



**Junior Activities (“Nipper”)
Hand Book 2022-2023**

**Website:
www.caloundrasurfclub.com.au**

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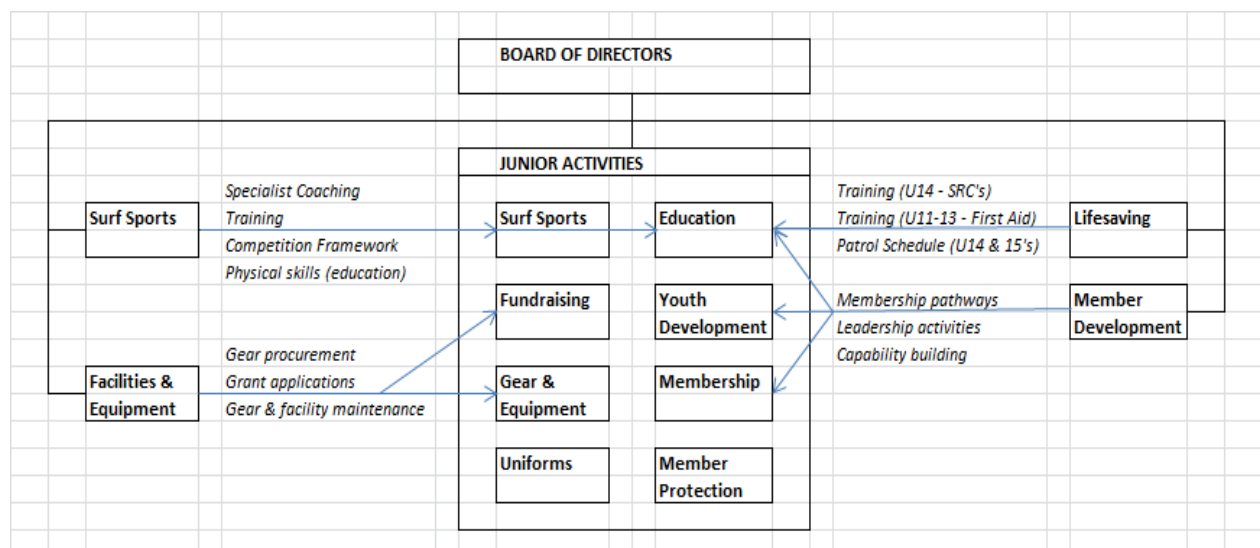
1 Welcome

On behalf of the Junior Activities Committee, welcome to the **2022-2023** season. This guide contains much of the information you will need to know as a parent of a Metropolitan Caloundra Nipper.

2 Junior Activities (Nippers) and the Surf Club

Junior Activities is one of five Operational Groups within the Surf Club, which also includes Lifesaving, Member Development, Surf Sports, and Facilities & Equipment. Junior Activities works collaboratively with all of the other Operational Groups in delivering its Nipper Program and in preparing our nippers for lifesaving pathways as they get older and transition out of nippers. The Operational Group reports to the Surf Club Board of Directors.

The interaction between the Operational groups is illustrated below:



3 The Nipper Program

The Nipper program is about personal development, education, awareness, competition, sportsmanship and most importantly it is about participation and fun.

Nippers is a fun and healthy activity for both male and females aged between 5 and 15. It is a steppingstone for development. It provides opportunities for all ages, and it encourages a sense of fulfilment.

To many the nipper program is about “Sunday Morning” and yes this is a big part of the program, however the club has several other active programs that it relies on when delivering learning and development outcomes to the children. Activities and programs such as:

- **Sunday Morning:** Varying activities designed to give children an insight to all facets of surf lifesaving.

- **Training:** Isolated training sessions designed around specific outcomes, e.g Board and Beach Training.
- **Carnivals:** From the age of 7 (Under 8) juniors can begin to compete in inter-club competition.
- **Awards:** Formal recognition through specific training.

4 Nipper Times

Metropolitan Caloundra's Nipper program is held on a Sunday morning and runs from the **18th September 2022 until 12th March 2023** (excluding Christmas break).

Greencaps (U6 and U7) to under 10's are to assemble in the nipper BBQ area from 8:00am for an 8:30am start with sign off for these sessions' being approximately 9.30am for Greencaps and 10.00am for U8's, U9's and U10's.

Under 11's – 15's are to assemble in the nipper BBQ area at 9:30am for a 10:00am start, with an approximate 11.30am finish.

5 Junior Activities Committee

The Junior Activities Committee (JAC) is a subcommittee of the Metropolitan Caloundra Surf Life Saving Club. It has the responsibility for conducting and managing Junior Activities (JA) "Nippers".

The JAC is comprised of financial members endorsed by the Club's Board of Directors.

The Junior Activities Committee (JAC) comprises of the following members:

- Chairman
- Deputy Chairman
- Secretary
- Treasurer
- Registrar
- Education Officer
- Team Manager U8 to U10
- Team Manager U11 to U15
- Lead Age Managers

The JAC hold scheduled meetings throughout the season. All JA volunteers are welcome to attend these meetings, however voting at meetings is limited to members, as listed above. The Committee always welcomes fresh faces and ideas.

6 JAC & JA Volunteer Contact Details

Contact details for the JAC and other key volunteers within JA is scheduled as per the following. Please note that we are always looking for parent volunteers, so if you are interested in becoming involved, please contact the Junior Activities Chairman.

