

PONY CLUB ASSOCIATION OF WESTERN AUSTRALIA INC



RISK MANAGEMENT POLICY

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This manual represents the first stage in the implementation of a comprehensive risk management program throughout the association. It is intended both as a risk management program for the Association and a resource to assist clubs and affiliates to develop their own risk management program.

1. RISK MANAGEMENT

1.1 What is Risk Management?

A policy on risk management is designed to minimise risks facing the Association, affiliated clubs and their members (collectively referred to as the Sport), whether appearing in the form of financial loss or physical injury or damage. It involves a number of steps summarised as follows:

- To identify risks which threaten the well being of the Sport;
- To assess the importance of those risks and the consequences to the Sport if they are ignored. The focus generally is on safety issues and minimising potential litigation;
- To design a process to eliminate or minimise those risks;
- To take all possible steps to comply with that process; and
- To constantly review the process so that it can be improved and grow to suit the needs of the sport.

1.2 What is it for?

If risks are not controlled, a number of potential consequences flow from those risks. In particular, the Sport or a section of it must consider the following:

- Extensive financial liability may have to be met by the Sport, limiting the funds that can be channelled directly into its true purposes;
- Physical injury or financial loss may be suffered by riders, instructors, stewards, judges, officers, volunteers or the public if proper attention is not given;
- Limiting costs by minimising insurance premiums;

- The reputation of the Sport may suffer if safety and accountability are not observed
- It is now a condition of State Government funding that a suitable risk management strategy operates and inactivity may deprive the Sport of significant contributions; and
- The Association and/or its members and officials may be sued or fined for failing to comply with various legal obligations.

1.3 Policy Review

A policy governing the broad range of risks facing the association cannot be written in stone. As it is implemented, it will become apparent that some processes are manageable while others require variation to suit convenience. It is imperative that **all** people responsible for complying with the policy are turning their minds to ways in which activities in their domain could be done better. This applies to officials, instructors, riders, stewards, judges, officials, employees, contractors, the association and affiliated clubs as a whole. This policy should not be a document which states appropriate guidelines for all time. As new risks are identified they should be reported and, if necessary, the policy should be reviewed and revised.

A Risk Management Officer (RMO) may be appointed on behalf of the Association to be responsible for acting as the control point for the policy. Until an RMO is appointed the management committee is responsible for the implementation of this policy. In the absence of an RMO the management committee will be required to:

- Where practical prepare duty statements for each class of person providing services by or on behalf of the Association or the Clubs to supplement material in Annexure "C" where required;
- Where practical prepare procedure manuals or checklists to set out the appropriate steps to be followed in complying with this policy's requirements to supplement material in Annexure "C" where required.

- Take steps to find out whether the association complies with the agreed policy;
- Make enquiries and receive feedback from people involved in implementing the policy to find out whether change is desirable; and
- Report any developments to the management committee to ensure that it is advised of the policy status and operation.
- Each affiliate should appoint its own RMO, who will liaise with the Association's RMO on issues of policy and procedure. Until an RMO is appointed the management committee is responsible for the implementation of this policy. All affiliated clubs should complete the checklist (Annexure A) and return it to the Association RMO no later than 30 March in each year.

1.4 **Responsibility**

While the RMO is specifically nominated to oversee the implementation and direction of the policy, that does not relieve all others of responsibility for risk management. It is vital that all clubs, members, riders, coaches, stewards, judges, officers and agents of the Association understand their role in complying with aspects of the policy which relate to them. Because they are the people carrying out the policy on a day to day basis, they are also the people best placed to identify problems with it and recommend a range of improvements. People in all of these categories have the ability to cause injury or loss through a failure to appreciate and avoid risks. In the interests of the Association and its members, it is vital that they understand their responsibilities under this policy.

2. WHO CAN CREATE A RISK?

The following people might cause loss or injury by failing to take steps to avoid risk:

- Officers, stewards and judges of the Association or clubs;
- Riders/participants;
- Coaches;
- Agents of the Sport (i.e. employees, contractors, coaches, doctors, volunteers);
- Affiliated clubs; and
- Management committee.

The risks identified in this policy do not necessarily affect each and every category directly. The table below sets out the areas in which each class of person must direct their attention as falling within their responsibility.

