

BWPI

Summer Competition

Manual 2023 / 2024

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Appendices

1. Welcome to 2023/24 Junior Summer Competition

The Brisbane Water Polo Association Inc. (**BWPI**) are pleased to provide the BWPI Junior Summer Competition Manual for 2023/2024. This manual provides the approach to the season, the principles of the competition and the competition expectations of all players, parents, officials, clubs and stakeholders.

A firm reminder that BWPI Summer Competition is structured for players to play for both school and club. All Players should have the opportunity to play at a level of competition consistent with their maturity, skills and aspirations but also with their schoolmates and club teams.

The U12 to U18 are Age Divisions. Schoolgirls and A Grade are Grade Divisions.

The BWPI Summer Competition 2023/2024 aims to promote the sport of water polo through the quality of games rather than the quantity of games. Expanding in this direction, this year BWPI are introducing a Schoolgirls Divisions as another special Divisions category alongside the Division. The BWPI remains a single competition that is developing to respond to the aspiration of our players, clubs and schools.

In recognition of the rapid development of our youngest age division, this year we will be running two blocks of fixtures for U12 Boys and Girls. The first half of the season will be round robin, followed by a final ladder round. Returning in 2024, teams will be graded into divisions for a final run to the finals.

While not directly involved in club and school decisions and selection processes, this year BWPI is emphasising approaches that provide positive experiences and protect the well-being of participants. Clubs and school are encouraged to take note of the following:

- (a) Clubs and Schools must provide referees and other officials to support the competition. Water Polo Queensland are responsible for accrediting all referees, table officials and coaches; every club and school should be identifying new referees and then seeking support from Water Polo Queensland to get these people accredited prior to, or within the first four weeks of the start of the competition.
- (b) If referees are not provided for the game by the school or club, then the Coaches will be required to referee the game.
- (c) The maximum number of games an athlete can play for a single club or school is 2 unless an exemption has been approved.
- (d) Clubs should consider the safety of all players and encourage them to take time to warm up and receive coaching instructions before and after the game.
- (e) The number of games and teams a player participates in (within the BWPI rules) should be entirely at the discretion of Parents and Players.

BWPI continues to be one of the most successful grass roots competitions in Australia. Our commitment is to fostering positive participation, talent and growth of the sport of water polo. Opportunities for new players to participate and to retain the engagement of all our returning junior and senior players in a competitive sport remains our focus.

Goodluck for the 2023/24 season –

The BWPI Committee

2. Preamble

This Handbook forms the by-laws for the BWPI 2023/24 Juniors Summer Competition and has been Sanctioned by Water Polo Queensland.

3. Competition Format – Juniors

- (a) The Competition Manager is the BWPI Committee Executive plus the Vice President -Juniors, with authority for game day preparation and management delegated to its employees and agents. All competitions correspondence is to be submitted to competitions@brisbanewaterpolo.org.au. Exemption requests or matters requiring BWPI Committee consideration or approval are to be submitted to secretary@brisbanewaterpolo.org.au AND competitions@brisbanewaterpolo.org.au.
- (b) Key dates and activities are:

Summer Junior Competition

Season Briefing (Clubs & Schools)
Call for Team Nominations
Draft Games Schedule Released
All teams Locked in Revolutionise
Grading Games Schedule Released

Key Dates 2023/24

22 August 2023
Open 1 August Close 7 September 2023
22 September 2023
4 October 2023
5 October 2023

Season

Grading Games
Round 1-5 (Term 4 2023)
Round 6-10 (Terms 1 2024)
Schoolgirls Divisions (Term 4 2023)
Finals Playoffs

7 October & 14 October
21 October – 18 November 2023
3 February 2024 – 2 March 2024
13 October – 24 November 2023
9 March (Qtrs), 16 March (Semi), 23 March (GF)

The BWPI Summer Juniors is a single competition run over two periods. This model is adopted across many sports to avoid holiday periods. The Schoolgirls Divisions are shorter and will only occur in 2023.

4. Competition Dates

4.1 Juniors Divisions & Grade Competition Dates

Summer Competition

15 weeks duration

- No clashes with holidays

2 weeks of Grading

- 2x 4-minute halves (2min ½ time)
- Four games per hour (5 min break)

10 weeks of fixtures

- Targeting 11 teams per Division or Competition

3 weeks of finals

- Quarter finals, Semi-finals, Grand Final
- Divisions of less than 8 will only have Semi's and Finals





4.2 Team composition

- (a) BWPI will use FINA rules of 6 v 6 field players for all competitions.
- (b) A team is comprised of up to 17 players with 13 players (14 with two dedicated goalkeepers) allowed on the pool deck per game. Dedicated goalkeepers are not to play any field position, in any game under any circumstances (including if the team has players unavailable to play).
- (c) Players can play up to be selected in teams three years above their true age group should they demonstrate the required skill and capabilities. For example, a true age U14 player, can also play in the U15, U16 and U17 (see maximum below). Clubs should take into consideration the safety of players when selecting teams.
- (d) The maximum number of games a player can play on a single day is three (3) across both school and clubs. This rule is in place to facilitate players to be able to enter both school and club teams.

Water Polo is a strenuous sport and playing additional games with little time to warm up and cool down between games is not the intent of this rule. Teams should take time to warm up/cool down, socialise and spectate in between games in order to foster connections across the Water Polo community. BPWI does not support extended selection periods or trials.

