

SUID-AFRIKAANSE BISLEY UNIE SOUTH AFRICAN BISLEY UNION

SIGNIFICANT POLICIES AND REGULATIONS

DECEMBER 2015



INDEX

CONTENT	PAGE NO
FOREWORD	3
APPENDICES	
A. SABU COLOURS POLICY	4
- ANNEXURE 1 TO APPENDIX A: INTERNATIONAL RULES AND CONVENTIONS FOR THE PRESENTATION OF FULLBORE SHOOTING INTERNATIONAL TEAM EVENTS	6
- ANNEXURE 2 TO APPENDIX A: SELECTION COMMITTEE: POLICY AND RULES	9
- ANNEXURE 3 TO APPENDIX A: NATIONAL COLOURS: CODE OF CONDUCT	12
- ANNEXURE 4 TO APPENDIX A: SABU FEDERATION COLOURS: CODE OF CONDUCT	14
- ANNEXURE 5 TO APPENDIX A: SABU TOURING TEAMS: DISCIPLINE	16
B EQUITY IN SPORT	17
C PROTECTION OF CHILDREN	18

FOREWORD

This document does not provide a comprehensive source of all policies and regulations existing within SABU. For example, regulations for the conduct of shooting are included in the SABU rules of shooting, whereas more ‘operational’ policies and procedures will usually be included in Council and Executive Committee minutes.

The policies and regulations included in this document are adopted by the SABU Council in terms of clause 7.8.2 of the SABU Constitution, and emanate mainly from international and national imperatives, national legislation and regulations, and such matters of particular significance that the SABU Council approves for inclusion herein.

Due to the diverse nature of these policies and regulations, this document is compiled in the form of separate appendices (and, where required, supporting annexures to such appendices), rather than in the form of a numbered rules set.

Current edition approved by the SABU Council on 18 September 2008 and amended December 2015

APPENDIX A

SA BISLEY UNION

COLOURS POLICY

- Annexure 1: International Rules and Conventions for the presentation of International Team Events
- Annexure 2: SABU Selection Policy
- Annexure 3: National colours - Code of Conduct
- Annexure 4: SABU federation colours - Code of Conduct
- Annexure 5: SABU Touring teams - Discipline

1. The award of national colours to SA Bisley Union (SABU) members, representing SA in recognised international matches, is made by the SA Sports Confederation and Olympic Committee (SASCOC) on application by SABU, via the South African Shooting Sports Confederation (SASSCo).
(See annexure 1: International Rules and Conventions for the presentation of Bisley (Fullbore Shooting) International Team Events.)
2. National colours (junior and senior) are awarded to SABU members who have been selected for:
 - 2.1 International participation in recognised international Bisley matches
 - 2.2 Continental and World Championships
3. The awarding of national colours is subject to the policy and regulations of the national colours regulating authority.
4. Federation and other colours:
 - 4.1 'Federation colours' may be registered and awarded by the national governing bodies of South African sports codes in terms of the applicable regulations issued by the SASCOC.
 - 4.2 SABU may also apply for federation colours that SASSF may institute, in terms of any SASSF regulations and procedures governing such colours.
 - 4.3 SABU has registered its own "federation colours" with the Bureau of Heraldry. These are the highest colours SABU may award under its own authority, and are reserved for SABU teams selected on merit as described in Annexure 2.
 - 4.4 SABU Federation Colours will be awarded to the following SABU teams:
 - 4.4.1 SA 'Senior' Teams usually eligible for, but not awarded national colours for whatever reason, or where it has been decided by Council not to apply for such colours
 - 4.4.2 SA Junior Teams usually eligible for, but not awarded national colours for whatever reason, or where it has been decided by Council not to apply for such colours
 - 4.4.3 SA Veterans Teams, where such teams compete in official international veterans team matches, e.g. the Veterans World Championships
 - 4.4.4 SA Under 25 Teams
 - 4.4.5 SA Under 21 Teams, should such merit teams be selected