	Officers/ Judges/ Stewards/ Instructor	Riders/ Participants	Agents	Clubs/ Affiliated Bodies	Management Committee
Negligence	●	●	●	●	●
Workplace Health & Safety	●	●	●	●	●
Award Entitlements				●	●
Associations Incorporation Act Requirements				●	●
Contractual Obligations	●		●	●	●
Defamation	●	●	●	●	●
Nuisance	●	●	●	●	●
Discrimination	●		●	●	●
Insurance				●	●
Sponsorship	●	●	●	●	●

Office Bearers

Officers of the Association and of affiliated bodies are obliged both under general law and by statute to observe certain standards in carrying out their duties as directors. A failure to comply with these minimum standards may expose the officer to a broad range of claims by the Association or the affiliated body or other people suffering loss.

The general law requires a director to take reasonable care in carrying out his functions, taking into account the director's skill, knowledge and experience. The director must also act honestly, taking care to avoid conflicts between the duty to the Association or affiliated body and either duties to other organisations or personal interest.

The *Corporations Law* imposes similar concurrent obligations which allow for a civil penalty to be imposed when they are breached.

The Association or affiliated bodies are entitled to claim against an officer who has breached one of these duties any gain made by the officer or loss suffered by the Association or affiliated bodies as a result.

There is a misconception that officers are free from liability if the Association or affiliated body has been incorporated. This is clearly not the case and an officer may still be held responsible for some liabilities. Officers should read and understand Annexure B on directors' duties before taking up office.

3. WHO MAY SUFFER A LOSS?

The Sport can be liable to a wide range of people. Many of those capable of causing loss are also susceptible to suffering a loss. That loss, in many cases, can be sheeted home to the Sport because of a failure to manage the risk. The classes include:

- Riders/participants;
- Instructors;
- Agents of the Sport;
- Stewards, judges or officers;
- Members of the public;
- Affiliated bodies.

So far as these types of people are concerned, the loss may be physical (in the sense of an injury) or may be financial (in the sense of causing that person some form of financial expense or loss of opportunity). There are also risks which may result in fines, penalties or cancellation of registration which are imposed because the Association fails to comply with an obligation imposed by law.

The following topics set out areas of significant risk which may lead to loss or injury.

4. AREAS OF RISK

4.1 Negligence

(a) Risk

The purpose of this section is to minimise liability which results from the Association, or one of its agents, stewards, judges, officials, or a rider, instructor or an affiliated club failing to take reasonable care to avoid foreseeable risks of injury to others. The result of negligent behaviour may be physical damage or injury or financial loss.

(b) Managing the Risk

Foreseeable risks are apparent in a wide range of activities within the Sport. The principal rule for all people at all times is to consider the potential consequences of any act or any failure to act. Riders should comply with the guidelines set out in the Pony Club Handbook. Coaches should comply with the guidelines set out in the Pony Club Syllabus and the Association Work Manuals for instructor Levels 0, b and C

Key areas which should be considered include:

- **SUPERVISION** – Where practical, the RMO shall establish a practice of requiring use of facilities to occur only with adequate supervision. In particular, instructors present at events or other activities run by the Sport should ensure that all facilities, equipment or other property at Association or affiliated club premises are being used properly and in a manner which minimises the risk of injury. Special attention should be given to young and/or inexperienced riders who may be more likely to cause injury to themselves, other riders, onlookers, the public or any personal property.

In particular, the instructor should intervene if there is reason to suggest an unacceptable risk is being taken, ie use of an inappropriate horse or the taking of an unacceptable risk in view of the rider's experience and ability. In cases where there is a risk but that risk is reasonable or inherent to that particular activity or exercise, the instructor should explain the risk to the rider and ensure that the risk is understood.

As is not practical to do so, the RMO is not obliged to notify parents not in attendance at an event of the risks and dangers inherent in taking part in equestrian sport or training. It is reasonable to expect that parents of riders in attendance at an event would be aware of the risks and dangers involved in equestrian sport or training.

- **EVENT SAFETY** – All participants involved in events or other activities run by the Association or affiliated bodies are entitled to expect that the event or activity is conducted in a safe manner and care will be taken for their safety. For the guidance of clubs, a guide to event safety is in Annexure C.
- All participants in events or other activities run by the Association or affiliated bodies will be required to sign a formal release (see Annexure D) releasing the Association and affiliated bodies from liability to the participant for loss or injury suffered. The membership or participation of a rider who is not prepared to sign the release should be refused.