- (e) Teams registered with less than 10 players may be required to provide justification and final registration may not be granted. BWPI will be monitoring fill-in players during the season, a lower number of team members registered is not to be consistently supplemented by players from other age groups.

4.3 Match times

- (a) Games will commence strictly on the advertised game time, no allowance for teams to be in position is required.
- (b) Standard fixture games do not need to continue for a winning result.
- (c) If the scores are tied in a game requiring a winning result (ie. quarterfinals, semi-finals and medal matches) then a Penalty Shoot-out will apply. No extra time will be played.
- (d) Time-outs will only be permitted in quarterfinals, semi-finals and medal matches, with two timeouts allowed per team.
- (e) Schoolgirls Division are 7 minutes running time. Other games are listed as below.
- (f) BWPI reserves the right to amend game time format in consultation with impacted clubs and teams as required.

Age Division	Running	Actual	Game format
U12	✓		7 minutes running
U13	✓		7 minutes running
U14 (other Divisions)	✓		7 Minutes running
U14A-Grade		✓	5 minutes actual
U15	✓		8 minutes running
U16A-Grade		✓	6 minute actual
U16 (other Divisions)	✓		8 minutes running
U17	✓		8 minutes running
U18A-Grade		✓	7 minutes actual
U18 (other Divisions)	✓		8 minutes running

5. Competition Rules – General

5.1 Water Polo Australia & Water Polo Queensland Rules, Policies & Procedures

- (a) The BWPI Summer Competition 2023/2024 will align with Water Polo Australia published rules and to state governing body policies and procedures.
- (b) Water polo in Australia follows the rules of the sport as set out by the international governing body, World Aquatics. A link to the Competition Regulations as at 21 February 2023 can be found [here](#).
- (c) To facilitate skill development and learning progression towards FINA rules as well as to accommodate local limitations such as pool space, modifications to the international rules are applied for targeted groups in domestic competitions. A link to the modified sport rules and the rational for their introduction can be found [here](#).

Note that this publication only references certain age groups for BWPI purposes these rules apply to all divisions as determined to be relevant and appropriate by BWPI.

- (d) Water Polo Queensland policies and procedures, including those for the Member Protection Policy, Video & Photography, Registration & Insurance Fees, Code of Conduct and Disciplinary Procedures can be found [here](#)

6. Competition Rules – BWPI 2023/2024 Specific

6.1 Registrations – Individuals

- (a) All players, coaches and managers **MUST** be registered with BWPI, WPQ and/or WPA as either a player or official, and hold a blue card, before participating in any competition or training activity.
- (b) There is **NO** grace period for player, coach or manager registrations.
- (c) Teams found playing unregistered players will record an automatic forfeit for that match.
- (d) All individual registrations are to be completed via Revolutionise.
- (e) No player will play more than three games in a single day in BWPI summer competition.
- (f) The maximum number of games an athlete can play is 2 games for a single club or school noting the preference is for a player to be registered for one game with a club and one game with a school:
 - (i) If a player attends a school that does not have registered teams playing in the age group or competition, then they can play all three games for their Club; and/or
 - (ii) The player applies for an exemption from the BWPI Management Committee to play 3 games with a single club or school. This request for exemption must be by written request to the BWPI committee and signed (or supported by email evidence) by both the Club's President and the player's parents/player. The criteria for exemption will need to address the player's capacity to play more than two (2) games and the reason for the school affiliated Club or Club's willingness to support such play.

This rule has been developed for the purposes of player safety and wellbeing.



6.2 Junior & Grade Divisions age qualifications

- (a) Players from the following years qualify to play in the BWPI competition.
- | | |
|-----------------------------------|----------------------------------|
| U12 Boys & Girls | (Born 2012 – 2014) |
| U13 Boys & Girls | (Born 2011 – 2014) |
| U14 Boys & Girls incl. A-Grade | (Born 2010 – 2013) |
| U15 Boys & Girls | (Born 2009 – 2012) |
| U16 Boys & Girls incl. A-Grade | (Born 2008 – 2011) |
| U17 Girls | (Born 2007 – 2010) |
| U18 Boys & Girls incl. A-Grade | (Born 2006 – 2008) |
| Schoolgirls Year 7 (New Starters) | (Year 7 and Year 6 by exception) |
| Schoolgirls Juniors | (Year 7-9) |
| Schoolgirls Seniors | (Year 9-11) |
| Schoolgirls Opens | (Year 9-12) |
- (b) Exemptions to play outside of age will only be considered if submitted in writing. As a general rule exemptions will only be granted in exceptional circumstances and where the player, parent, school have consented and BWPI has assessed the safety of all players.

6.3 Registrations – Teams

- (a) A Team is provisionally registered upon receipt of an Expression of Interest via BWPI EOI process.
- (b) A team is comprised of up to 17 players with 14 players (with 2 dedicated goalkeeper) per team allowed on the pool deck per game.
- (c) Once a team is registered, has paid the team entry fee and the competition has commenced, no refunds will be granted.
- (d) Team names should not indicate the division or grade name (ie. Objects, animals or colours, not U14B)
- (e) Teams can be notionally nominated in the following Divisions and then subject to grading games placed within each Age Group:

“Division 1” – Highly Competitive Focus.

“Division 2” – Competitive Focus.