Nippers Operational Committee			
Position	Name	Mobile	Email
Chairman	Melissa Ray	0417646224	meldaveray@hotmail.com
Deputy Chairman - Development	Phil Ashworth	0417748389	phil.ashworth@amerro.com.au
Deputy Chairman - Assistant	David Ray	0422343544	rayda78@hotmail.com
Secretary	Michelle Peters	0407488959	mapeters1909@gmail.com
Treasurer	Emma Princehorn	0450800338	emmaprincehorn@hotmail.com.au
Registrar	Anna Lee	0404901517	spannalee@ozonline.com.au
Blue Card Officer	Sami Tan	0404010358	Laidler-tan@hotmail.com
Education Officer	Megan Hunt	0414841133	megray8@hotmail.com
Canteen Coordinator			
Gear Steward			
Chief Water Safety Officer	Vacant (Gcaps - U10)		
Chief Water Safety Officer	Ben Bryce (U11-U15)	0419792100	ben@scapeconsulting.com.au
Uniform Officer	Michelle Peters	0407488959	mapeters1909@gmail.com
Club Photographers	Michelle Peters	0407488959	mapeters1909@gmail.com
	Ben Bryce	0419792100	ben@scapeconsulting.com.au
	Dee Gardiner	0414905350	patdeegardiner@bigpond.com
Team Manager: U8 to U10	Paul Hunt	0428237351	paul_hunt@remserv.com.au
Team Manager: U11 to U15	Nicole Haynes	0408880876	nicole_haynes09@hotmail.com
Beach Team Manager	Luke Saunders	0428296759	Ldsaunders82@gmail.com
Pool Rescue Team Manager	Matt Richards	0419661136	Matt.richards@viden.com.au
Water Coach	Matt Richards	0419661136	Matt.richards@viden.com.au
Beach Coach	Luke Saunders	0428296759	Ldsaunders82@gmail.com
Carnival Official Liaison	Marg McGrath	0401901217	Margc73@bigpond.net.au
Carnival Water Safety	Marg McGrath	0401901217	Margc73@bigpond.net.au
Age Manager: U6/U7 (Green Caps)	Sarah Saunders	0459797176	sarah.simpson@live.com.au
	Kat Tronc	0408987959	tate_36@hotmail.com
	Simon Davis	0481438212	Simon.Davis@boq.com.au
	Pat Heagerty	0438761797	Pat.Heagerty@boq.com.au
Age Manager: U8's	Ben Princehorn	0406158496	benprincehorn@gmail.com
	Andrew van den Hurk		hurky72@gmail.com
Age Manager: U9's	Kirsten Phillips	0417574872	kirstphillips@yahoo.com
	Doug Kynaston	0417762718	doug_kynaston@bigpond.com
	Peter Bell	0423037876	peet_lacloche@yahoo.com
	Vivian Olsen		-
Age Manager: U10's	Kathryn Smith	0447904379	kathryn-j-smith@hotmail.com
	Olivia Cox	0425337100	richardwcox16@gmail.com
	Jessica Cameron	0447440711	jessicaandbrett@bigpond.com
Age Manager: U11's	Travis Clarke	0425829130	travandamy1@bigpond.com
	Nicole Haynes	0408880876	nicole_haynes09@hotmail.com
	Noah Richards	0429995857	thenoahrichards@gmail.com
Age Manager: U12's	Ken McGrath	0418192729	kenmcgrath@bigpond.com
	Cameron Ray	0432829588	meldaveray@hotmail.com
Age Manager: U13's	Phil Ashworth	0417748389	phil.ashworth@amerro.com.au

	Yolanda Burt	0434232408	yolanda.mo3b@gmail.com
	Aaron Clarke	0423224203	acclarke78@gmail.com
Age Manager: U14's	Angela Crowe	0429151610	mabc95@bigpond.com
	Marg McGrath	0401901217	Margc73@bigpond.net.au
	Dan Ford	0413049038	pdgford@me.com
Age Manager: U15's	Dan McShea	0410404311	dmc Shea@hotmail.com
	Eliza Dreves	0408916684	elizadreves@gmail.com

7 Nipper Club Captains

Every year Metropolitan Caloundra SLSC will select Nipper Club Captains and Nipper Club Vice Captains from the current Under 13 and 14 Age Groups. The election process is in preparation for the following season, where the successful candidates will represent their club as Captains and Vice Captains.

The process of selecting Nipper Captains presents an opportunity for our young lifesavers to take on a leadership role within our Club. The Club will select from nominated candidates who have demonstrated a commitment to the Club and act as a role model for the Club and its younger members.

At the end of each season the committee will request nominations from the Under 13 and Under 14 Age Group for the position of Nipper Club Captains.

The nomination and selection of our Nipper Club Captains / Vice-Captains will follow a process where the nominees will complete a nomination form and explain how they contribute to the Club in the following areas:

- attendance and participation in Nipper activities including Sunday Nippers;
- training and competition (beach or water);
- education and training;
- being a supportive and encouraging team member;
- participation in fundraising and Club functions; and
- other relevant Surf Lifesaving achievements.

The Nipper Club Captain Selection Committee will comprise the JAC Chairman, JAC Deputy Chairman, Under 13 Lead Age Manager, Under 14 Lead Age Manager/s, and the Under 11-15's Team Manager.

The nomination form is to be completed and forwarded to the JAC Chairman by the date nominated and Nipper Club Captains and Nipper Vice-Captains will be announced at the end of season break-up, in preparation for the following season.

The Nipper Club Captain Committee will review the applications and make a decision based on the responses to the criteria outlined above and input from other relevant Club members.

It is expected that the Nipper Club Captains are a role model for younger Nippers and will make themselves available to contribute to Nipper activities throughout the season and to represent Metropolitan Caloundra SLSC at various functions and activities. The Nipper Club Captain and Vice Captains must be financial members of the Club and undertake to complete their SRC and required patrolling duties.

The Nipper Club Captains / Vice-Captains for season **2022-2023** are:

Nipper Club Captains – Kaitlin Dobinson and Michael Ashworth
Nipper Club Vice-Captain – Shari Gardner and Jack Taylor

8 Pool Swim Competency

Every child participating in the nipper program must complete a still water Pool Swim Competency.

It must be strongly emphasised that we do not teach children how to swim.

Children **MUST** be able to swim continuously and unaided for:

Age	Swim	Survival Float
Under 6	Kick off wall with face in water.	30 sec. survival float
Under 7	Torpedo push off wall with face in water.	30 sec. survival float
Under 8	25 METRE swim (Freestyle – no time)	1 min. survival float
Under 9	50 METRE swim (Freestyle – no time)	1 min. survival float
Under 10	50 METRE swim (Freestyle – no time)	1.5 min. survival float
Under 11	100 METRE swim (Freestyle – no time)	2 min. survival float
Under 12	100 METRE swim (Freestyle – no time)	2 min. survival float
Under 13	150 METRE swim (Freestyle – no time)	3 min. survival float
Under 14	200 METRE swim (Freestyle – under 5min.)	3 min. survival float

Pool competencies will be undertaken at the sign-on days, or your child can be signed-off by their own Swim Coach.

Any accredited swim instructor can sign off on the pool swim competency form.

9 Run-Swim-Run Competency

To maintain safety and lifesaving standards, Surf Life Saving Australia has set a standard of competency that a Junior Active Member must achieve before being eligible to participate in water based junior activities; this competency is additional to the Pool Swim Competency.

All children must successfully complete their relevant Run-Swim-Run Competency test before participating in water-based activities.