- **MEDICAL TREATMENT** – Where reasonably practical, the RMO should ensure that all Association or club riding activities are supported by proper medical facilities. This will include:-
 - (a) A first aid kit maintained on the premises;
 - (b) Where reasonably possible, a suitably qualified medical practitioner available at short notice in the case of serious emergency;
 - (c) The presence of a person, preferably an instructor, suitably qualified to administer first aid if required. Instructors should refer all injuries that are not of a minor nature to a qualified medical practitioner; and
 - (d) Facilities should be available at all venues for the purpose of contacting emergency services immediately.

People other than qualified medical practitioners should not be administering drugs to riders or any other people.

First aid kits should be regularly checked and be easily accessible in the case of emergency.

- **ACCESS WAYS** – The RMO should ensure that there is adequate access to amenities should emergency services be required.
- **TRAVEL** – When riders, instructors or officials travel together to venues as a team under the authority of the Association or affiliated bodies, a supervisor will be placed in charge of the team and must be responsible for supervising the conduct and behaviour of the team members. The team members must comply with any direction or request of the supervisor to ensure that all risks or injury or property damage to team members or the public are avoided.

Other areas which are to be monitored under the authority of the RMO include:

- **BUILDINGS AND STRUCTURES** – The RMO should ensure that all buildings are structurally sound and periodically inspected, cleaned and repaired. A safety audit should be conducted of facilities at which the Association or affiliated bodies conduct activities

FOOD AND BEVERAGES – the RMO will use best endeavours to ensure that any food or beverages provided at Association or affiliated body endorsed events complies with and has been prepared in accordance with appropriate health standards. Any items that do not should be removed from stock, whether intended for sale or otherwise. If alcohol is to be provided, adequate control must be ensured by the RMO by supplying security to control any unruly patrons and to ensure that all relevant liquor licences are obtained and complied with.

- **SKIN CANCER** – it is prudent to provide, whether by sale or otherwise, suitable safeguards against the risk of skin cancer for instructors, riders, stewards, judge's officials and spectators. Consideration should be given to making available, whether by sale or otherwise, sunscreen, sunglasses and hats. Instructors should be encouraged to recommend sun safe practices to the riders so far as is possible within the limits of their programs.
- **CONSTITUTIONAL POWERS** – officers exercising disciplinary powers must ensure that they are acting in accordance with their relevant constitution and/or by laws and the minimum requirements of the Associations Incorporation Act. In particular, natural justice should be granted to the person in question, by advising them of any allegation, allowing them time to consider their position and then granting them an opportunity to respond. Any penalty to be imposed, whether by way of fine or suspension, must be in accordance with the rules.
- **MANDATORY SAFETY RULES** – consideration should be given to enacting mandatory rules and procedures for the safety of riders or other participants, for example protective equipment, and safe riding protocols.
- **SANCTIONING EVENTS** – if the Association has a practice of formally sanctioning events organised by affiliated bodies or private event promoters, it should only do so with the utmost caution having ensured that appropriate risk management procedures are in place by the event organisers, the event organisers are appropriately qualified and experienced and that legal advice about the proposed sanction, terms of sanction and advertising of the sanction is first obtained. In the absence of these precautions, the Association might be exposed to legal claims that an affected person might otherwise have had only against the affiliated body or event organiser. If the Association chooses to sanction an event, the affiliated bodies or private event promoters organising the event must enter into a Sanctioning Agreement with the Association, in the form attached as Annexure E.

4.2 Workplace Health & Safety

(a) Risk

This section attempts to avoid prosecution for offences under the *Workplace Health & Safety Act 1995*. The Act imposes obligations on both employers and people in control of workplaces to ensure that the risk of injury is minimised for all people who come onto the workplace. In a sense, it is similar to negligence where reasonable care must be taken except that liability is strict and focuses less on the degree of care taken and more on the resulting safety of the workplace. It also places an obligation on workers and on other people (including riders, instructors, stewards, judges, volunteers, the public) coming onto the workplace to act responsibly and to comply with any instructions given.