“Division 3” – Competitive Focus.

“A-Grade” – Highly Competitive focus for U14, U16, U18

Note: There is no grading for Schoolgirls and A-Grade Divisions (although an A-Grade team can request to move to Division 1 following the first week of Grading Games only). A team can be graded from Division 1 to A-Grade to balance the competition at the discretion of the Grading Committee.

- (f) For Age Divisions, scoring will commence from Round 1 (21 October) onwards.
- (i) Players cannot play additional games in the same age division
 - (ii) Players may be moved between teams only after written approval from the BWPI Committee. This is to allow for movement of players to better suit their ability/development or due to injury.
 - (iii) Clubs may request the movement in writing, with justification of the movement, to Competitions@brisbanewaterpolo.org.au



6.4 Final Acceptance of Teams

- (a) Final Acceptance of Teams will take into consideration of:
 - (i) The capacity and compliance of the club or school to meet BWPI rules.
 - (ii) The number of team members registered in comparison to the size of the club or school. Teams registering in multiple divisions with teams not consistent with standard team numbers may be asked to provide justification.
 - (iii) The club or school identifying a list of referees who are accredited and/or have registered to be accredited as a referee (see Section 8) and be prepared to undertake the time required for the club or school to meet its obligations.
 - (iv) Teams registered with less than 10 players may be required to provide justification and final registration may not be granted. BWPI will be monitoring fill-in players.
- (b) BWPI will not accept the registration of teams that play in one age division of the competition and then attempts to play 7 or more members of that same team in any other age division. For example, an U13 team cannot register as a team for a second game in the U14 and/or U15 divisions. An exemption may be available upon written request to the BWPI Committee, it must be signed by both the Club's President and the Coach and include a detailed explanation as to why it is essential for the team to be allowed to be registered. Please note that: a club or school that has met its referee obligations in the past season and is doing so in the current season would be eligible to make such an exemption request.

6.5 Grading/Divisional formation

- (a) Clubs can initially nominate the grade of each team in the principle that that team is best suited to provide balance to the competition and the selected division. Players must still only play once per week in an Age Division however may play additional games in a different age division
- (b) Grading will occur as follows:
 - 2 x 4-minute halves for U13 – U18 Age Girls Divisions
 - 2 x 6-minute halves for A-Grade, if required or requested.
 - No Grading for Boys U13-U18 Divisions unless the number of teams require it.
 - No grading for U12 Boys and Girls until completion of the after 18 November.
- (c) Initial grading games shall be on the basis of the agreed last season performance and information provided prior to the season. Consideration of fixtures will include input from the BWPI Grading Committee made up of senior coaches and officials from across the Brisbane Water Polo community.
- (d) Members of the BPWI Grading Committee for 2023/24 Summer Junior Competition are:
 - (i) Aleks Osadchuk
 - (ii) Nicola Johnson
 - (iii) Pheobe Powell
 - (iv) Madi Wall
 - (v) Zac Hudson
- (e) Teams who played off in the grand final in competitive age groups will be considered for grading into the higher division the following year. Not all teams may be required or provided grading games.
- (f) It is possible where Clubs have two or more teams in the same age group, grading may result in teams playing in the same division.
- (g) Grading is at the BWPI's absolute discretion and their decision is final.



6.6 Coaching Staff

- (a) All Team Coaches **MUST** be accredited or be in the process of attaining this accreditation from Water Polo Queensland. It is recommended that coaches in the process of acquiring accreditation be mentored by Senior Accredited Coaches within your Club/Association.
- (b) All Coaches **MUST** have a valid Blue Card and it **MUST** be uploaded to and validated by BWPI.
- (c) Coaching Staff may be required to Referee their game should insufficient Referees be available.

6.7 Table Officials

- (a) Each participating team must supply one (1) accredited Table Official for their own match as part of the duty requirements.
- (b) Schools/Clubs must ensure that their appointed Table Official can complete the duties of the Table without supervision or assistance from the Pool Coordinator. If the appointed Table Official is inexperienced and/or has not completed the WPA Officials course, the School/Club must supply an accredited and capable person to support/assist the appointed Table Official.
- (c) This activity is a volunteer task to encourage parental participation and to keep BWPI costs down. A free online training course is available via the following link: <https://www.waterpoloaustralia.com.au/get-involved/officials/>
- (d) Failure to supply appropriate Table Officials may result in a game delay, part or whole forfeiture of the match and/or a deduction of three (3) competition points.

6.8 Referee Responsibilities

Also refer to Section 9.

BWPI will roster referees for the competition to ensure referees are allocated at the appropriate level game.

All schools/clubs must provide enough accredited referees to officiate the same number of games on each game day as the number of teams they have entered in the competition by the school/club. E.g., 10 teams entered, 10 games need to be officiated each week. Noting this **does not** include assessment and mentoring duties performed by Advanced Referees.

A deduction of three (3) competition points may be applied per "game in breach" for repeated failure to adequately provide sufficient Referee hours to support the smooth running of the competition.