- 4.4.6 As interim colours to SA and SA Junior Teams awaiting the award of national colours
- 4.4.7 Such other teams as the SABU Council may approve
- 4.5 SABU association colours, usually but not necessarily incorporating the SABU badge as registered with the Bureau of Heraldry, are awarded under SABU's authority to the following teams:
 - 4.5.1 President's teams
 - 4.5.2 Honoris teams
 - 4.5.3 Veterans Teams, where such teams compete in approved team matches other than those in par 4.4.3 above, e.g. against the President's and Honoris teams
 - 4.5.4 On occasion, to *ad hoc* teams such as a 'South Africa A Team'
 - 4.5.5 Such other teams as the SABU Council may approve
- 4.6 Items of apparel as approved by the SABU Council shall accompany the award of SABU federation or association colours.
- 4.7 SABU shall maintain appropriate registers of the recipients of national, federation and association colours.
- 5. Displaying the national badge
 - 5.1 On formal and semi-formal wear, the national badge must be displayed in accordance with the regulations of the SASCOG as promulgated periodically.
 - 5.2 It is the responsibility of the Captain of the chosen team to ensure that the rules above are adhered to if applicable.
- 6. Selection: Selection of team members will be strictly in accordance with the SABU Selection Policy.
(See Annexure 2: SABU Selection Policy)
- 7. Code of conduct: Members selected for a national or SABU federation team will be required to sign a code of conduct.
(See Annexures 3 and 4: Code of Conduct)

**INTERNATIONAL RULES AND CONVENTIONS FOR THE PRESENTATION OF
BISLEY (FULLBORE SHOOTING) INTERNATIONAL TEAM EVENTS**

1. WORLD CHAMPIONSHIPS

World Championships (WC) are held approximately every 4 years, under the direct control of the International Confederation of Fullbore Rifle Associations (ICFRA), of which SABU is a founder member. No other Bisley (fullbore) event may be termed a “World Championship”. Organisational responsibility rests with the relevant ICFRA Committee – the World Championship Committee (WCC) in respect of TR events and the F-Class Committee (FCC) for the F-Class World Championship – in conjunction with the host country Organising Committee. The F-Class WC is generally held “out of phase” with the TR WC, similar to the Commonwealth and Olympic Games. The World Championship Committee is also responsible for the Age-Group World Championships. Whilst the Veterans Committee (VC) has responsibility for the Veterans WC, it details match scheduling, etc. to the WCC.

2. INTERNATIONAL MATCHES BETWEEN ‘SENIOR’ INTERNATIONAL TEAMS

2.1 International matches between ‘senior’ international teams exist whenever two or more representative national teams, compete against each other in a designated international match. Such matches are usually linked to the annual (‘National’) open championships of the host nation, and several such matches are presented throughout the world in any year by the major national rifle associations (NRAs) or unions. These matches, together with the relevant open championships programme, are usually ‘advertised’ at least a year in advance. Should there be any objections to the status of such a match, they are to be lodged at such time.

2.2 Examples of major international matches as described in par 2.1 are, amongst others, the ‘Overseas’, ‘Kolapore’ and ‘McKinnon’ matches hosted by the NRA of Great Britain, the RSA International and Protea Matches hosted by the South African Bisley Union (SABU), and the ‘Americas Match’ hosted in turn by the Dominion of Canada Rifle Association (DCRA) and the NRA of America. Other examples are the ‘Canada’ and ‘Commonwealth’ Matches as hosted annually by the DCRA and many others in other countries.

The ‘Australia Match’ (formerly the Commonwealth Teams Championships, but now open to all countries) falls under the jurisdiction and direct control of ICFRA. This international match may be presented in any country, on application, with the proviso that an Australian team must take part. The special Match Conditions have been agreed between ICFRA and the National Rifle Association of Australia (NRAA), otherwise the ICFRA TR Technical Rules apply. Scheduling will normally be every four years, but exceptions will be permitted to allow the match to be held during major events, e.g. special host country anniversary meetings.

2.3 Team formats for Bisley (fullbore) shooting international matches can cater for larger and smaller teams. The match conditions are to be made known in conjunction with the provisions in par 2.1.

Similar international matches are staged not only in the ‘Target Rifle’ discipline of Bisley (fullbore) shooting, but also in the ‘F Class’ and ‘Match Rifle’ disciplines.