Age	Competency Test
Under 8	Run-Wade-Run: 25 METRE – 25 METRE – 25 METRE
Under 9	Run-Swim-Run: 50 METRE – 50 METRE – 50 METRE
Under 10	Run-Swim-Run: 50 METRE – 50 METRE – 50 METRE
Under 11	Run-Swim-Run: 50 METRE – 100 METRE – 50 METRE
Under 12	Run-Swim-Run: 50 METRE – 100 METRE – 50 METRE
Under 13	Run-Swim-Run: 100 METRE – 100 METRE – 100 METRE
Under 14	Run-Swim-Run: 100 METRE – 100 METRE – 100 METRE

10 Carnival Evaluation/Competency

The carnival evaluation/competency must be achieved before being eligible to compete in inter-club competition. The club designates several days at the start of the season where children can undertake the required evaluation. It is important that you familiarise yourself with these dates, especially those who wish to compete in the carnivals scheduled earlier in the season (October).

The carnival evaluation/competency is additional to the pool swim competency and the run-swim-run competency. The distances outlined in the table below may be adjusted by the Chief Assessor; this is dependent on a risk assessment undertaken at that particular time.

Age	Carnival Evaluation/Competency Test
Under 8	Run-Wade-Run: 25 METRE – 25 METRE – 25 METRE
Under 9	Minimum 150 METRE Open Water Swim
Under 10	Minimum 150 METRE Open Water Swim
Under 11	Minimum 288 METRE Open Water Swim
Under 12	Minimum 288 METRE Open Water Swim
Under 13	Minimum 288 METRE Open Water Swim
Under 14	Minimum 288 METRE Open Water Swim

11 Membership & Membership Sign-on Days

Nippers is a fun and healthy activity for both male and females aged between 5 and 15.

To Join Nippers Children must be at least 5 years of age on or before the **30th September 2022**.

Sign on days will be conducted at the Metropolitan Caloundra Surf Life Saving Club, "Senior Club House", near the ocean pool.

The designated sign on day for season 2022/2023 is:

28th August 2022 from 10.00 am to 2.00 PM

All new members must attend the sign-on days. Parents / guardians must bring their child's birth certificate, their proof of ID, and payment of membership fees and uniforms.

Any queries, should be directed to the JAC Registrar.

Age Group	If you are "Born Between"
Under 6	01/10/2016 or After
Under 7	01/10/2015 to 30/09/2016
Under 8	01/10/2014 to 30/09/2015
Under 9	01/10/2013 to 30/09/2014
Under 10	01/10/2012 to 30/09/2013
Under 11	01/10/2011 to 30/09/2012
Under 12	01/10/2010 to 30/09/2011
Under 13	01/10/2009 to 30/09/2010
Under 14	01/10/2008 to 30/09/2009
Under 15	01/10/2007 to 30/09/2008

12 Membership Fees

Memberships Fees for the **2022-2023** season are:

- 1 Adult and 1 Nipper (U6 to U15)* = **\$235.00**
- Family of Up to 2 Nippers (U6 to U15)* = **\$335.00**
- Each Additional Nipper >2 (U6 to U15)* = **\$55.00**

**Denotes living at the same address*

Fees are non-refundable.

If you are enrolling a child at Mets, you may be eligible for a Queensland Government “Get Started” Voucher to assist with the costs. Mets is a registered club for the scheme. Bring your voucher along at sign-on day.

<https://www.qld.gov.au/recreation/sports/funding/getinthegame/getstarted/apply#eligible>

Please Note: It is a requirement that at least one parent/guardian per family joins the club in support of the child/children’s membership. This policy is to ensure that the said parent is covered and insured while participating in any volunteer duties that they undertake.

13 Greencaps U6-U7

Greencaps is a name given to the U6 and U7 age groups. The U6 and U7 age groups are combined to form one common group. Greencaps are the clubs most junior nippers; they are commonly identified by the wearing of “Green Caps”. The program presented to our Greencaps is slightly different to the program presented to the more senior age groups.

The core values of the Greencap program are:

- Fun
- Personal Development and Skills
- Surf Safety & Environment

Greencaps are our next generation of Patrolling Surf Life Savers; the introduction of Water/Beach activities at this younger age can be instrumental in our children’s development. In some cases a season of Greencaps is a vital stepping stone for preparing our children for the more active nipper program presented to the age groups of U8s and upwards.

Greencaps are not required to do a proficiency, however it is required that they undertake a “Preliminary Pool Evaluation”. The criteria for this Pool Evaluation is identified in Section 8 of this document. The “Preliminary Pool Evaluation” must be completed prior to participating in the program.

It should also be noted that Greencaps are not eligible to compete at Interclub Surf Carnivals. Competition for nippers starts at U8s.

To be eligible for the U6 age group the child must have either an active parent involved in the Surf Club or an older sibling enrolled in our nipper program. This is for the U6 age group only **not** the U7 age group. All children are presented with the opportunity of doing at least one season of Greencaps.

14 Awards

Each age group has a specific lifesaving award to be achieved during the season. All awards need to be completed by the **31st of December**. These awards are a part of the Surf Education (theory) program and will be conducted on various nipper Sundays throughout the season.

- U6 – Surf Play 1
- U7 – Surf Play 2
- U8 – Surf Aware 1
- U9 – Surf Aware 2
- U10 – Surf Safe 1
- U11 – Surf Safe 2
- U12 – Surf Smart 1
- U13 – Surf Smart 2 (includes Resuscitation Certificate)
- U14 – Surf Rescue Certificate (SRC)
- U15 – Surf Rescue Certificate (SRC)

As Surf Education is delivered throughout the season it is important to ensure that your child is attending Sunday morning nippers regularly to ensure they aren't missing out on any aspect of these awards. Age Managers will regularly inform you of important education dates on a week-to-week basis. It is the parent and Nippers responsibility (not the Age Managers) to ensure that any missed education is caught up before December 31st. If your child is intending to compete at the Branch Titles then they need to have completed their Awards to be eligible to compete for the Club at this carnival.

15 Water Safety

Water safety is a crucial part of the Sunday morning nipper program, training sessions and carnivals. The Club is required to provide one water safety officer per 5 Nippers in the water at any one time. Parents who have a proficient Surf Lifesaving Australia Bronze Medallion or Surf Rescue Certificate (SRC) are asked to assist with water safety. These awards can be obtained through courses run by the club, dates of future courses can be found on the club's website, or by asking your Age Manager.

16 Carnivals

Surf Sports Carnivals are held to give children the opportunity to compete against other children in other clubs. For some children the aspect of Surf Sports Competition stimulates their involvement in the nipper program. The disciplines which children can compete in are designed around traditional Surf Life Saving techniques, using traditional Surf Life Saving equipment. It should be noted that carnivals are not for all nippers. It is up to the children and the parents of the children entering to understand the event that they are entering. Children should prepare for carnivals and have a clear expectation of what they are about to undertake, this becomes more important as the children progress into the age groups of U10 and upwards. Section “**Coaching / Nipper Surf Sports Training**” of this document has further information on preparing for carnivals.