6.9 Pre-game responsibilities

- (a) Five (5) minutes prior to the scheduled commencement time of any game the coach or team managers must ensure:
 - (i) The team representative has reported to the desk to act as timekeeper or game secretary.
 - (ii) The match has two sufficiently experienced Referees and, if not, the club or school must provide an alternate referee. In the event a referees cannot be provided, then the more senior and/or experienced coach will be required to referee the game (or shared by coaches if agreed or directed by a BWPI official). If a Coach or Team Manager refuses to referee the game, then the game may be forfeited. The coach may be also be issued a red card and/or a deduction of three (3) points may be applied to the team/s.
 - (iii) The team is ready to commence the game wearing appropriately coloured caps.
 - (iv) A coach, manager or club official must ensure all players details listed on the score sheet at the score table are correct (name, cap number, attendance) before the start of the game. Any additional players must be registered to have their name written onto the score sheet. Any alterations to the score sheet must be initialled. The coach, manager or club official must sign the score sheet to confirm player details are correct to minimise errors in Revolutionise.



- (l) Team Managers must ensure that all nominated players on the card are in attendance by:
 - (1) Placing a tick to the right of the Player's name prior to the game beginning.
 - (2) Confirming that the player can enter the pool. An individual sitting on the bench unable to play due to injury/illness is not deemed as able to play.
 - (3) Striking off all players not in attendance.
- (b) Any nominated players on the game that are not in attendance by half time must be struck off the card to enable reconciliation of the Game Card and Revolutionise records. Players not in attendance by the end of the half time break are ineligible to participate in the game.
- (c) Where requested by a referee, each team must line up in cap number sequence for player inspection. The first named team for any match on the scorecard must wear white/light caps and must commence to the right side of the table when looking at it. The second team mentioned in the fixture must wear blue or dark coloured customised caps.
- (d) Should, in the opinion of the referee/s or the Pool Controller, the cap colours of both teams are deemed to be too close to enable clear distinction by the referees and/or athletes then the second named team shall wear an alternate cap as follows: •
 - (i) Alternative customised set acceptable to the referee.
 - (ii) Blue caps.
- (e) Any fill-in players must not exceed the maximum number of games allowed for under BWPI rules (maximum of 2 for a single club or school). Fill in players will not be eligible for finals within a team without written exemption from BWPI.

6.10 In game responsibilities

- (a) At the scheduled game commencement:
 - (i) Each team shall line up on their respective two (2) metre lines for all Age Divisions and field line for A-Grade and Schoolgirls Divisions.
 - (ii) A team is ineligible to compete unless they have a minimum of five (5) athletes in the pool
 - (iii) All games will start at the scheduled start time provided at least one (1) team is in the water and ready to start.
 - (iv) If neither team is in the water and ready to start the referee shall request the timekeeper to start the game clock at the scheduled start time. The referee shall also drop the ball at the halfway line when at least one (1) team has properly lined up.
- (b) If after the scoring of the first goal, the opposing team does not have sufficient athletes in the pool to re-commence play the game shall be deemed a forfeit.
- (c) Club officials, including coaches and managers, are the only representatives who can approach the Pool Coordinator. No approach under any circumstances can be made directly to the referee/s. If this does occur the referee may apply the penalty as described in the Sanctioning Procedure.
- (d) BWPI may, at its discretion impose competition point penalties of a maximum of three (3) points per game for rule or code of conduct violations.

6.11 Post-game responsibilities

- (a) The team managers must enter attendance for each of their respective teams in to Revolutionise before the end of the Game.
- (b) The Team Manager for the white cap team is required to enter the final score. All Team Managers are granted access to Revolutionise for attendance.
- (c) Score disputes are to be notified within 48 hours and will be assessed and amended as appropriate.

6.12 Caps & Games Cards

- (a) Game Cards are pre-printed therefore Clubs/Managers must have team lists locked into Revolutionise
- (b) Players must wear the cap number as allocated on the card. No swapping caps numbers except for Goalkeeper changes during a game.
- (c) Any additional entries to the game card on the day must include the Player's Name and must be clear and legible on the card.
- (d) Failure to comply with correct Player nominations or false declarations may result in a Forced Forfeit of the match and may jeopardise players' finals eligibility and sanctioning of individuals/club involved.
- (e) Non WPQ/WPA registered members will be deemed ineligible and as such the team will forfeit the match in question.

6.13 Rescheduling of Matches

- (a) If teams need to reschedule a match, the obligation is on the team requesting the reschedule to agree a new date, time and venue with the opposing team. Upon timely notification (3 days before the rescheduled game), BWPI will provide referees for this game.
- (b) The rescheduled match needs to take place within 1 week of the originally scheduled game to avoid a forfeit for the requesting team.
- (c) For clarity:
 - (i) Both teams need to make reasonable efforts to reschedule the game. However, if the match cannot be rescheduled within the 1 week, the requesting team will have forfeited this game.
 - (ii) If both teams agree in writing to a new date, the onus is on both teams to play the game on that new date. The team that defaults for the newly agreed date will forfeit the rescheduled game.

6.14 Competition Points

- (a) Points are awarded from Week 1 – 21st October 2023.

The following points are awarded:

Win	=	4points
Draw	=	2 points
Loss	=	1 point

Forfeit/Disqualification = 0 points. If forfeiting with less than 24 hours' notice may incur 3pt penalty.

Note: in the event of a Forfeit/Disqualification, the goal margin will be 5 – 0. In case of a double forfeit, both teams will get 0 points.