3. INTERNATIONAL JUNIOR AND YOUNG AGE GROUP MATCHES

- 3.1 As youth participation is encouraged in all Bisley (fullbore) countries, there is international recognition of three distinct age groups, viz. Under 19, Under 21 and Under 25. ICFRA conducts both team and individual world championships, for the latter two groups, at the same meeting as the Long Range World Championship (LRWC). Based on demand and ICFRA WCC authority, an Under 19 championship can be added to the programme, or as an alternative to either of the other age groups. Outside of World Championships, international matches, in any of the three age groups will be conducted on the same basis as senior international matches.
- 3.1 Junior international matches are currently fired primarily in the target rifle discipline, but they could in due course extend to the other disciplines (e.g. Match Rifle and F Class).
- 3.2 Regular approved international Under 19 target rifle matches include the annual matches between the Canadian and British Under 19s at Bisley Camp, England, the bi-annual matches between the same two teams and the SA Junior Team at the same venue, and the annual international junior matches between the SA and Great Britain Junior teams during the SA Open Championships.
- 3.3 Under 25 international matches are held annually during the championships of the NRA of Great Britain and on other occasions when agreed between two or more competing nations. Examples of the latter occasions have been matches between Australia and New Zealand Under 25, and South Africa, Great Britain, Canada and USA Under 25 in 2000.
- 3.4 To improve the standard and build for the future, these “Junior” events should be included, wherever possible, in major shooting championships.

4. VETERANS INTERNATIONAL MATCHES

- 4.1. The first Veterans World Championship (initially team only) was held in New Zealand in 1995, during the LRWC (Palma) Meeting. In 1999 an individual event was added. Frequency, until 2003, was roughly on a two-year cycle. At the first meeting of the ICFRA Veterans Committee in 2003 a decision was taken that future World Veterans Championships would be held during the LRWC Meeting, but not concurrent with the LRWC matches, to allow the Veterans to compete in both. Responsibility for the Veterans WC rests with the ICFRA VC, in cooperation with the ICFRA WCC.
- 4.2. Veterans in Bisley (fullbore) shooting are shooters over 60 years of age.

5. WOMEN’S TEAMS

- 5.1.1 Women’s fullbore shooting teams are to be selected according to the same selection criteria as for the open Bisley (fullbore) teams.
- 5.2 The Tri-Nations Match between the Australian, New Zealand and South African Women’s Teams is an example of an acknowledged international women’s international match.

6. SELECTION

- 6.1 The selection of merit teams is a national governing body matter, but ideally conditions should be such as to allow for the selection of the best available teams on merit.

- 6.2 Due to the expensive and amateur nature of Bisley (fullbore) shooting, open championships presented by national bodies present the most significant and regular opportunities for the attainment of the principle in par 6.1 above. Bisley (fullbore) shooting teams will only rarely tour for a world championships only. They will nearly always combine it with participation in a host nation's open championships. International Bisley (fullbore) shooting teams have the honour of representing their countries and receiving the appropriate colours at such events.
- 6.3 Selection methods will vary between countries, but it is acknowledged that some host nations will meet the principle of merit selection by selecting its own team(s) just prior to the firing of the relevant international match(es) (other than World Championships), thereby also considering the results in the preceding championships as part of its selection criteria and indicator of current form.
- 6.4 With the exception of Women's teams, all international Bisley (fullbore) teams are open teams and enjoy gender equality.
- 6.5 National governing bodies should commit themselves to taking action against any form of discrimination in sport. They must ensure that no one has been excluded for racial, religious or political reasons or by reason of any other form of discrimination. Programmes to advance the recruitment and development of under-represented groups are to be encouraged. *See the SABU policy dealing with Equity in Sport.*
- 6.6 National governing bodies shall preserve their autonomy and resist all pressures of any kind, including those of a political, religious or economic nature, that prevent them from complying with the ICFRA protocols regarding merit selection.

**ANNEXURE 2 TO APPENDIX A
- SABU COLOURS POLICY**

SA BISLEY UNION

SELECTION COMMITTEE: POLICY AND RULES

1. STRUCTURE

The core Selection Committee is appointed by the SABU Council for an approved period.

1.1 The Selection Committee to comprise of:

1.1.1 The members elected or appointed by the SABU Council in terms of its policy at the time for such elections and/or appointments. (These members, including the chairman, will each have a full ordinary vote, and in the case of a tied vote, the chairman may then also exercise a casting vote.)