If a workplace is considered unsafe, a workplace health and safety inspector may issue a notice requiring the problem to be rectified. If it is not rectified within the time specified in the notice, the occupier may be prosecuted for the commission of an offence. However, even if the workplace has not been reviewed by an inspector and an injury is suffered because of an unsafe work practice, a prosecution may result automatically.

(b) Managing of the Risk

Because the Association or clubs can be fined for breach of their obligations, it is important that all areas be assessed and reviewed under the authority of the RMO in the context of precautions under the "Area of Risk – Negligence" section above.

Unlike negligence, a workplace health & safety fine is essentially a criminal prosecution for which insurance may not extend. For this reason, it is even more important that these initiatives be observed.

Instructors in the employ of the Association or clubs or acting on a voluntary basis must have a minimum Level 0 qualification and are required to comply with the guidelines contained in Annexure C.

4.3 Award Entitlements

(a) Risk

The purpose of this section is to avoid liability arising out of a failure to comply with industrial awards. There is a strong probability that a number of employees (not being managerial employees) of the Association or affiliated bodies are governed by one or more industrial awards.

These awards are determined by the Industrial Relations Commission and set minimum standards for employers to comply with in relation to wages, hours of work, leave, overtime and allowances. A failure to comply with award entitlements may leave the Association liable to:

- Pay entitlements owing, which may relate to significant sums of money built up over a long period; or
- Prosecution for breach of the award.

(b) Managing the Risk

Enquiries should be made under the authority of the RMO to determine any applicable awards and their minimum entitlements. Those enquiries can be carried out by obtaining legal advice or contacting the Department of Training and Industrial Relations.

4.4 Associations Incorporation Act Requirements

(a) Risk

The purpose of this section is to ensure that the Association and affiliates avoid statutory penalties and maintain their status under the *Associations Incorporation Act*. If the incorporation is cancelled, the Association and affiliates lose the benefits which flow from holding corporate status.

(b) Managing the Risk

It is important to ensure that the Association and its affiliates:

- Limit operations to stated objects;
- Refrain from any activities which are contrary to the public interest;
- Through the relevant management committees comply with all accounting, record keeping, audit and statement obligations each financial year; and
- Hold an annual general meeting within three months after the previous financial year ends.

Failure to comply on any occasion will not automatically place incorporation at risk. However, discretion to take action rests with the Director General under the act and it is prudent to avoid placing the Association and affiliates in unnecessary jeopardy.

4.5 Financial Risk

(a) Risk

This section is designed to safeguard against extensive financial commitment on the part of the Association or affiliates as a result of the acts of an officer or agent. An officer or agent may place himself in a position to represent that he has the authority of the Association or affiliates and enter into deals with third parties in terms of sponsorship, supplies of goods, supply of equipment, consulting or service arrangements.

Provided that it is reasonable for the third party to assume that the Association or affiliated bodies have authorised the deal, a binding arrangement at the agreed price is reached.

(b) Managing the Risk

Funds of the Association will be held in an account at financial institution nominated by our Executive, under the authority of the treasurer and the elected office bearers who will have the authority to draw from the account and sign cheques on behalf of the Association. The treasurer will also be responsible for maintaining books of account and other financial records of the Association, which be audited each month and a report presented to the management committee meeting. Affiliates should adopt similar practices appropriate to their constitutions.

In many cases, both the Association and affiliates will enter arrangements with third parties that do not involve large sums of money. Commitments that are not of a serious nature are unlikely to upset the financial viability of the association. To require formal approval on each of those occasions would result in administrative inconvenience.

However, for arrangements having a value in excess of \$100 or which, regardless of value, relate to sponsorships or employing staff, no person must represent that they have the authority to bind the Association or affiliate without the formal approval of the management committee.

4.6 Defamation

(a) Risk

The purpose of this section is to avoid liability arising out of written or spoken statements made by or on behalf of the Association, affiliated bodies or by any of their agents.

A statement will be defamatory if it is published to another person (whether that is in private, at a public meeting or to a journalist) and is likely to injure somebody's reputation or their trade or profession or is likely to cause others to shun, avoid, ridicule or despise them.