6.15 Group Positions

Team Ladder and positions will be decided on Win Ratio (Percentage)

$$\text{Win Ratio (\%)} = \frac{\text{Total Points Awarded}}{\text{Total Points Available}}$$

- (a) The team having the highest Win Ratio being at the top of the table and the team having the lowest Win Ratio being at the bottom. The scores will be published as soon as practicable possible after the game. Teams have until 5pm of the Second Business Day to lodge a protest to any incorrectly published results; thereafter the results stand.
- (b) All protests must be lodged via email to competitions@brisbanewaterpolo.org.au

In the event of teams within the same division playing a different number of games during the competition, and/or if 2 or more teams have equal (average) points, a match ladder determination will be made based on the established hierarchically as follows:

- (a) The difference in the results between the two teams and other teams in contention during the ordinary (fixtures) season.
- (b) Goal difference is the difference between the total number of goals scored by and against all teams in the competition.
- (c) If still the same, the teams will play a play-off game which may be concluded by a penalty shoot-out to determine the ranking.

6.16 Notification of forfeits

Notification of forfeits in all competitions must be made in writing to the BWPI Competition Manager at least 24 hours prior to the scheduled match time. If 24 hours' notice is not provided a penalty of 3 competition points may be incurred.

If a team forfeits for the first round of finals, all lower ranked teams will be promoted to fill the spot of the forfeiting team.

If a team forfeits during a subsequent round of finals, the team defeated in the previous final round by the forfeiting team will be promoted. If the promoted team is unable to play, the original forfeit will stand.

6.17 Finals Eligibility

Players must have participated in at least half of the team's scheduled matches to be eligible for finals (e.g, for 10 games, each player needs to have played at least 5 games). The number of matches will be determined by correct nomination by the Team Manager on the Game Card and Revolutionise Records.

For injured players and players who switch clubs or join late an exemption can be sought by making an application to the BWPI Committee at least one week prior to finals via email to secretary@brisbanewaterpolo.org.au

6.18 Sunscreen, Nail and Mouth Guard Policies

All players and officials are encouraged to follow sun safety guidelines. Players are to use alcohol-based sunscreen that is non-slippery in accordance with the [WPA Sun Protection Policy](#)

Players are to ensure that before the start of each match that they have cut their toe and fingernails to ensure they have short and not sharp nails for the duration of the match. Nail checks will be conducted throughout the season and coaches and managers are also encouraged to check players nails. Any player found to have unacceptable toe and/or fingernails will not be allowed to participate further until their nails have been deemed safe by the referees.

Mouth Guards are not compulsory, however are strongly encouraged.

6.19 Inclement Weather Policy

Notices regarding the cancellation of matches and/or rounds will be communicated via social media. These notifications will appear on the BWPI Website and Facebook Page

Facebook Link: <https://www.facebook.com/brisbanewaterpoloinc/>

Website Link: <http://bwpi.org>

If there is inclement weather leading up to game day a decision will be made by 7am on the day to advise if games are not proceeding, Clubs will be advised via BWPI social media website platforms.

- (a) **Unplayed** matches will be recorded as a 5-5 draw for all teams affected (no game), a team with a scheduled bye on a round unplayed will not be affected and the bye will remain.
- (b) In the event of a match that is **interrupted** by inclement weather or COVID-19, a draw will stand if the match:
 - (i) **did not reach half time** before interruption – no game.
 - (ii) **reached half time** the result will be recorded when play is stopped.

7. Photography

As a Water Polo Queensland sanctioned competition, BWPI is required to adhere to all policies including the video and photography policy:

[WPQ Video and Photography Policy](#)

Only one official photographer per club/team is permitted on pool deck at any one time.

Approved BWPI officials may take photos on game days consistent with the policy and publish these on the BWPI website and/or social media.

Where a player/family has requested not to be photographed, the individual and/or Club is required to notify BWPI and ensure they provide the age group/team name/cap number to the Competition Manager competitions@brisbanewaterpolo.org.au

8. Health and other Emergencies

BWPI will follow the advice and guidelines as directed by Queensland Health and the Department of Sport and Recreation for any emergency event. The guidelines are open to change and variation.

All clubs must comply with a Covid-safe checklist and the specific requirements of each venue where required.

Clubs are strongly advised to keep monitoring the situation and ensure that contact tracing is in place in the event of a positive test.

BWPI will communicate to all clubs and members at the earliest possible time regarding the most up to date restrictions and requirements to ensure the safety and well-being of all members remains our priority.

9. Referees

9.1 Referees – General

Referees play an important role in ensuring a fair, safe and enjoyable competition. **ALL** referees are to act as a neutral party.

- (a) All referees must be accredited or in the process of accreditation.
- (b) All BWPI nominated referees who are in the process of acquiring accreditation must be mentored by a Senior Accredited Referee.

The appointed game referees will:

- (a) Control the game to ensure the rules of the game are followed, in a safe and fair manner;
- (b) Refer operational issues (including minor injuries and red cards) to the Pool Coordinator;
- (c) Document serious offences (e.g., brutality, injuries) and make this promptly available to firstly the Pool Coordinator and secondly to the BWPI Competition Manager.
- (d) Check and sign the game card as a true reflection of the game.
- (e) Complete the required WPQ JotForm and upload prior to the commencement of the game.

BWPI will roster referees for the competition to ensure referees are allocated at the appropriate level game.

All schools/clubs must provide enough accredited referees to officiate the same number of games on each game day as the number of teams they have entered in the competition by the school/club. E.g., 10 teams entered, 10 games need to be officiated each week. Noting this **does not** include assessment and mentoring duties performed by Advanced Referees.