The majority of carnivals that our Nippers attend take place between the 15 clubs that make up the Sunshine Coast Branch; there are also carnivals that include clubs from other branches through the state, e.g. QLD State Titles, QLD Beach Series, Pool Rescue Competition.

Carnivals generally take all day to contest, however U11-U15's Branch Championships are held over 2 days *and Youth State Championships are held over 3 days*. Please note that Sunday morning nippers may be cancelled if there is a carnival being run on the same day. Parents please be aware that your child must stay with their Age Manager for the duration of the carnival, particularly team carnivals. If one child goes missing the whole team is at risk of missing their event. Jewellery is not permitted to be worn during competition.

Carnivals for nippers are *typically* separated into the following age groups:

- **U8-U10** carnivals are for experience only, with desired outcomes being Fun, Participation, and Sportsmanship
- **U11-U15** carnivals are more competitive, however the core values of Fun, Participation, and Sportsmanship *should always be upheld*. In U11-U15 Carnivals *top 3 place getters are recognized and Club points are awarded to Top 6 places, as part of the overall point score*.

There are two types of *events* for U8-U10s and U11-U15s; they are **individual events** and **team events**.

Individual events are open to any child who wishes to participate in a carnival.

Team events are also open to any child who wishes to participate, however the opportunity to participate will be ultimately governed by the number of spots in each Team.

Team selection for U8-U10 carnivals is based solely around Fun, Participation, and Sportsmanship. Teams are usually mixed, and the goal is to ensure all children get a go.

Team selection for U11-U15 carnivals is also based around Fun, Participation, and Sportsmanship however it also takes into account the aspect of competitiveness. Listed below are some important notes to consider when nominating for a Team event in U11-U15 age groups.

- i. The Club will nominate the Team and it is up to the individual/athlete to nominate for a spot in the Team. The Team will represent the Club; the Team does not represent an individual.

- ii. Ultimately the selection of any Team is made by the Age Manager of the age group that the team will be competing in. The Age Manager will make their decision based on consultation with the respective Water/Beach Coach and the Team Manager. If the Age Manager is undecided on the selection of a team, then the Age Manager ought to approach the JAC Chairman for direction. The JAC Chairman will endeavour to assist and provide guidance. In some instances, the JAC Chairman, at their absolute discretion, may elect to appoint a JA Selection Committee to make a determination.
- iii. Part of the selection criteria for teams in some carnivals (eg, those carnivals limited to U15 events where both U14 and U15 competitors are eligible to compete) will include, but is not limited to, individual performances in U15 events during the season at "Club supported carnivals" (ie, where U14 and U15 athletes are competing against one another in U15 events).
- iv. The Age Manager will be looking at the following criteria when selecting individuals for a spot in a team:
 - Performance
 - Attendance to training (both club and non-club training)
 - Attitude, participation and discipline at training eg on time to training
 - Attitude to team and fellow club members
 - Attendance at Sunday morning nippers
- v. Where a number of athletes are competing for a limited number of spots in a team then the Age Manager will firstly look at the items listed above. In exceptional circumstances, the Age Manager, subject to approval of the JAC Chairman, may conduct a series of races that will allow individual athletes to prove their contribution to and support their selection into the proposed team. These races will be planned in conjunction with the Water/Beach Coach. The place and time of the races will be at the discretion of the Age Manager and Water/Beach Coach. Time constraints may require these races to be conducted on very precise dates, so it is up to the athlete to make themselves available for these races.
- vi. Athletes should enter their nomination for a spot in a team as soon as the nomination process commences so the Age Manager has the time to make the most suitable and appropriate selections.
- vii. U10's are permitted to nominate for U11 team events per the usual carnival nomination process, noting that:
 - U11's have priority.
 - U10's may be considered to form part of an U11 team where there are spare spaces (to provide the U11's the opportunity to compete).
 - U10 teams (ie teams consisting only of U10 competitors) will only be considered for nomination in U11 team events in exceptional circumstances.

- viii. Where there is a carnival pre-qualification for team events (eg result at Branch qualifies a team in a restricted entry event at State), the default position is that the competitors who formed the team that qualified at Branch (for State) shall form the team that represents the Club at the State Championships.
- The team can be changed as a result of subsequent injury, illness or unavailability.
 - The team can also be changed should there be an overwhelming requirement where the Age Manager needs to review the team selection, based on the criteria's listed in point 4. If a change is to be made, then it is suggested that the Age Manger consult with JAC Chairman prior to any formal change.

17 Carnival Nominations

Carnival Nominations will be issued to age groups by way of an on-line form via Team App. Parents / guardians need to complete all of the fields on the form in order for it to submit. Nominations will not be accepted if parents / guardians fail to nominate for a specified volunteer role at the carnival. The Team Manager, with the Age Manager, will confirm the participants, select Teams if required and then enter the participants.

- Closing dates for carnival nominations will be clearly displayed on the nomination form.
- Nominations forms should be returned as soon as possible.
- Parents / guardians must volunteer in the key roles of Age Manager, Water Safety Officer, or Official in order to guarantee their child's nomination. NB: The Club must provide Water Safety Officers and Officials in the prescribed ratio to its competitor numbers for carnivals. Should Mets be unable to provide the prescribed number of Water Safety and Officials, then those parents (other than Age / Team Managers) who have failed to volunteer in these capacities risk their child being excluded from the carnival.
- Late nominations will not be accepted. However, in exceptional circumstances, which requires approval by the JAC Chairman, the Club may consider late nominations but only on the basis that the parent/guardian pay the late nomination fee for their child to compete at the carnival.
- A carnival program and competitor listing will be sent to the parents / guardians of the nippers participating in the carnival, the program will define start and finish times, will also define volunteer responsibilities.

18 Gear and Equipment

The club owns and looks after an extensive range of equipment, this equipment is expensive, both to purchase and maintain. It is therefore very important that all gear and equipment is handled and cared for correctly.

Damages and losses must be reported immediately. Nippers found to have caused wilful damage to equipment will be banned from using club gear. When you have finished using a club board, wash off the sand and put it away in the correct place.

19 Nipper Boards

One of the most used pieces of equipment within the nipper program is the "NIPPER BOARD". These boards come in two forms, a "**Foam**" Nipper Board and a "**Fibreglass**" Nipper Board.