If a statement is made that falls within this definition, and the person making the statement does so in their capacity as an officer or representative of the Association or affiliate, the person whose reputation is injured may bring a claim against both the maker of the statement and the Association or affiliate to obtain compensation.

(b) Managing the Risk

The best means of avoiding the risk is to say nothing that is ever likely to affect another's reputation in a negative way. That may not always be realistic and the law recognises a number of situations where these types of statements are acceptable.

If a statement is to be made, and it is intended to convey information or an opinion which is critical of any person, the maker of the statement should consult at the very least with the management committee, who will assess whether legal advice should be taken.

If a statement has been made without vetting it through the established procedure, it should be reported to the management committee so that steps can be taken to rectify the situation by taking legal advice, issuing an apology or consulting with the aggrieved person.

4.7 Nuisance

(a) Risk

The purpose of this section is to avoid repercussions from members of the public who are victims of substantial and unreasonable interferences with enjoyment of their residences. The most relevant interferences come from excessive noise levels, bright lighting, parking problems or disrespect for private property.

(b) Managing of the Risk

Steps should be taken to ensure that where potential nuisances cannot be avoided, they can be reduced to manageable levels and imposed with suitable public relations. For example:

- Noise and lighting levels should be monitored at events which take place in suburban or residential areas on a regular basis. A nuisance is less of a concern if it takes place as a one-off. The noise level should not exceed a volume which is adequate to serve its intended purpose.
- For a one-off event, it is prudent to provide information accessible to likely complainants through signage or advertising so that they will have maximum notice of any potential inconvenience.
- Control should be exercised over the levels of alcohol (if any) consumed at authorised events. Care should be taken to ensure that the risk of patrons over-indulging is minimised and, for larger events, some form of security to control unruly patrons is advisable.
- Riders who may travel to and from events or activities of the Association should take care to respect the privacy and property of residents or other road users along the particular route.

4.8 Discrimination

(a) Risk

The purpose of this section is to prevent complaints being made against the Association or affiliated bodies for unlawful discrimination or sexual harassment. The Association and its affiliates are obliged to ensure that neither they nor any of their officers or agents:

- Unlawfully discriminate against any employee or member; or
- Engage in sexual harassment of any person

Unlawful discrimination will occur if a person is treated differently because of a particular characteristic including;

- Marital status;
- Sex;
- Pregnancy;
- Age;
- Race;
- Impairment;
- Religion;
- Political belief

It is important that the Association and its affiliates take steps to eradicate any discrimination or harassment as they are deemed to be responsible for the acts of their employees or agents. Of some importance is the impairment issue. Singular treatment of some disabled people will be lawful if it is appropriate in the circumstances eg safety considerations may limit certain activities if the impairment creates an unacceptable risk.

(b) Managing the Risk

All officials, employees and agents should be aware of the minimum requirements of anti-discrimination legislation. As a general rule, decision makers should specifically assess whether they might be relying upon one of the specific criteria when making a decision. Those decisions may involve whether to grant or deny membership, select in a team, provide a benefit, impose a penalty, grant or deny access to a facility, employ or dismiss, allocate work or grant promotion.

In many cases, discrimination may appear to be necessary for good reason and the legislation specifically allows for exceptions. If there is any doubt about whether discrimination might be taking place, the matter should be referred to the management committee who will then determine whether to seek legal advice.

No contact of an intimate or sexual nature may occur between instructors and riders with whom they are associated in the course of instruction or competition.

4.9 Sponsorship

(a) Risk

The purpose of this section is to limit conflict between riders and the Association due to their private sponsorship arrangements. Difficulties can arise if a rider's personal sponsor is an industry competitor of an official sponsor of the Association, placing the prospect of ongoing sponsorship at risk.

(b) Managing the Risk

Riders should be encouraged to consult with the Association before agreeing to a sponsorship to determine whether the deal would cause any conflict with an Association arrangement.

The Association must ensure that it does not oblige a rider to sign mandatory contracts for participation in a particular team or trip which might require riders to breach pre-existing sponsorship or other obligations to third parties. Particular care should be taken to consult with relevant riders and take appropriate legal advice.

4.10 Selection and Event Rules

1. Risk

It is important that any selection criteria which have been advised to riders are observed whenever teams are selected. The same can be said for the need to comply with specific event rules set down by the Association.