9.2 Payment Schedule

Role	Level of Accreditation	Payment Rates
Pool coordinators (Valley & Somerville)		\$30 per hr.
Pool coordinators (All other double pools)		\$30 per hr.
Referee Mentors	Mentors paid at rate commensurate with there accreditation as a referee.	\$25 per hr.
Referees	Game Time Allocated	Pay rate per Game
U12, U13 and U14 other divisions	40 mins	
	Community	\$17
	Development	\$23
	Advanced	\$28
U15, U16 and U17 other divisions	45 mins	
	Community	\$19.13
	Development	\$25.88
	Advanced	\$31.50
U14, and U16 A Grade	50 mins	
	Community	\$21.25
	Development	\$28.75
	Advanced	\$35.00
U16 A Grade	60 mins	
	Community	\$25.50
	Development	\$34.50
	Advanced	\$42.00

- Payments will be made in fortnightly instalments. Referees will be provided a report of all games officiated jupon request.
- All Referees must complete the “**Statement of supplier**” form to ensure payments can be made as an honorarium. See this: [ATO Statement of Supplier link](#) This form must be submitted to the competitions manager

10. Pool Coordinators

- Each venue will have designated personnel to coordinate the running of the BWPI Competition. Each Pool Coordinator will have first aid and CPR qualifications. General duties of Pool Coordinators include but are not limited to the following:
 - Ensure the Venue is set up for the commencement of matches in liaison with the other Coordinators.
 - Ensure that all game cards are correct and ready for use before the commencement of games.
 - Ensure that all game cards are completed correctly and signed by **ALL** officials.
 - Receiving and completing all incident reports.



- (v) Facilitate the delivery of all completed game cards to the BWPI Competitions Coordinator as soon as possible after the final match of the round.
- (vi) To be a point of contact for queries from Teams and Clubs on pool deck.
- (vii) Assist with First Aid and injury management in conjunction with the pool operators as required.
- (viii) Be on pool deck to assist Table Officials with the Duty Club with the correct procedure to follow as Timekeeper or Secretary.
- (ix) Ensure the venue is packed down at the conclusion of matches in liaison with the teams participating in the last matches of the day.
- (x) Make, in conjunction with the pool operators and BWPI President, calls to postpone/abandon matches due to thunderstorms and/or inclement weather.

All incidents (injury, inappropriate behaviour, concussions etc.) must be recorded on the incident or injury report forms provided immediately following the end of the game, if not during the game.

11. Sports Integrity

- (a) Sport is an Australian way of life. It brings people together, regardless of any differences in language, ability, culture and beliefs, and provides physical, social and economic benefits.
- (b) For those reasons, it's critical that we keep Water Polo safe and fair, for everyone who participates.
- (c) Threats to sports integrity include things like illicit drug use, doping, competition-manipulation and behaviours that impact people's positive experience of sport, such as discrimination or abuse.
- (d) Integrity in sport means that athletes, supporters and fans can participate and celebrate sport, confident in the knowledge that they are part of a safe, fair and inclusive environment.
- (e) Water Polo takes integrity seriously.
- (f) All our members and participants have an obligation to protect and maintain the integrity of sport, as well as the health and wellbeing of people who participate.
- (g) We work closely with Sport Integrity Australia, the national agency established to protect sport against integrity threats. For more information visit the [Sport Integrity Australia website](#).

12. National Integrity Framework

All core policies, including the National Integrity Framework Policies, can be accessed in the table below.

National Integrity Framework

[National Integrity Framework Policy](#)

[Member Protection Policy](#)

[Improper Use of Drugs and Medicine Policy](#)

[Child Safeguarding Policy](#)

[Addendum 1](#)

[Competition Manipulation and Sport Wagering Policy](#)

WPA Core Policy Framework

[WPA Personal Grievances Policy](#)

[WPA Conduct and Disciplinary Policy](#)

[WPA Code of Conduct](#)

[WPA Review and Appeals Policy](#)

[WPA National Selection Policy](#)

WPA Ancillary Policies

[Water Polo Membership and Registration Policy](#)

[WPA Whistleblower Policy](#)

[WPA Privacy Policy](#)

[Social Media Policy](#)

[Sport Australia Integrity Guidelines](#)

[Complaints, Disputes and Discipline Policy](#)

[WPA National Selection Appeals Policy](#)
[WPA National Age Group Selection Policy](#)

All other policies and guidelines can be found [here](#).

12.2 Reporting Integrity Issues

Everyone from athletes, parents, support personnel, administrators and supporters play a role in protecting the integrity of our sport.

In 2022, Water Polo signed up to the National Integrity Framework, which is a suite of integrity policies developed by Sport Integrity Australia, and an independent complaint handling process. This means that from 1 July 2022, concerns or complaints about alleged integrity breaches can be reported directly to Sport Integrity Australia by filling out the webform on the [Sport Integrity Australia website](#).

