: 02 9267 7254

www.womensbowlsnsw.org

QUEENSLAND

Bowls QLD

72 Pickering Street

ENOGGERA QLD 4051

Tel: 07 3355 9988

Fax: 07 3855 0010

www.bowlsqld.org

SOUTH AUSTRALIA

Bowls SA

3a Rowells Road

LOCKLEYS SA 5032

Tel: 08 8234 7544

Fax: 08 8351 8220

www.bowlssa.com.au

TASMANIA

Bowls TAS

1st Floor, 114 Hobart Rd

KINGS MEADOWS TAS 7249

Tel: 03 6344 1174

Fax: 03 6344 7435

www.bowlstasmania.com.au

VICTORIA

RVBA

PO Box 6080

HAWTHORN WEST VIC 3122

Tel: 03 9819 6177

Fax: 03 9819 5453

www.bowlsvic.org.au

VLBA

Ground floor, 21 Burwood Road

HAWTHORN VIC 3122

Tel: 03 9819 1544

Fax: 03 9819 3966

www.bowlsvic.org.au

WESTERN AUSTRALIA

Bowls WA

1st Floor, 158 Main Street

OSBORNE PARK WA 6017

Tel: 08 9242 1822

Fax: 08 9242 1866

www.bowlswa.com.au

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- Greg Helm** – Chief Executive Officer, Bowls NSW
- Jeff Dowsing** – Former Project Officer, RVBA/VLBA
- Tracy Dancer** – Former Project Officer, Bowls SA
- Melinda Turner** – Sports Consultant (Junior Sport Unit), Australian Sports Commission
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Bowls Australia would also like to publicly thank all STA's for their input and feedback during the preparation of the Developing Junior Bowls Policy.

GLOSSARY

STA – State and Territory Association

GOTG – Get on the Green

AO – Australian Open

MPP – Member Protection Policy

ACT – Australian Capital Territory

SA – South Australia

QLD – Queensland

WA – Western Australia

RVBA – Royal Victorian Bowls Association

NSWWBA – New South Wales Women's Bowling Association

ASC – Australian Sports Commission

NCAS – National Coach Accreditation Scheme

BA – Bowls Australia

SPF – Sun Protection Factor

NSW – New South Wales

TAS – Tasmania

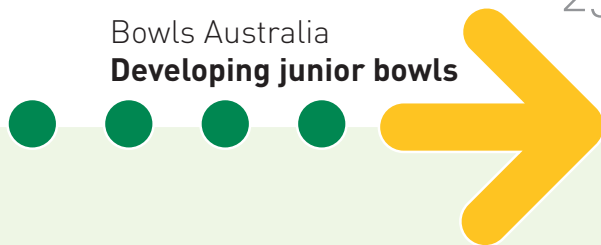
NT – Northern Territory

VIC – Victoria

VLBA – Victorian Ladies' Bowling Association

RNSWBA – Royal New South Wales Bowling Association





APPENDIX ONE: CODES OF BEHAVIOUR

PLAYERS

- Play by the rules
- Never argue with an official. If you disagree have your skip or coach approach the official at the conclusion of the end or after the competition
- Control your temper. Verbal abuse of officials, sledging other participants or deliberately distracting or provoking an opponent are not acceptable or permitted behaviours
- Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you
- Be a good sport. Applaud all good shots whether they are made by your team or the opposition
- Treat all participants as you would like to be treated. Do not bully or take unfair advantage of another competitor
- Cooperate with your coach, teammates and opponents. Without them, there would be no competition
- Participate for your own enjoyment and benefit, not just to please your parents and coaches
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion

PARENTS

- Remember that junior participants participate for their enjoyment, not yours
- Encourage junior participants to participate, do not force them to
- Focus on your child's efforts and performance rather than whether they win or lose
- Encourage junior participants to play according to the rules and to settle disagreements without resorting to hostility or violence
- Never ridicule or yell at a junior participant for making a mistake or losing a game
- Remember that junior participants learn best by example. Appreciate good performance and skilful plays by all participants
- Support all efforts to remove verbal and physical abuse from sporting activities
- Respect officials' decisions and teach junior participants to do likewise
- Show appreciation for coaches, officials and administrators. Without them, your child could not participate
- Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background or religion

COACHES

- Remember that junior participants participate for pleasure, and winning is only part of the fun
- Never ridicule or yell at a junior participants for making a mistake
- Be reasonable in your demands on junior participants' time, energy and enthusiasm
- Operate within the rules and spirit of bowls and teach your players to do the same
- Ensure that the time junior participants spend with you is a positive experience. All junior participants are deserving of equal attention and opportunities
- Avoid overplaying the talented players in key positions: the 'just average' need and deserve equal time
- Provide experiences appropriate to the ability of the junior participant
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all junior participants