A failure to do so may expose the Association to embarrassment, internal dispute and potential litigation at the instigation of a disgruntled rider. Once a rider is advised that selection is to be based on certain criteria, he or she is entitled to expect selection if those criteria are met.

2. Managing of the Risk

The most risk averse means of avoiding liability in selection disputes is to refrain from specifying formal criteria and leaving the selection committee a broad discretion, which is exercised by looking at all factors which are relevant to selection. Factors which are irrelevant or improperly motivated should not be relied upon to exclude a rider deserving of selection.

In some cases, the relevance of some considerations will not be clear in the circumstances. On those occasions, legal advice should be sought to establish the criteria which may enable a rider to be excluded from selection.

The Association has established rules for:

- Showjumping events;
- Dressage and combined training competition;
- Eventing;
- Scoring;
- Uniforms and saddlery;
- Jumping Equitation;
- Sporting;
- Polocrosse;
- Mounted Games

All people involved in events governed by formal rules must comply with those rules. Any problem with the operation of rules should be brought to the attention of the appropriate person, the appropriate discipline sub-committee or the management committee in accordance with competition and administration rules as provided in Annexure C.

5. INSURANCE

5.1 Relevance

The purpose of this section is to provide an effective protection against liability when;

- The risk management procedures fail; or
- An unforeseen event occurs,

Which causes loss or damage to another.

Insurance should always be regarded as a last resort. Maintaining comprehensive insurance is not an appropriate substitute for a properly implemented risk management plan. This is because;

- Not all risks are insurable or fully insurable and coverage might be denied in certain cases; and
- Risk prone sports making numerous claims (or a small number of high value claims) eventually will find insurance premiums to be prohibitively expensive putting at risk the financial viability of the sport.

5.2 Appropriate policy coverage

Although not all risks are insurable, policies should be held (and complied with fully) by the Association (and, where appropriate, the affiliated bodies) in the following areas:

(a) Workers' Compensation

Employers are obliged by law to maintain a workers' compensation policy for all people employed by them. The insurer is the Workers' Compensation Board and the policy will extend to all work related illnesses and injuries.

(b) Public Liability Insurance

A policy should be maintained covering the liability for compensation relating to personal injury or property damage caused by members, instructors, volunteers, the Association and affiliates. It is important regularly to review the scope of the insurance to make certain that all potential contingencies are covered, with particular references to the scope of the activities of the Association and affiliates.

(c) Directors and Officers Liability and Professional Indemnity Insurance

Policies should be maintained to indemnify for loss arising from acts or omissions of officers of the Association and affiliated bodies, including management committee members, instructing judges, stewards, or other officers.

(d) Accident Insurance

A policy should be maintained to provide compensation for loss suffered by riders during performance which does not result from any negligent act or omission, but arises simply from the inherent risks in active participation. This is particularly important in a potentially hazardous activity such as horse riding.

(e) Motor Vehicle Insurance

Any vehicles owned or used by the Association or affiliated bodies should be registered, and in doing so, have a current compulsory third party insurance policy for personal injury caused by it. There should also be a policy of third party property damage to cover liability to compensate for physical loss other than personal injury. In the case of expensive vehicles, consideration should be given to a comprehensive policy that allows the owner to claim for damage sustained to the vehicle, whether through negligence or otherwise.

The RMO must undertake a review of the insurance policies maintained by the Association. The review will occur annually or from time to time if there is a change in the circumstances of the Association indicating a need for broader coverage. Regard should be given to the areas covered by the policies and the maximum levels of coverage for each type of claim.

ANNEXURE A

CHECKLIST FOR CLUBS – Warning: this checklist is not exhaustive

All associations and clubs affiliated with Pony Club Association of Western Australia Inc. should complete the following checklist and return it to the RMO by 30th March each year. If the answer to any of the questions is “no”, please provide details explaining the reason for non-compliance.