Water Polo Australia will continue to handle all non-National Integrity Framework related matters, such as Selection Policy Disputes (not applicable for BWPI). You can find more information about who manages what sort of sport complaints [here](#). A more detailed flowchart outlining how the complaints and reporting process works can be seen [here](#)

12.3 Policy Information

12.3.1 Anti-doping

Anti-doping rules apply to all participants of our sport from elite down to grassroots. All members must be aware of, and have a basic understanding of, their obligations in regard to anti-doping. The Sport Integrity Australia website has a range of information and resources to assist, including:

- (a) information about supplements - [click here](#)
- (b) applying for a Therapeutic Use Exemption - [click here](#)
- (c) submitting Whereabouts information - [click here](#)
- (d) information about athlete testing - [click here](#)

The Water Polo Australia anti-doping policy is the Australian National Anti-Doping Policy, effective 1 January 2021, can be found [here](#) on the Sport Integrity Australia website. All members, participants and non-participants in the sport of water polo are bound by these rules.

12.3.2 Improper Use of Drugs and Medicine

The improper use of drugs and medicine in sport, including the use of supplements and the provision by unqualified and unauthorised people are a risk to the health of athlete and the integrity of sport.

To counter these risks, we have put in place an Improper Use of Drugs and Medicine Policy which ensures:

- (a) Medical practitioners working in our sport are accredited and qualified to fulfil their duties
- (b) Medicines are used in appropriate ways
- (c) Safe use of supplements which comply with the World Anti-Doping Code
- (d) Illegal drug use is prohibited in our sport

For more information, [check out the Improper Use of Drugs and Medicines Fact Sheet](#).

[Click here for information to help 13-17 year old's understand the Improper Use of Drugs and Medicines Policy](#)

[Click here to view our Improper Use of Drugs & Medicines Policy](#)

12.3.3 Competition Manipulation and Sports Wagering

Manipulating sports competitions, commonly known as 'match-fixing' is when someone alters a sporting competition to remove the unpredictable nature of the competition to obtain an undue advantage, or benefit.

People are motivated to manipulate competitions for a variety of reasons such as to get a better draw in a round-robin tournament (often referred to as tanking) or to avoid relegation to a lower competition. Another reason people manipulate competitions is to profit through betting markets by underperforming intentionally.

In Australia, the manipulation of sporting competitions can also result in a criminal conviction and up to ten years in jail. Participants of a sport involved in manipulating competitions will also likely face a long ban from sport. More information can be found on the [Sport Integrity Australia website](#)

For more information, check out the [Competition Manipulation & Sports Wagering Fact Sheet - click here](#)

[Click here for information to help 13-17 year old's understand Competition Manipulation and Sports Wagering Policy](#)

[Click here to view our Competition Manipulation & Sports Wagering Policy.](#)

12.3.4 Safeguarding

Participation in sport should be safe for all. We are committed to ensuring that people in sport, including children, are treated with respect and dignity, and are protected from bullying, discrimination, harassment or abuse.

The Child Safeguarding and Member Protection highlight the important legal and governance responsibilities in relation to child safety and member protection.

BWPI, in association with Water Polo Queensland and Water Polo Australia also supports Child Safe Sport awareness through promotion of the Play By The Rules 'Start to Talk' Campaign, the details of which can be found [here](#).

BWPI support and enforce all Water Polo Australia safeguarding policies and procedures, as outlined below.

[For more information on Child Safeguarding check out the Child Safeguarding Fact Sheet - click here](#)

[Click here for information to help 7-12 year old's understand the Child Safeguarding Policy](#)

[Click here for information to help 13-17 year old's understand the Child Safeguarding Policy](#)

[Click here to view our Child Safeguarding Policy](#)

[Click here to view the South Australian Addendum](#)

[Click here for our Child Transportation Permission Slip](#)

[For more information on Member Protection check out the Member Protection Fact Sheet - click here](#)

[Click here for information to help 7-12 year old's understand their rights in sport](#)

[Click here for information to help 13-17 year old's understand their rights in sport](#)

[Click here for information to help 13-17 year old's understand the Member Protection Policy](#)

[Click here to view our Member Protection Policy](#)

12.4 Breaches of Integrity Policies

All alleged breaches in relation to the WPA National Integrity Framework and associated integrity policies will be managed under the WPA Complaints, Disputes and Discipline Policy.

12.5 Complaints, Disputes and Discipline Policy

The Water Polo Australia Complaints, Disputes and Discipline Policy sets out the process for resolving complaints arising from a breach of an eligible policy.

Complaints in relation to breaches under the National Integrity Framework will be managed independently by Sport Integrity Australia.

For more information on what a breach under the National Integrity Framework is, check out the [Prohibited Conduct Fact Sheet - click here](#)