"**Foam**" Nipper Boards are light weight, durable, safe and a great learning tool for our younger nippers; they are the only Board available for U8-U10s and optional for U11s to U13s.

"**Fibreglass**" Nipper Boards are lighter than a Foam Board however they are not as durable and are less forgiving when colliding with other boards and other participants. It is considered that the Fibreglass Board is somewhat faster than the Foam Board. The Fibreglass Board is more difficult to use and in turn requires specific training. They are for U11s to U13s only. U8s-U10s are NOT allowed to use "**Fibreglass**" Nipper Boards.

The club has upwards of 15 Foam Nipper Boards which can be borrowed and used for both Sunday morning Nippers and all club training sessions **ONLY**. Additional to this the Club also

has another 10 near new Foam Nipper Boards; these boards are for Carnivals only. It is the Club's responsibility to have foam nipper boards for use at all carnivals; it is the responsibility of the user to look after it.

The Club also has many "**Fibreglass**" Nipper Boards. These boards are also available for use however the terms of lending and borrowing these boards is different to that of the "**Foam**" Nipper Boards.

A nipper has either one of two options when borrowing a club "**Fibreglass**" Nipper Board.

Option 1: = Short Term Loan *e.g For nippers wanting to borrow a board for a particular Surf Sports Carnival, weekend loan.*

A person wishing to borrow a board under the terms of a **Short Term Loan** must make their request to the Gear Steward. The Gear Steward will acknowledge the request by asking the user to sign for the board, (**Short Term Loan Agreement**) suggesting that they will look after the board and will pay for any damage caused to the board whilst the board is in their care. Once a person signs for the board then they are required to keep the board in their custody until such time as they return the board back to the Gear Steward. The person who has signed for a board is entitled to lend the board to another person however the decision to lend is up to the person who signed for the board, as the responsibility of the board rests with them. Any damage to the board must be reported to the Gear Steward, the Gear Steward will decide the most appropriate supplier to fix the damaged board and the person who signed for the board will pay for that repair. A request to borrow a board for a particular carnival must be made at least 1 week prior to the carnival.

Please Note: Unlike Foam Nipper boards, it is not the responsibility of the club to take "**Fibreglass**" Nipper Boards to carnivals in the event that someone should want to borrow a board at a carnival.

Option 2: = Long Term Lease *e.g For nippers who want to borrow a board for an extended period of time.*

This option, unlike option 1 comes at a Fee. The Fee per season for this option is \$150.00 per season for a Board 3 years+, \$350.00 for a Board 1-3 years old (**Season = 1st Nipper Sunday to Nipper Break-Up**). The Fee is a one-off payment made at the commencement of the Lease. The club makes this option available to nippers that fall under the following:

- U11 Nippers who are transitioning from "**Foam**" to a "**Fibreglass**" board who show an eagerness to train and compete at Surf Sports Carnivals. They have proved a level of commitment to their respective Surfs Sports Coach and the nipper program in general.
- U11 to U13 Nippers who show an eagerness to train and compete at Surf Sports Carnivals. They have proved a level of commitment to their respective Surf Sports Coach and the nipper program in general. For particular reasons they are unable to acquire their own personal board or their own board is unusable.

A person wishing to borrow a board under the terms of a **Long Term Lease** must make their request to the Gear Steward. The Gear Steward in consultation with Club Coaches, Team Managers and Age Mangers will carefully consider the application per the points listed above, as well as any other pending issues that the Gear Steward can foresee. The Gear Steward will approve or deny the request. If the request is successful then the Gear Steward will also decide on what board is to be leased.

The Gear Steward will acknowledge any approved requests by presenting and then asking the borrower to complete in full the **Long Term Lease Agreement**. The Agreement must be completed in full; the agreed cost must be identified and the exact billing details must also be clearly identified.

Once a person signs for the board then they are required to keep the board in their custody until such time as they return the board back to the Gear Steward. The person who has signed for a board is entitled to lend the board to another person however the decision to lend is up to the person who signed for the Board, as the responsibility of the board rests with them. Any damage to the board must be reported to the Gear Steward, the Gear Steward will decide the most appropriate supplier to fix the damaged board and the person who signed for the board will pay for that repair.

The club will render an Invoice to the borrower that have undertaken a Long Term Lease.

The Long Term Lease of a board ceases when the said board is back in the care of the Gear Steward and the Gear Steward respectively signs off on the condition in which the board was returned.

The Gear Steward will keep a register of all "**Fibreglass**" Nipper Boards. The register will define the age, the condition and size of all club "Fibreglass" Nipper Boards.

It is also the responsibility of the Gear Steward to keep a register which records all of the "Fibreglass" Nipper Boards which have been leased.

20 Clothing and Togs

Clothing, swimwear, caps and other apparel are available for purchase at the uniform office, on sign-on day and most Sunday mornings from 8:00-10:00am, or by contacting the JA Uniform Convenor.

CAPS: It is not only a club requirement but a Surf Lifesaving Australia (SLSA) requirement that Nippers must wear their club caps at all times whilst on the beach. This not only encourages a sense of belonging but makes identification on a busy beach and in the water much easier. If you do not have a club cap you will not be allowed to participate in the activity. Under 6 and 7's (green caps) are required to wear their green lycra cap. Under 8-15's are required to wear their red, white and blue club cap.

High VIS Rashi and Vests: It is not only a club requirement but a Surf Lifesaving Queensland (SLSQ) requirement that all Nippers participating in any aquatic event and/or activity (Training, Sunday Nippers and Carnivals) **MUST** wear a High Visibility rash top or vest.

For Surf Sports Carnivals, it is expected that athletes will wear club togs, and it is Mandatory that all athletes must wear a Fluorescent Pink vest, as per the following colour standard:

- Fluorescent Pink (PMS #16-2130 TN 'Knockout Pink')

It is a Club policy that all Nippers participating in any aquatic event and/or activity (Training, Sunday Nippers) **MUST** wear a High Visibility rash top or vest as per the following colour standard:

- Fluorescent Pink (PMS #16-2130 TN 'Knockout Pink')

21 Canteen

Parents and guardians are asked to assist with the BBQ/Canteen on Sunday mornings and at any carnivals the club hosts. At the start of the season a BBQ/Canteen roster (per the nipper Calendar) will be formulated to ensure that all age groups are contributing fairly and equally.

Your Age Managers will be able to inform you of when it is your turn. The club BBQ is an integral part of the Club's fundraising efforts, any voluntary contribution to the canteen is very much appreciated.