1.1.2 The captain of any international or 'federation' team being selected, or in the case of the SA Junior and SA Under 25 teams, the team manager. (Such a person will have a vote regarding the team he/she will captain/manage, and a voice on all other matters and teams as may be decided by the Selection Committee.)

1.2 For the Selection Committee to have a valid quorum, no more than two (2) of the abovementioned members may be absent at any time during a meeting.

2. TOURING TEAMS

2.1 The Council appoints the Captain of a touring team, or Manager in the case of SA Junior or SA Under 25 touring teams.

2.2 The Selection Committee selects the members of the touring team. Also see par 3.6 below.

3. TEAMS

3.1 The SABU Selection Committee selects all the teams that compete at national and international level, as laid down by the SABU Council, until its term of office expires.

3.2 Veterans, F Class and .303 teams are selected by the SABU Selection Committee. In the case of touring teams, the Captain/Manager of such teams are confirmed by the SABU Council. The SABU Veterans and .303 Clubs will each have one (1) representative on the SABU Selection Committee. The SABU Free Rifle (F Class) Club will have a (1) representative for each of the F/Open and F/TR disciplines. These representatives shall serve as additional members and not be required to attend meetings that do not affect their disciplines (for this purpose including Veterans). Such a member will have a vote regarding team selection for his/her discipline and matters directly affecting such selections only, and a voice on all other matters as may be decided by the Selection Committee. Where Veterans are eligible for several teams, the precedence of selection shall be as determined by the SABU Council.

- 3.3 'Federation' teams are selected by the SABU Selection Committee. The team captain is selected by the Selection Committee and, in the case of touring teams, confirmed by the SABU Council.
- 3.4 Nominees for the SA Commonwealth Games Team (“fullbore rifle” events) are selected by the SABU Selection Committee primarily in accordance with the criteria and guidelines laid down by the SA Sports Confederation and Olympic Committee (SASCOC) and SA Shooting Sport Confederation (SASSCo) or any similar body. Any additional criteria developed by the SABU Selection Committee for internal SABU use must be approved by the SABU Council or Executive Committee, depending on the urgency thereof.
- 3.5 Teams or nominees from various disciplines: For the selection of teams other than junior and senior Target Rifle (TR) teams, the additional Selection Committee members as described in regulation 3.2 above will be advised by existing (e.g. the Veterans, Free Rifle and .303 Club) special clubs, in terms of their own constitutions and/or internal procedures, or *ad hoc* committees as may be decided by the SABU Council from time to time.
- 3.6 Confirmation of teams: All teams selected by the SABU Selection Committee – including officials not appointed by the SABU Council, and wind coaches - must be confirmed by the SABU Executive Committee. The purpose of this confirmation is to ensure that valid requirements set by the SABU Council and/or higher sport bodies have been met and that no obvious (e.g. statistical) error has been made, but not to query the selection of the proposed teams in general.
4. WIND COACHES
- 4.1 The SABU Selection Committee selects all the coaches (the Coordinator and wind coaches), in accordance with the norms and policies as decided by the Committee and communicated to the SABU Executive Committee from time to time, until its term of office expires. Also see par 3.6 above.
5. STATISTICS (Shooters):
- 5.1 The following statistics in respect of the shooters must be available to the Selection Committee at all reasonable times:
- 5.1.1 The results of the Thomas Theron Grand Aggregate at the latest two SA Open Championships. (The results of the Short Range Aggregate, Long Range Aggregate, Bramley Chain and the SA Open Championship must also be available in the event of there being a borderline case, or a need for special analyses by the Selection Committee).
- 5.1.2 Scores obtained in the Hamilton-, Dewar and Rhodes matches, any Inter-Provincial, national and international team matches (including veterans, under 25 and junior teams) during the latest two SA Open Championships, as well as scores obtained in the latest two Louis le Grange interprovincial matches presented by SABU (when applicable).
- 5.1.3 Such other personal team scores, including training squad and trials scores, as may be decided by the Selection Committee and/or SABU Council from time to time and promulgated to eligible shooters before such events and selection takes place.
- 5.1.4 The Selection Committee must ensure that the abovementioned statistics are kept, on a 2 (two) year moving basis.
- 5.1.5 The Selection Committee (considering also par 5.2.2 below) may decide on a minimum

number of events that the shooter should have participated in to qualify for selection to the teams as specified above. However, where a member is concerned that he/she may not meet such a minimum, apologies for absence from any of the events stipulated in par 5.1.1 to 5.1.3 above, because of compelling circumstances, may be tendered in writing to the Chairman of the Selection Committee, who will decide whether a member submitting such apology may still be considered for selection in spite of not participating in the minimum number of events.