- Display control, respect and professionalism to all involved with the bowls. This includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage junior participants to do the same
- Show concern and caution towards sick and injured participants. Follow the advice of a physician when determining whether an injured participant 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 junior participants. Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background or religion

TEACHERS

- Encourage junior participants to develop basic skills, discourage overspecialisation in one format or playing position
- Create opportunities to teach appropriate bowls behaviour as well as basic skills
- Give priority to free play activities, skill learning and modified games over highly structured competition for junior (primary) participants
- Prepare junior participants for intra and interschool competition by teaching the basic bowls skills
- Make junior participants aware of the positive benefits of participation in sporting activities
- 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 bowls
- Help junior participants understand the differences between the junior competition they participate in and professional sport
- Help junior participants understand that playing by the rules is their responsibility
- Give all junior participants equal opportunities to participate in administration, coaching and umpiring as well as playing
- Support the implementation of the developing junior bowls policy
- Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background or religion

ADMINISTRATORS

- Set an example. Your behaviour and comments should be positive and supportive.
- Involve junior participants in the planning, leadership, evaluation and decision-making related to the activity
- Give all junior participants equal opportunities to participate
- Create pathways for junior participants to participate in sport, not just as a player but as a coach, umpire and administrators
- Ensure rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of junior participants
- Provide quality supervision and instruction for junior participants
- Remember junior participants 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 junior bowls emphasises fair play, rather than winning at all costs
- Support implementation of the developing junior bowls policy
- Make it clear abusing junior participants in any way is unacceptable and will result in disciplinary action
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion



OFFICIALS

- Be flexible when enforcing rules and regulations to match the skill level, needs and understanding of junior participants
- Compliment and encourage all junior participants
- Be consistent, objective and courteous when making decisions
- Condemn unsporting behaviour and promote respect for all opponents
- Emphasise the spirit of the game rather than the errors
- Be a good sport yourself. Actions speak louder than words
- Keep up to date with the latest trends in officiating and the principles of growth and development of junior participants
- Set an example. Your behaviour and comments should be positive and supportive
- Place the safety and welfare of the junior participants above all else
- Give all junior participants a 'fair go' regardless of their gender, ability, cultural background or religion

MEDIA

- Provide coverage of junior competitive and non-competitive bowls as well as reporting adult sport
- Be aware of the differences among adult sport, professional sport and modified programs for junior participants
- Do not highlight isolated incidents of inappropriate sporting behaviour
- Focus on a young player's fair play and honest effort
- Do not place unfair expectations on junior participants. They are not miniature professionals
- Describe and report on the problems of junior participants participating in organised bowls
- Focus on the abilities and not the disabilities of junior participants
- Avoid reinforcing stereotypical views on the involvement of boys and girls in bowls
- Give equal time and sport to reporting boys and girls
- Familiarise yourself with the developing junior bowls policy
- Respect the rights, dignity and worth of every junior participant regardless of their gender, ability, cultural background or religion

SPECTATORS

- Junior participants participate in bowls for their enjoyment and benefit, not yours
- Applaud good performances and efforts from all individuals and teams. Congratulate all junior participants on their performance, regardless of the game's outcome
- Respect the decision of officials and teach junior participants to do the same
- Never ridicule or scold a participant for making a mistake. Positive comments are motivational
- Condemn the use of violence in any form, whether by spectators, coaches, officials or players
- Show respect for your team's opponents. Without them, there would be no game
- Encourage players to follow the rules and the officials' decisions
- Do not use foul language, sledge or harass players, coaches or officials
- Respect the rights, dignity and worth of every junior participants regardless of their gender, ability, cultural background or religion

APPENDIX TWO: CURRENT MEDICAL HISTORY FORM

PERSONAL DETAILS

Surname: _____ Given names: _____

Address: _____

Suburb/Town/City: _____ State: _____ Postcode: _____

Phone: _____ Mobile: _____

Sex: M / F Date of birth: / / Age: Height: Weight: _____

Blood group: _____ Do you object to transfusions? YES / NO

EMERGENCY CONTACT

Surname: _____ Given names: _____

Phone: _____ Mobile: _____

Relationship: _____

HEALTH CARE DETAILS

Medicare No.: | | | | | | | | | | Private health insurance? YES / NO Fund: _____

Private doctor: _____ Phone: _____

Address: _____

Suburb/Town/City: _____ State: _____ Postcode: _____

Can doctor be contacted at all times? YES / NO

Private dentist: _____ Phone: _____

Address: _____

Suburb/Town/City: _____ State: _____ Postcode: _____

Can dentist be contacted in emergency? YES / NO



CURRENT HISTORY

Current medical problems:

Regular medications including supplements, stating name and dosage:

Allergies:

Sports injuries (Please list any injury which is current/recurring or requires surgery)

PAST HISTORY

Have you had...