22 Beach Set-up and Pack-up

Parents and guardians are asked to assist with the Beach Set-Up and Pack-Up. At the start of the season a Beach Set-Up and Pack-Up roster (per the Nipper Calendar) will be formulated to ensure that all age groups are contributing fairly and equally. Your age managers will be able to inform you of when it is your turn to help.

23 Working with Children

Junior Activities volunteers must hold a current Blue Card (or exemption) that is linked to SLSQ. For guidance on how to complete an Online Blue Card Submission, refer to the "SLSQ Quick Reference Guide – Online Blue Card Submission" and the "SLSQ Procedure – Completing Blue Card Applications & Submission to Blue Card Services". Volunteers must also complete Working with Children Training. For guidance on how to complete the Working with Children Training, refer to the "SLSQ Quick Reference Guide – Working with Children Training Requirements" and the "SLSQ Circular – Working with Children Training Requirements". These documents are accessible on Team App in the "Documents & Notices" tab (see Section 31 for Team App access details). If you are unsure whether this applies to you, please confirm with the JAC Chairman.

The Club's Child Youth Risk Management Strategy (CYRMS) Statement of Commitment is displayed on the Club's web page, which is accessible via the link:

<https://caloundrasurfclub.com.au/nippers>

Further information relevant to SLSQ's CYRMS and related Member Protection policies are available for viewing on the SLSQ App, which is accessible via the link:

<https://slsqcm.entegyapp.com.au/Page/61/2520>

24 Coaching/ Nipper Surf Sports Training

Nipper days (Sunday mornings) are designed to develop skills in surf lifesaving. These sessions are not intended to be fitness sessions (although they will help). For those nippers wishing to take part in surf sports competition there is additional training offered by the club. Times and locations for surf sports training can be found on Team App.

Nipper Surf Sports Training caters for ages from U9's through to U15s. The training is presented to the children based on the child's ability not age. The following table summarises the 5 different training groups that children will be categorised to:

Group	Competency
T1	<ul style="list-style-type: none"> • New to midweek training • Requires basic positioning and paddling skills • Requires confidence in small surf
T2	<ul style="list-style-type: none"> • Has basic positioning and paddling skills • Requires basic wave negotiation skills • Requires confidence in small surf

Group	Competency
F1	<ul style="list-style-type: none"> • Has basic wave negotiation skills • Is confident in small surf • Regular attendee at training • Requires confidence in medium size surf
F2	<ul style="list-style-type: none"> • Has knowledge of all basic skills • Regular attendee at training & competes at carnivals • Undertakes minimum 2 sessions per week at pool squad • Requires confidence in medium size surf
F3	<ul style="list-style-type: none"> • Has knowledge of all basic skills • Is confidence in medium size surf • Regular attendee at training & competes at carnivals • Undertakes minimum 3 sessions per week at pool squad • Shows maturity at training and a desire to improve

Please Note: The table above is only a guide; the applicable head coach makes the decision on which group the athlete will participate in.

It is recommended that all children in all age groups attend surf sports training prior to attending carnivals. 3 or 4 training sessions prior to a carnival will help the child prepare for the carnival, it will improve their fitness and it will give them an understanding of what to expect at the carnival.

A few important things to remember when participating in Nipper Surf Sports Training:

- Start times are important, do not be late, late arrivals disrupt the session and takes valuable time from other participants.
- All Coaches are Volunteers, respect their time.
- You must be proficient, have completed Run-Swim-Run Competency prior to attending training sessions, there is **NO EXCEPTION**, see “Run-Swim-Run Competency” for further information.
- You must wear your **Club Cap** at all training sessions, there is **NO EXCEPTION** see “Clothing & Togs” for further information.
- You must wear a High VIS Rashie or Vest to all training sessions, there is **NO EXCEPTION**, see “Clothing & Togs” for further information.
- Once you have finished training and the coach has dismissed you then you must remove your Cap prior to re-entering the water, e.g. Remove cap prior to free surf.

25 Swimming & Swim Training

Swimming is a huge part of the nipper program. In many instances a child’s confidence when swimming in the Ocean/Surf is determined by time spent in the Ocean/Surf, the more exposure they have the more confident they will become. Spending time with your child at the beach, **SWIMMING** in the Ocean/Surf taking them through the waves getting them to actually **SWIM** through the Ocean is one of the best things you can do for your child when it comes to confidence in the Ocean/Surf.

It is also encouraged that all nippers undertake swimming lessons/training at their local pool; this will help support the child when they come to swim in the Ocean/Surf. Having the additional strength/support of pool swimming will allow the child to focus on the aspects of surf swimming that are not prevalent when swimming in the pool, things such as cold water, crashing waves, surging currents.

A majority of our local members swim at Caloundra Aquatic Centre. For any inquiries regarding squad or swimming lessons please contact the complex on ph. (07) 5208 9180 or email. The Kawana Aquatic Centre is another establishment used by our members, Phone: Kawana Aquatic Centre (07) 5353 5296

26 Photography & Images

Metropolitan Caloundra Surf Life Saving Club is extremely sensitive to the risks posed directly and indirectly to children and young people through the use of photographs on web sites and social media. The privacy of our members, in particular children participating in the nipper program is of extreme importance.

The club would like to make you aware of Sections 7 and 8 of the SLSA membership form:

7. Privacy: ----. I agree that during the Course of any duty, my image, voice or location may be tracked and recorded for the purposes of SLSA operational safety.

8. Use of image: I consent to the relevant SLS Organisation(s) of which I am a member, using my name, image, likeness and also my performance in or of any SLS Activity at any time to

promote the Objects of the relevant SLS Organisation(s), by any form of media. I waive any rights I might have to or in such use of my name, image or likeness by the relevant SLS Organisation(s).

The Club would also like to draw your attention to the following:

- The club has approved and accredited photographers. No one other than the approved photographers are allowed to take photos of our members while participating in activities within the boundaries of the competition/activity arena/area.
- Anybody observed taking photos of members within the boundaries of the competition/activity arena/area other than the approved and accredited photographers will be asked to leave the competition/activity arena/area.
- The approved and accredited photographers can be identified via an Identification Pass.
- From time to time images taken of members by the approved and accredited photographers may be used to promote the activities of Metropolitan Caloundra Surf Life Saving Club. Should you object to your image or the image of the child that you are a guardian of being used in such a manner then you are required to notify the Club of your objection, your notification must be in writing. Please refer to the “SLSQ Circular – Photography Non-Consent Form” which is accessible on Team App in the “Documents & Notices” tab (see Section 31 for Team App access details).