5.1.6 Plotting sheets must be kept to allow such supplementary analyses of scores and/or coaching performance as the Selection Committee may require from time to time.

5.1.7 The responsibility lies with each organising body of an event stipulated in par 5.1.1 to 5.1.3 above to ensure that the abovementioned information is submitted and correct.

5.2 For the selection of specific teams and/or for specific events, the Selection Committee may combine any of the abovementioned scores in various analyses whereafter they, at their own discretion but bearing in mind the following provisos, can allocate a value to each one and thus be able to come to a final evaluation:

5.2.1 Such general or specific norms and guidelines as the SABU Council may adopt and promulgate from time to time.

5.2.2 The composition/principles of any such combinations and analyses should, wherever possible, be promulgated to eligible shooters before selection will take place and ideally before the events that will play a role in the combinations and analyses.

5.2.3 The Selection Committee must use such discretionary analyses in a consistent manner, but may consider additional factors (e.g. experience and plot sheet analyses, if not used already) in borderline cases.

5.2.4 In the case of SA Junior and SA Under 25 team selections, scores as stipulated in par 5.1.1 to 5.1.3 above (or the lack thereof) may be supplemented by other scores as agreed between the Selection and Development Committees.

6. SELECTION OF SA TEAMS DURING INTERNATIONAL TOURS

6.1 SA teams (other than 'goodwill teams') for tours beyond the borders of the RSA are selected as stipulated above. Such teams will usually include built-in reserves and thus be somewhat larger than the eventual teams to fire in the official international match(es), the ultimate object of such a tour.

6.2 As the circumstances between tours and the type of international matches to be fired can differ widely from one tour to another, no firm rules can be stipulated for the selection of final teams on tours. In general, fairness and objectivity must prevail.

6.3 The team management is ultimately responsible to the SABU Council for all aspects of the tour, including selection.

**ANNEXURE 3 TO APPENDIX A
- SABU COLOURS POLICY**

S A BISLEY UNION

NATIONAL COLOURS: CODE OF CONDUCT

Having been selected to represent the South African Bisley Union (SABU), I hereby accept/confirm the following:

1. Acceptance that the award of National Colours is governed by the South African Sports Confederation and Olympic Committee (SASCOC).
2. That I will conduct myself at all times in a manner that will benefit and do credit to the insignia under which I have been chosen but also to the SASCOC as the custodian of the National Colours and finally my country, in whose name I will participate.
3. That I undertake to act as an ambassador for my country at all times while representing the South African Bisley Union.
4. That I shall strive for group uniformity, unity and discipline at all times.
5. That I shall compete fairly at all times and refrain from resorting to unfair methods, cheating or unsportsmanlike behaviour, or worse, by employing methods (like doping) to enhance one's performance, thus providing an unfair advantage over fellow competitors.
6. It is the unconditional view of the SASCOC and SABU that over-indulgence in the use of alcohol and tobacco is not part of the make-up of the serious sportsman or sportswoman. Officials in charge and participants have a particular responsibility in this regard to set the right example.
7. Acceptable behaviour has many facets, all of them important for the ambassador of his or her country, to adhere to. This includes -
 - when to use the official dress of the team; at departure and arrival on aircraft, at official receptions, etc
 - the sportswear, leisure wear, competition gear of participants and officials
 - the neat appearance of team members at all times
 - general conduct; language, rowdy behaviour (even when celebrating a victory), singing of vulgar songs, etc
 - respect for fellow travellers on aircraft, in public places, at hotels, towards staff or hosts, for public and other people's property
 - table manners, respect for speakers at official receptions, etc
8. All competitors shall:
 - 8.1 respect the spirit of fair play and non-violence, and behave accordingly during competitions;