- Epilepsy: Yes ☐ No ☐
 Hepatitis A: Yes ☐ No ☐
 Hepatitis B: Yes ☐ No ☐
 Diabetes: Yes ☐ No ☐
 Heart Problems: Yes ☐ No ☐
 Heart Murmur: Yes ☐ No ☐
 Asthma/Bronchitis: Yes ☐ No ☐
 Hernia: Yes ☐ No ☐
 Concussion: Yes ☐ No ☐

Do you wear...

- Glasses: Yes ☐ No ☐
 Contact Lenses: Soft: Yes ☐ No ☐
 Hard: Yes ☐ No ☐
 Protective Equipment: Yes ☐ No ☐
 Mouth Guard: at training: Yes ☐ No ☐
 at competition: Yes ☐ No ☐
 Other: Yes ☐ No ☐

If yes, please specify:

Have you sustained...

A Fracture in last 3 years: Yes ☐ No ☐

If yes, where?

A Dislocation: Yes ☐ No ☐

If yes, where?

Do you suffer from...

Recurring pain in any joint with play/practice? Yes ☐ No ☐

If yes, which joint?

Back / Neck pain: Yes ☐ No ☐

Have you ever been treated for a head, neck or spinal injury? Yes ☐ No ☐

Details:

Does this condition affect your performance?

To the best of my knowledge, all information contained on this sheet is correct.

(If under 18 please have parent or legal guardian sign)

Signature:

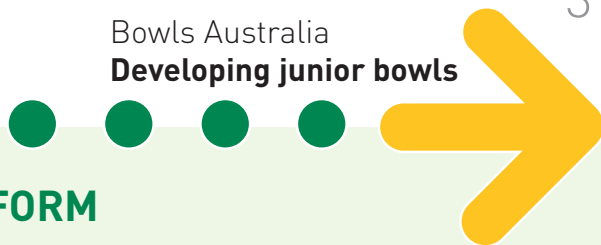
Date:

APPENDIX THREE: RISK MANAGEMENT AUDIT TEMPLATE

The following is an example of a risk management template.

Thinking about your club, you should be able to complete the risk management planner.

COACHING SESSION			
RISK IDENTIFICATION	STRATEGIES TO MINIMISE RISK	TIMELINE	RESPONSIBILITY
1.			
2.			
3.			
ENVIRONMENT			
RISK IDENTIFICATION	STRATEGIES TO MINIMISE RISK	TIMELINE	RESPONSIBILITY
1.			
2.			
3.			
PERSONNEL			
RISK IDENTIFICATION	STRATEGIES TO MINIMISE RISK	TIMELINE	RESPONSIBILITY
1.			
2.			
3.			
OTHER			
RISK IDENTIFICATION	STRATEGIES TO MINIMISE RISK	TIMELINE	RESPONSIBILITY
1.			
2.			
3.			



APPENDIX FOUR: IMAGE USE PERMISSION FORM

IMAGE USE PERMISSION FORM

I, _____ (insert full name), and my parent/guardian (if applicable), hereby give our full and complete permission, without reservation or restriction to Bowls Australia, and its representatives, agents and assigns to photograph me during the Bowls Australia photo shoot to use, reproduce and publish in any communication medium whatsoever, as determined by Bowls Australia and its representatives, agents and assigns from time to time, for educational, promotional, commercial or marketing purposes.

I, and my parent/guardian, agree and acknowledge that this permission is unconditional and applies in perpetuity.

I, and my parent/guardian, accept that no fee or remuneration will be provided for my appearance in any such communication mediums.

I, and my parent/guardian, hereby waive, release and forever discharge Bowls Australia and its officers, employees, agents and assigns from all claims, actions and liability relating to its use of said photographs.

Participant's Name: _____

Signed: _____

Date: _____

Contact Number: _____

Email Address: _____

Participant's parent or guardian who if first legal point of contact must sign:

Name: _____

Relationship to participant: _____

Signed: _____

Date: _____

Contact Number: _____



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STATE AND TERRITORY ASSOCIATIONS