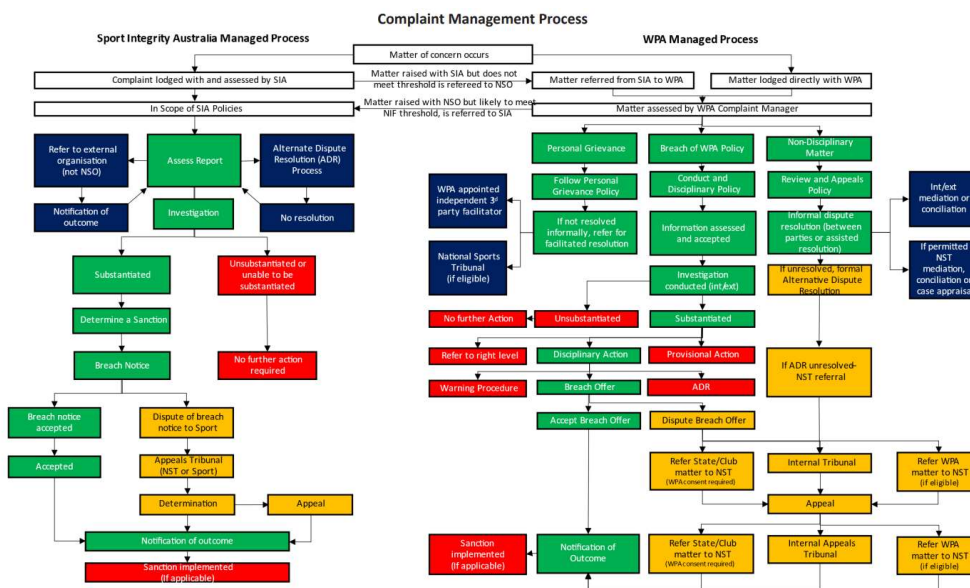
For more information on the Complaints, Disputes and Disciplines Policy check out the [Complaints, Disputes and Disciplines Fact Sheet - click here](#)

Click [here to view our Complaints, Disputes and Disciplines Policy](#).

12.6 Lodging a Complaint

Below are some simple tips to remember when considering lodging a complaint

- (a) Anyone can make a complaint.
- (b) Complaints help us take action against people who aren't upholding the integrity standards of our sport. By speaking up you are protecting all other people around you.
- (c) Only complaints relating to alleged breaches of prohibited conduct under the National Integrity Framework can be submitted to Sport Integrity Australia.
- (d) Complaints can only be actioned by Sport Integrity Australia if the person who allegedly committed the behaviour is bound by our sport (i.e., they must have agreed to be bound by the policy via membership or agreement).
- (e) Complaints can only be actioned by Sport Integrity Australia if the alleged conduct occurred after 1 July 2022.
- (f) Complaints relating to selections, governance, personal grievances, whistleblower or code of conduct are not covered under the National Integrity Framework. Complaints of this nature should be submitted to the BWPI in the first instance or at the level the incident or the subject of the complaint occurred.
- (g) For the BWPI 2023/24 Summer Competition, it would be the Brisbane Water Polo Association Inc.
- (h) The BWPI has a dedicated Member Protection Officer (MPO) who is available to support all members of the association, whether they are players, officials or other interested parties. All concerns can be raised by contacting the MPO via email at integrity@brisbanewaterpolo.org.au
- (i) Further information regarding the BWPI Compliant Management Process, aligned to the Water Polo Australia process, can be found [here](#).
- (j) The Water Polo Australia Complaint Management Process is outlined below.



(k) More information is available on [Sport Integrity Australia website - click here](#)

To report a breach of an integrity policy, submit directly to Sport Integrity Australia via:

- (i) **Sport Integrity Australia website**
- (ii) **Phone: 1300 027 232**

Brisbane Water Polo Incorporated**CODE of CONDUCT****CLUBS AND AFFILIATE CLUBS/SCHOOL RESPONSIBILITIES**

1. Clubs and clubs (Schools) shall be responsible for the conduct of their office bearers, officials, players, player parents/guardians, members and the spectators who support the Clubs and affiliate clubs.
2. Any Club or affiliate club official, player, player parent/guardian or other person associated with the club and affiliate club making statements to the press or media that are considered to be injurious or prejudicial to the character or interests of other officials, players, player parents/guardians, the BWPI, its office bearers, or its Affiliates (incl. WPQ & WPA) shall be subject to an investigation and face penalty.
3. Clubs and affiliate clubs, including officials, players, player parents/guardians and other persons associated with the clubs and affiliate clubs shall not at any time engage in conduct, which is unbecoming, detrimental or prejudicial to the welfare, image, spirit or best interests of, the BWPI or its Affiliates.
4. Clubs and affiliate clubs officials, players, player parents/guardians and other persons associated with the Clubs and affiliate clubs shall not engage in public criticism of referees and/or BWPI. For the avoidance of doubt, this includes criticism across all communication mediums including all social media platforms.
5. Clubs and affiliate clubs, including officials and office bearers, shall not at any time, either directly or indirectly, disclose, divulge, communicate to another person, or use outside of their capacity as an official/Office Bearer, any BWPI member information or documents received, provided or accessed in their capacity with the club or affiliate club, which are not publicly available.
6. It is the responsibility of each club and affiliate club every season to ensure that all officials and office bearers are provided with a copy of the WPA Member Protection Policy and are requested to familiarise themselves appropriate conduct in their role. All officials and office bearers must abide by ...
7. Where an official or office bearer fails to abide by the rules of the Association or relevant Code of Conduct they shall be subject to disciplinary action.
8. Clubs and affiliate clubs shall be responsible for making sure all their volunteers/officials have complied with WPQ and WPA requirements for working with children.

Our expectations are that:

- Every player and official is treated with respect.
- Behaviours on the pool deck (officials, coaches, media) set an example reflecting their position of authority in the eye of players and the public.
- All people involved in BWPI competitions recognise that while competitive in structure the aim is a positive community sport experience.
- Players are not subject to lengthy periods of uncertainty or undue pressure relating to team selections for the BWPI competitions.
- Spectators are supportive, positive or otherwise silent.
- Playing a game in BWPI competitions includes time to warm-up/cool-down as a team and time with to receive coaching before and after the game.