27 Club Points Day

Point's Day is our own “Internal Junior Club Carnival”. It gives children the opportunity to compete against other children within their age group within their own club. The aspects of competition shall simulate a traditional SLS Inter-Club Surf Carnival. The events to be conducted are generic to each age group; the events should simulate the traditional SLS competition disciplines for that age group.

Each season the JAC committee will nominate 2 scheduled nipper days as “Points Day”.

At the end of the season the Club will award a Male and Female Age Champion for each age group. The Aged Champion for each respective age group is awarded to the nipper who accumulates (ie the summation of points from each event and for each Points Day) the most points from the two (2) Points Days held during the regular season. Should there be a tied result (ie nippers with the same amount of points), then the Aged Champion award shall be shared.

In order to be eligible for the Age Champion award, a nipper must have attended at least 50% of nipper Sundays during the season.

Points for each event are allocated as follows:

Place	Points Allocated
1st	10 Points
2nd	9 Points
3rd	8 Points
4th	7 Points
5th	6 Points
6th	5 Points
For those finishing out of the top 6 place getters & successfully completed the event.	2 Points
For those who do not attempt the event, fail to finish, or are disqualified	0 Points

28 Perpetual Awards

Each season the Metropolitan Caloundra Surf Lifesaving Club makes recognition of outstanding achievement. This is done via a series of Perpetual Awards. The purpose of an award is not only to make recognition of achievements it is also a means of encouraging and promoting future involvement.

Listed below is a complete list of all Metropolitan Caloundra Junior Activity Perpetual Awards. For awards "selected by the JAC", nominations for the Perpetual Awards will be sought from the JAC, for consideration and final decision by a sub-committee consisting of the JAC Chairman, JAC Deputy Chairman, and U11-U15 Team Manager.

Club Age Champion:

Awarded to one Male and one Female Nipper in each age group. The award is calculated from the accumulation of points on "Points Day" and also the accumulation of points awarded from season attendance.

Club Age Champion U8 Male:

Club Age Champion U8 Female:

Club Age Champion U9 Male:

Club Age Champion U9 Female:

Club Age Champion U10 Male:

Club Age Champion U10 Female:

Club Age Champion U11 Male:

Club Age Champion U11 Female:

Club Age Champion U12 Male:

Club Age Champion U12 Female:

Club Age Champion U13 Male:

Club Age Champion U13 Female:

Club Age Champion U14 Male:

Club Age Champion U14 Female:

Club Age Champion U15 Male:

Club Age Champion U15 Female:

Most Improved:

Awarded to one Male and one Female Nipper in each age group. Awarded to the Nipper that has shown the most improvement over the duration of the season, selected by applicable Age Manager

Most Improved U8 Male:

Most Improved U8 Female:

Most Improved U9 Male:

Most Improved U9 Female:

Most Improved U10 Male:

Most Improved U10 Female:

Most Improved U11 Male:

Most Improved U11 Female:

Most Improved U12 Male:

Most Improved U12 Female:

Most Improved U13 Male:

Most Improved U13 Female:

Most Improved U14 Male:

Most Improved U14 Female:

Most Improved U15 Male:

Most Improved U15 Female:

Life Saver Award:

Awarded to either a Male or Female Nipper in each age group. Presented to a Nipper who shows promise in the life saving aspects, by completing their work books and putting into place what they have learnt during the season. This Nipper does not necessarily compete. Award is selected by applicable Age Manager

Life Saver Award U8:

Life Saver Award U9:

Life Saver Award U10:

Life Saver Award U11:

Life Saver Award U12:

Life Saver Award U13:

Life Saver Award U14:

Life Saver Award U15:

Ikon Engineering Award:

Awarded to either a Male or Female Nipper. Awarded to the most consistent Nipper. Award is selected by JAC

Ikon Engineering Award :

Gorman Family Trophy:

Awarded to either a Male or Female Nipper. Awarded to a Nipper in the U11 to U15 age groups who gains the most points on the beach at carnivals throughout the year.

Gorman Family Trophy :

Les Steers Trophy:

Awarded to either a Male or Female Nipper. Awarded to a Nipper in the U11 to U15 age groups who gains the most points in the water at carnivals throughout the year.

Les Steers Trophy :

Senior Club Award:

Awarded to either a Male or Female Nipper. Awarded to a Nipper in the U15 age group. Presented to the Nipper who has been of most service to the senior side of the club, throughout the season. (usually based on most patrol hours)

Senior Club Award :

Supporters Club Encouragement Award:

Awarded to either a Male or Female Nipper. Awarded to an older Nipper who needs encouragement to continue junior life saving, encouragement to continue participation through into the senior ranks. Award is selected by JAC

Supporters Club Encouragement Award :

Club Person Of The Year Award:

Awarded to either a Male or Female Nipper. Awarded to a Nipper that has the club at heart. They compete, participate and behave as to inspire others. Award is selected by JAC

Club Person Of The Year Award :

Thora Hunt Award:

Awarded to either a Male or Female Nipper. Awarded to a Nipper that exhibits outstanding sportsmanship. Award is selected by JAC

Thora Hunt Award :

President's Award:

Awarded to either a Male or Female Nipper. Awarded to a Nipper for outstanding achievement. Award is selected by JAC Chairman.

President's Award :

Phillips Family Long Service Award:

Awarded to all Male and Female Nippers that have been a part of the nipper program for seven seasons, commencing with U8s and concluding with U15s.

Phillips Family Long Service Award :

Water Safety Recognition:

Awarded to both Male and Female Nippers. Awarded to Nippers in the U14 & 15 age groups who have consistently contributed to Water Safety Activities at U8 to U10 Carnivals.

Water Safety Recognition :

Coaches Choice Water:

Awarded to either a Male or Female Nipper. Awarded to a Nipper for outstanding achievement within Water Activities. Award is selected by Water Coach.

Coaches Choice Water :

Coaches Choice Beach:

Awarded to either a Male or Female Nipper. Awarded to a Nipper for outstanding achievement within Beach Activities. Award is selected by Beach Coach.

Coaches Choice Beach :

Glenn Wilson Trophy:

Awarded to either a male or female nipper for outstanding display of courage in BEACH activities

Coaches Choice Beach :

Jeff Morris Trophy:

Awarded to either a male or female nipper for outstanding display of courage in WATER activities

Coaches Choice Water:

29 How to Be a Good Junior Lifesaver

1. Report to your age manager before commencement of training or at carnivals with a smile, ready to have fun.
2. Do not leave the training area or carnival tent without your age manager's permission.
3. Do not enter the water without permission.
4. You must wear your cap (tied up) and rashie before being allowed to participate in training or events at carnivals.
5. Club cap is not to be worn before or after training.
6. All gear and equipment is to be washed down correctly before being stored in its correct place.
7. Club boards are not to be used without permission.
8. Always use sunscreen and have a water bottle during training.
9. Learn and practise lifesaving skills that your Age Managers pass on to you.
10. Remember you are a Metropolitan Caloundra Surf Club member. Always help other members.