- 8.2 refrain from using the substances and procedures prohibited by the rules of SABU (See SABU Rules and Regulations: Appendix C – Anti-Doping Regulations).
- 8.3 respect and comply with the World Anti-Doping Agency (WADA) protocols, as applicable to my sport and considering any Therapeutic Use Exemptions (TUEs) that may be approved.
9. Under no circumstances, may any athlete, coach, official, press attaché or any other accredited participant act as a journalist or in any other media capacity.
10. No kind of demonstration or political, religious or racial propaganda is permitted.
11. All outstanding accounts must be paid prior to an event.
12. I subscribe to the SABU rules and in particular to the rules pertaining to the Protection of Children and Equity in Sport.
13. The awarding of National Colours is subject to the signing of the Code of Conduct.
14. Should I infringe the Code of Conduct, I shall accept any disciplinary steps taken by the Team Management, SABU and/or SASCOC.

NAME:

SIGNATURE:

DATE:

**ANNEXURE 4 TO APPENDIX A
- SABU COLOURS POLICY**

S A BISLEY UNION

SABU FEDERATION COLOURS: CODE OF CONDUCT

Having been selected to represent the South African Bisley Union (SABU) I hereby accept/confirm the following:

1. That the award of SABU federation colours is governed by the Council of SABU.
2. That I will conduct myself at all times in a manner that will benefit and do credit to the insignia under which I have been chosen but also to SABU as the custodian of the SABU federation colours and finally my country, in whose name I will participate.
3. That I undertake to act as an ambassador for my country at all times while representing SABU.
4. That I shall strive for group uniformity, unity and discipline at all times.
5. That I shall compete fairly at all times and refrain from resorting to unfair methods, cheating or un-sportsmanlike behaviour, or worse, by employing methods (like doping) to enhance one's performance, thus providing an unfair advantage over fellow competitors.
6. It is the unconditional view of SABU that over indulgence in the use of alcohol and tobacco is not part of the make-up of the serious sportsman or sportswoman. Officials in charge and participants have a particular responsibility in this regard to set the right example.
7. Acceptable behaviour has many facets, all of them important for the ambassador of his or her country, to adhere to. This includes -
 - when to use the official dress of the team; at departure and arrival on aircraft, at official receptions, etc
 - the sportswear, leisure wear, competition gear of participants and officials
 - the neat appearance of team members at all times
 - general conduct; language, and refraining from rowdy behaviour (even when celebrating a victory), singing of vulgar songs, etc
 - respect for fellow travellers on aircraft, in public places, at hotels, towards staff or hosts, for public and other people's property
 - table manners, respect for speakers at official receptions, etc
8. All competitors shall:
 - 8.1 respect the spirit of fair play and non-violence, and behave accordingly during competitions;
 - 8.2 refrain from using the substances and procedures prohibited by the rules of SABU (See SABU Rules and Regulations: Appendix C – Anti-Doping regulations).

- 8.3 respect and comply in all respects with the ICFRA Anti-doping Policy.
9. Under no circumstances, may any athlete, coach, official, press attaché or any other accredited participant act as a journalist or in any other media capacity.
10. No kind of demonstration or political, religious or racial propaganda is permitted.
11. All outstanding accounts must be paid prior to an event.
12. I subscribe to the SABU rules and in particular to the rules pertaining to the Protection of Children and Equity in Sport.
13. The awarding of SABU federation colours is subject to the signing of the Code of Conduct.
14. Should I infringe the Code of Conduct, I shall accept any disciplinary steps taken by the Team Management or SABU.

NAME:

SIGNATURE:

DATE:

S A BISLEY UNION

SABU TOURING TEAMS: DISCIPLINE

1. During tours by SABU teams beyond the borders of South Africa, the Captain - or Manager in the case of Junior or Under 25/21 teams - will bear overall responsibility for the discipline and good conduct of the team, supported by whatever team management may have been appointed.
2. It is expected that the behaviour and discipline of South African Bisley teams will usually be such that official disciplinary measures will not be required.
3. Serious offences will be dealt with by a Disciplinary Committee, consisting of
 - 3.1 the Captain, Manager and one team member in the case of 'senior' and veterans teams; and
 - 3.2 the Manager alone in the case of Junior and U25/21 teams.
4. Such Disciplinary Committee will conduct proper hearings and record the evidence, its findings and any penalty or punishment decided upon.
5. In extreme cases, the Disciplinary Committee may expel a member from the team and instruct him/her to return to South Africa by the first available and reasonable means.
6. All sentences decided upon by a touring team's Disciplinary Committee will be subject to review by and appeal to the SABU Appeals Committee upon the team's return to South Africa.