	Yes	No
1. Has the club reviewed the risk management policy and Recommended to the RMO any suggested changes in The past twelve months?		
2. Is a copy of the policy displayed in a place available to All members, riders, volunteers, instructors and staff?		
3. Has the club complied with the policy in relation to Inspection and maintenance of facilities?		
4. Has the club complied with the policy in relation to the Provision of food and beverages?		
5. Is access to and from facilities available in the event Of an emergency?		
6. Does the club ensure that there is appropriate supervision monitoring use of club facilities?		
7. Has the club complied with the policy in relation to Medical treatment, both in relation to skills and Facilities?		
8. Has the club's legal adviser confirmed that the club's Constitution is adequate to allow for the exercise of Disciplinary powers over its members?		
9. Do club premises comply with the minimum Workplace health and safety standards?		
10. Are all employees receiving their full award Entitlements?		
11. Is there a prohibition or monetary limit on Expenditure incurred by club officers or others Without formal approval?		

- | | | Yes | No |
|-----|----------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 12. | Must all cheques be countersigned? | | |
| 13. | Has the club and its members complied with the Policy on defamation? Tick "no" if the club has received any complaints in this regard. | | |
| 14. | Has the club reviewed noise and lighting levels over The past twelve months to ensure they are not Excessive? | | |
| 15. | Has the club complied with the policy on discrimination? | | |
| 16. | Has the club ensured that all members are Notified to the Association and are covered under The Association's insurance? | | |
| 17. | Has the club considered the relevant rule book or manual when running an event or activity, regular or otherwise, for riders? | | |

ANNEXURE B

LIABILITY OF DIRECTORS AND COMMITTEE MEMBERS OR SPORTING ORGANISATIONS – A GENERAL SUMMARY

To comply with this policy, and to minimise personal risk to officers, all clubs must be incorporated, however, it is a myth to say that Executive and Management Sub Committees of sporting organisations which are incorporated will not be liable for any of their decisions.

The law imposes certain obligations and duties upon office bearers, including:

- To act honestly in the exercise of his or her powers and the discharge of the duties of his or her office;
- In the exercise of powers and the discharge of duties, to exercise a degree of care and diligence that a reasonable person in a like position in a corporation would exercise in the organisation's circumstances ie what would a reasonable director have done in the same position?
- Not to make improper use of information acquired in their official capacity to gain advantage for themselves or others or cause detriment to the organisation.
- To exercise their powers for the purpose for which they are conferred and not for any collateral or improper purpose;
- Not to fetter the future exercise of their powers; and
- To avoid being placed in a position where their individual or collective interest conflicts with those of the organisation.

If an office bearer is in breach of these duties, he or she may be liable to the organisation or others for any loss or damage suffered as a result of the breach.

Some of these concepts are not readily or fully understood by lay people. If you do not understand these concepts, you should not act as a director or committee member.

Insolvent Trading

Officers who fail to prevent organisations from incurring debts when there are reasonable grounds for suspecting that the organisation is insolvent are *personally liable* for those debts where:

- The officer was aware of those grounds; or
- A reasonable person in like circumstances would have been aware of those grounds.

All officers should monitor the financial performance and liabilities of the organisation at all times. If you are only a "volunteer" director, you will not be saved from liability by your status or your ignorance. If you are not prepared to fully monitor financial performance, you should not be a director or committee member.

Negligence

Just because an organisation is incorporated does not mean that its officers are absolved from claims in negligence. If the officer is negligent, he or she can be sued even if the association can also be sued or if the association is insured. The rules of the association may provide for the officer to be indemnified in certain circumstances but this does not mean that a negligence claim cannot be made.

Insurance will not cover these potential liabilities adequately or at all. The best “insurance” is:

- The implementation of comprehensive risk management practices applicable to each particular situation; and
- Only to accept the office of director or committee member if you fully understand the duties of that office and are prepared to discharge them

ANNEXURE C

Administration Handbook

Rules for Showjumping

Rules for Dressage & Combined Training

Rules for Sporting and Camp draft

Rules of Polocrosse

Rules for Eventing

Rules for Jumping Equitation

Mounted Games Rule Book

Uniform and Gear Check Manual

Scoring Handbook

Handbook

ANNEXURE D

Pony Club Association Of Western Australia Inc LIABILITY, WAIVER, RELEASE AND INDEMNITY

WARNING: *This is a legal document that affects your rights. If you do not understand it, consult a lawyer before signing it*

Full Name

Address:

.....**Postcode**

Date of Birth:

Emergency Contact Name:.....**Tel.**.....

Known medical conditions or disabilities

.....