30 Parent Involvement Nippers

Nippers is about our children, we deliver learning outcomes through structured programs via volunteers.

The nipper program at Metropolitan Caloundra SLSC relies entirely on and sincerely values your support. It is expected that you become involved. Understand the program and assist wherever you feel most comfortable.

Family Participation Program (FPP) sessions will be held early in the season for all families (new and existing parents). Essentially the FPP session is about communicating what Mets Nippers is all about and our expectations in relation to parent volunteers. Listed below are some key areas that you may wish to support:

- Committee Members
- Age Managers
- Team Managers
- Fundraising
- BBQ, Canteen
- Coaches
- Officials
- Gear Stewards
- Water Safety
- Beach Set-up / Pack-up

31 Communication

Communication is one of the key requirements of any successful organisation; Surf Life Saving Australia with 150,000 Members is no different.

It is vital that you communicate, you ask questions and you look for answers.

“DO NOT BE AFRAID TO ASK QUESTIONS”

WHO DO I ASK: There is every chance that the people volunteering in the positions listed below will be able to answer your questions or alternatively they will direct you to the person that can?

- Age Managers
- Team Managers
- Water Safety
- Coaches
- Committee Members (Sometimes difficult to identify)

Metropolitan Caloundra SLSC, Surf Life Saving QLD and Surf Life Saving Australia all have websites. These websites are full of helpful information and resources. It is recommended that you become familiar with these sites.

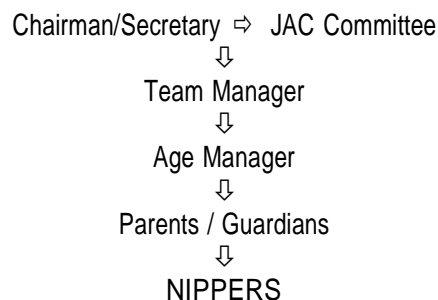
It is also recommended that you become familiar with the following resources, all of these are excellent communication tools, it is strongly recommended that you continually monitor each of the following:

- Team App – acts as the JAC’s single source of information to parents / guardians including regular news updates, carnival nomination forms, key documents and

notices, training schedules, events and calendar, links to social media and web sites, photos, and payment gateway. Download Team App from your App Store and search for “Met Caloundra SLSC Nippers” and request access to the “All Nipper Parents” access group.

- Metropolitan Caloundra SLSC Website
- Metropolitan Caloundra SLSC “Facebook Pages”

From time to time you will also receive information via email. The information sent via email will be of varying importance to you. It is your responsibility to filter this information. The JAC have adopted the following email structure, this structure assists with the delivery of accurate and timely information.



Feedback, Grievances and Dispute Resolution: Open communication and feedback are regarded as essential elements in running a productive and harmonious volunteer organisation. Metropolitan Caloundra SLSC appreciates and respects the fact that all members have the right to express grievances, dissatisfaction and concerns with the club. The club also respects the fact that any grievances, dissatisfaction and concern directed to the club should be reviewed and dealt with in a professional, efficient and fair manner.

All grievances or concerns to which you would like the club to respond to should be directed to the club in “Writing”. They should be addressed to the JAC Chairman (Contact details are found on page 5 of this document). On receipt of any such document the JAC Chairman will seek to address the said issue by following the Club’s implemented policies and procedures. It is recommended that any grievances or concerns that you wish to express should be formatted in the way of “Constructive Improvement/Feedback”. It is also recommended that you respect the fact that your grievances or concern could be a direct result of a volunteer doing the best they can with minimal resources and support, this is definitely no excuse however it is strongly suggested that you consider this when documenting any potential grievances or concern.

It is extremely important that all members realise the dangers of inadequate and poor communication within an organisation, in particular one that is run entirely via volunteers. Listed below are some key things to consider when communicating between members, colleagues and peers:

- There is no place for “Bullying”.
- Talk to one and other with respect.
- We are volunteers doing the best we can.
- If you have a genuine issue or grievance then put it in writing.
- Talk facts not rumours.

32 Incident Procedure

The nipper arena on Kings Beach is immediately adjacent to the patrolled bathing reserve and the Patrol Trailer.

An “incident” at Nippers may include an injury to a nipper or a water safety officer or a Junior Activities volunteer within the nipper arena (water and beach). An “incident” may also include an injury to the member of the public (eg, a nipper becomes separated from their nipper board and in turn the board impacts a member of the public outside of the arena and the flagged area). An “incident” may also include a situation where a nipper has left the arena without the Age Manager’s knowledge (ie, similar to a lost child event). Should an “incident” occur or it is identified that there is the potential for an incident to occur at Nippers (eg, there is the potential for a mass rescue situation and additional assistance may be required over and above the allocated water safety officers), then the matter should be immediately escalated to the Patrol Captain for action.

Communication of the “incident” to the Patrol Captain is most likely to be by those in observing roles including the Chief Water Safety Officer and Age Managers. Notwithstanding, another Junior Activities volunteer or a parent may have a concern or witness an “incident”, and shall escalate the matter immediately to the Chief Water Safety Officer or respective Age Manager. The Chief Water Safety Officer is provided with a radio to facilitate immediate communication of the “incident” to the Patrol Captain.

The Patrol Captain, using patrol members, water safety officers, and other suitable resources, will then coordinate the response to the “incident” or potential incident. This will include follow-up “incident” reporting as part of the patrol’s duties.

33 Issue & Revision

Issue – Revision	Description / Modification	Author	Approved by	Effective Date
1-D	First issue	Phill Ashworth	JAC Committee	28/08/2015
1-G	First issue	Phill Ashworth	JAC Committee	20/08/2016
1-H	Updated for 17/18	Brett Magnussen	JAC Committee	05/08/2017
1-J	Updated for 18/19	Brett Magnussen	JAC Committee	26/08/2018
1-K	Updated for 19/20	Glen Dittmann	JAC Committee	22/07/2019
1-L	Updated for 20/21	Glen Dittmann	JAC Committee	16/07/2020
1-M	Updated for 21/22	Brett Magnussen	JAC Committee	16/09/2021
1-N	Updated for 22/23	Melissa Ray	JAC Committee	01/09/2022