APPENDIX B
SA BISLEY UNION
EQUITY IN SPORT

OBJECTIVE

1. SABU hereby makes a statement of its commitment to provide equal opportunities for all, in the shooting disciplines under its jurisdiction.

It is hoped that in doing so it will make access to the shooting sports even easier, and provide opportunities for all members of the community (who may legally possess firearms, or be permitted to use them) to become involved in shooting.

2. Within its means SABU wants to help all who become involved in its activities, if possible, to fully realise their potential, whether as shooters, officials, coaches or administrators.
3. It is already known that shooting is truly a sport for all but, to further its development as such, SABU reiterates its commitment to the policies below.

POLICY STATEMENT 1

SABU will endeavour to increase the number of participants of both sexes taking part in target shooting, and to make it easier for them to gain access to all disciplines of the sport.

POLICY STATEMENT 2

SABU will endeavour to increase the number of participants in the target shooting sports from all ethnic groups, without distinction.

POLICY STATEMENT 3

SABU will endeavour to help more disabled people to become actively involved in target shooting, and to increase the opportunities for their participation.

POLICY STATEMENT 4

SABU will endeavour to ensure that all people involved in target shooting may do so without discrimination from any quarter, the only restrictions on their participation being that the people concerned should act lawfully, safely and with due respect for others.

POLICY STATEMENT 5

SABU will endeavour to ensure that age will not be a barrier to participation in shooting, and that people will be encouraged to take part throughout their lives, while still able to do so with safety.

POLICY STATEMENT 6

No member of SABU may unfairly discriminate, directly or indirectly, against any person or competitor on one or more grounds, including race, gender, pregnancy, marital status, family responsibility, ethnic or social origin, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language and birth.

APPENDIX C

SA BISLEY UNION

PROTECTION OF CHILDREN

INTRODUCTION

1. SABU believes that child protection is everyone's responsibility.

Abuse can occur anywhere there are children, at any time, at school, in a park, at a club, even on a shooting range! It is a sad fact that there are some people who will seek to be where children are, simply in order to abuse them.

2. SABU believes that everyone has a part to play in looking after the children with whom they may be working. This is both a moral and a legal obligation.

This obviously has a great impact on coaches and officials who may work with children at any time.

While the recommendations and procedures below are aimed primarily at coaches and officials who are likely to be working with children, they apply equally to all members of SABU and of affiliated clubs and associations.

3. The child protection procedures outlined below stem from the following principles:
 - a. The child's welfare is the first consideration.
 - b. All children, regardless of age, any disability they may have, gender, racial origin, religious belief and sexual identity have a right to be protected from abuse.
4. If the procedures are to help to protect children, everyone involved in shooting needs to see and discuss them. SABU therefore requests coaches, officials and members to ensure that they are widely distributed and are discussed at club, provincial, regional and national level.
5. If there is any doubt about the procedures and what constitutes good practice in this area the Executive Officer should be contacted.

TYPES OF ABUSE

6. It is generally acknowledged that there are four main types of abuse :

Physical
Sexual
Emotional
Neglect

- a. Physical abuse is just what the term implies, hurting or injuring a child, for example, by hitting or shaking them. It might also occur if a child is forced to train beyond his/her capabilities. Bullying is likely to come into this category.
- b. Sexual Abuse occurs when a child knowingly or unknowingly take part in something which meets the sexual needs of the other person or persons involved: it could range from sexually suggestive comments to full intercourse.

- c. Emotional Abuse occurs when a child is not given love, help and encouragement and is constantly derided or ridiculed or, perhaps even worse, ignored. Conversely, it can also occur if a child is overprotected. It is present in the unrealistic expectations of parents and coaches over what a child can achieve. Racially and sexually abusive remarks constitute emotional abuse and can be features of bullying.
- d. Neglect usually means failing to meet children's basic needs such as food, warmth adequate clothing, medical attention etc. It could also mean failing to ensure they are safe or exposing them to harm.

