



Workplace, Health & Safety Policy

1. Purpose

The purpose of this document is to provide a policy position and broad set of guidelines to support and promote a safe and healthy workplace, robust WHS systems and a commitment to building a risk management culture across Wynnum Manly Seagulls Rugby League Football Club Limited (**'Seagulls Football'**).

2. Definitions

'Contractor':	A contractor is any person or firm that undertakes a contract to provide services for or in partnership with the Seagulls Football.
'Employee':	An employee is any individual with a valid Seagulls Football employment contract, regardless of the nature of the contract.
'Volunteer':	An individual who willingly gives their time to Seagulls Football without financial gain.
'Risk Management':	The identification, assessment and prioritisation of risks, followed by a planned and coordinated application of resources to mitigate the impact of foreseeable events or realisation opportunities.

3. Scope

This policy applies to all management, staff, volunteers and players (**'Seagulls Football Representatives'**).

This policy has been reviewed and authorised by Seagulls Football's Board of Directors and has been endorsed by the Chief Executive Officer. All Seagulls Football Representatives have responsibility for promoting the principles and intent of the policy.

All Seagulls Football Representatives will be required to read and accept this policy on commencement at Seagulls Football, and to confirm their ongoing acceptance as deemed appropriate by Seagulls Football.

Should you require any assistance in the understanding or interpretation of the policy, please direct your enquiry to the Chief Executive Officer. Your input to the content and intent of the Policy is always welcome.



4. Policy

Seagulls Football is committed to providing our employees, visitors, contractors and members of the public with a safe and healthy work environment, ensuring the delivery of an outstanding risk-managed rugby league club. We believe that safety and wellbeing is fundamental to everything that we do, and recognise that the unique nature of our game and its passionate supporters require dynamic safety systems and committed risk leadership.

To meet this challenge, the Seagulls Football has initiated a risk management framework that will embed a best practice and proactive safety culture. The risk management framework will be driven by capable leaders that embody the Seagulls Football's core values of Greatness, United, Leadership, Loyalty, Selfless. More specifically, the risk management framework will:

- **Integrate** health, safety and risk management into Seagulls Football's strategic planning.
- **Allocate** resources to effectively manage health and safety risk.
- **Develop** the competence of our people and the confidence of the clubs to ensure they have the skills to effectively risk-manage all aspects of their work, trainings and match days.
- **Consult** and engage our people and the clubs in a culture of cooperation, initiative and shared responsibility.
- **Set** health & safety objectives and targets as part of Seagulls Football's planning processes.
- **Measure** health & safety performance to monitor progress and report improvements to Seagulls Football's Board.
- **Maintain** systems to identify and effectively control health & safety risk.
- **Comply** with all applicable health & safety laws, regulations and standards.
- **Audit** and **review** health & safety management systems with a commitment to continuous improvement and advancing Seagulls Football's health and safety culture.



5. Document Management

Unique Identification Number	Version	Release Date	Description	Author
-	1	27/04/2018	WMS – Workplace, Health and Safety Policy	Hanan Laban

6. Authorisation

Complied by: Hanan Laban (Chief Executive Officer)

Reviewed by: WMS Board of Directors

Approved by: WMS Board of Directors