INDICATIONS OF CHILD ABUSE

- 7. Recognising child abuse is not always easy, even for the experts. The examples listed below are not a complete list and they are only indicators, not confirmation:
 - a. Information: the child says that she or he is being abused, or another person says they believe (or actually know) that abuse is occurring.
 - b. Injuries: the child has an injury for which the explanation seems inconsistent.
 - c. Behaviour Changes: The child's behaviour changes, either over time or quite suddenly, and he or she becomes quiet and withdrawn, or alternatively becomes aggressive.
 - d. Reaction to Others: The child appears not to trust adults, e.g. a parent or coach with whom she or he would be expected to have, or once had, a close relationship, and does not seem to be able to make friends.
 - i. Appearance: The child becomes increasingly neglected-looking in appearance, or loses or puts on weight for no apparent reason.
 - ii. Sexual Awareness: The child shows inappropriate sexual awareness for his/her age and sometimes behaves in a sexually explicit way.
- 8. Bear in mind that physical disabled children and children with learning difficulties are particularly vulnerable to abuse and may have added difficulties in communicating what is happening to them.

IF THERE ARE CONCERNS ABOUT THE WELFARE OF A CHILD

- 9. It is not the responsibility of the coach or official to decide whether a child is being abused, but they should act if they have concerns. They should make a detailed note of what they have seen or heard but should not delay in passing on the information.
- 10. If the coach or official is a member, or the parent/caregiver or friend of a member, of a shooting club they should
 - a. tell a club official such as the Club Secretary, Chairman, Coach or any Committee Member; or
 - b. at an event tell the Chief Range Officer
 unless, or course, these people are suspected of being involved.

11. If the coach or official is himself a club officer or, at an event, the Chief Range Officer they should
 - a. talk to the child's parents/caregivers about the concerns if they think there may be an obvious explanation such as a bereavement or pressure from studies or exams; or
 - b. contact SABU for guidance, or
 - a. contact the Child Protection Helpline; or
 - b. contact the local Social Services Department or, in an emergency, the Police.

12. If the coach or official is working with
 - a. shooters away from home, at a training camp perhaps, or a national or regional competition, they should tell the Team Manager or the Chief Coach.
 - b. At school they should tell the Head Master.

They should make a detailed note of what they have seen or heard but should not delay in passing on the information. It is also advisable to write to SABU to advise it of their concern and to whom they have reported it.

WHAT TO DO IF ABUSE IS REPORTED

13. If a child tells a coach or official that he or she is being abused they should
 - a. stay calm;
 - b. not promise to keep it to themselves;
 - c. listen to what the child has to say and take it seriously;
 - d. only ask questions if they need to clarify what the child is telling them: they should not ask the child about explicit details; and
 - e. make a detailed note of what the child has told them but should not delay in passing on the information.

GOOD PRACTISE WHEN DEALING WITH CHILDREN IN SHOOTING

14. All coaches and officials should adhere to the following:
 - a. Avoid situations where they and a child are alone. It is acknowledged that occasionally there may be no alternative, for example a child may fall ill and have to be taken home. It is stressed, however, that one to one contact must never be allowed to occur on a regular basis.
 - b. Avoid physical contact as much as possible when coaching children on or off the firing point. If physical contact is necessary (for example when teaching new shooting positions etc.) they should first ascertain the child's and parent's/caregiver's views on this.
 - c. Make sure they have another adult accompanying them if it is necessary to do things of a personal nature for children who are young or who are disabled. They should get the child's consent if at all possible and certainly get consent from the parent / carer. They should let the child know what they are going to do, and why.

- d. Ask parents/caregivers and/or nominated club officials to be responsible for children in changing rooms or overnight accommodation. They should get teachers/coaches/club officials to work in pairs if classes or groups of children have to be supervised in a changing room or overnight accommodation.
 - e. Insofar as it is reasonably possible, ensure that mixed teams are always accompanied by male and female coaches/club officials.
15. If the procedures and guidance contained here are implemented properly, they can offer safeguards to everyone involved in shooting and, in doing so, help to maintain the good name and credibility of SABU and the target shooting sport.