TO: The Pony Club Association of Western Australia Inc. and its affiliated clubs. and their respective directors, officers, employees, agents, contractors, representatives and volunteers ("Pony Club")

In consideration of the Pony Club accepting my membership and/or allowing me to participate in its events and activities, including riding:

1. I acknowledge that participation involves the real risk of injury, possibly serious. This includes injuries related to or resulting from pre-existing disabilities or medical conditions.
2. It is not possible to list all potential injuries or their possible causes. Injury may be unforeseen, accidental or preventable. Although it is uncommon, the injury may be extremely serious. I acknowledge that the most common injuries result from falls from horses. Injury might be caused by failure to follow instructions, failure to wear protective equipment, carelessness, the negligence of co-participants, animal misbehaviour, equipment failure or other causes.
3. I understand that before participating in any physical activity, I should obtain the approval of a qualified medical practitioner. This is particularly important if I am over 35 years of age or I have a pre-existing disability or medical condition.
4. By participating, I accept all risks necessarily flowing from my participation which could result in loss of life, temporary or permanent injury or economic loss.

Accordingly, I release Pony Club from, and will indemnify it against (to the extent my actions are not excused or protected by law), all liability for all injury, loss or damage arising out of or connected with my participation in Pony Club activities. This release and indemnity continues forever and binds my heirs, executors, personal representatives and assigns. It includes loss or damage related to my equipment and the death or injury of my animal.

5. I have disclosed to you (on this form) all personal medical and other details that might be relevant to my participation or if medical treatment is needed. I promise to keep you up to date with any changes in my medical condition.
6. I consent to receiving any medical treatment or injury assistance that Pony Club thinks desirable during or after my participation. However, I do not require that special medical facilities or equipment be made available for me and I understand that treatment or assistance might not be immediately available when needed.
7. I understand that any insurance cover effective for participants may not cover me for any or all injury, loss or damage sustained by me.
8. I acknowledge that safety precautions undertaken by Pony Club (such as course supervision, safety briefings, animal inspections and equipment safety checks) are a service to me and other participants but are not a guarantee of safety.
9. Animals are ridden by me at my risk. Pony Club is not responsible for injury, loss or damage resulting from animal behaviour (including behaviour caused by the presence of other animals or participants). In particular, Pony Club is not responsible for animal selection by or on behalf of participants (for example, an animal may be unsuitable for a participant by reason of the participant's inexperience or age).
10. I warrant that:
 - * all equipment provided or used by me in Pony Club activities is reasonably fit for its purpose: and
 - * any animal used by me in Pony Club activities is in good physical condition and is appropriate for my age, experience and anticipated riding activities.
11. I acknowledge that in order for the Pony Club Association of Western Australia to function it is necessary for it to share information including known medical conditions or disabilities, membership standing, club, age, grading and horse ownership. People to whom my personal information may be disclosed (without limitation) include other members, other clubs and zones, sponsors, team managers and event organisers.

I certify that I am 18 years of age or older and I have read this document and fully understand it.

.....
 Signature Date

**DECLARATION BY PARENT OR GUARDIAN
 (for Participants under 18 years of age)**

As parent or guardian of the participant:

- * I agree to the above for myself and on behalf of my child
- * I Indemnify and will keep indemnify Pony Club and all other people referred to above on the terms referred to above.

.....
 Parent/Guardian Signature Date

Full Name:

ANNEXURE E

PARTICIPANT'S AGREEMENT

(Must be signed by all competitors)
(For competitors under 18, a parent or guardian must sign.)

WARNING: This is a legal document that affects your rights.

I agree to participate in this event on the following basis:

1. I acknowledge that competitive equestrian events involve the real risk injury, possibly serious. This includes injuries related to or resulting from pre-existing disabilities or medical conditions.
2. I understand that I should not participate in this event unless I have trained appropriately and my physical condition has been verified by a medical practitioner.
3. **By participating, I accept all risks necessarily flowing from my participation which could result in loss of life, temporary or permanent injury. Accordingly, I release all people associated with the conduct of the event from, and will indemnify them (to the extent my actions are not excused or protected by law) against, all liability (including liability for their negligence) for all injury, loss or damage arising out of or connected with my participation in this event. For clarification, the people released include event organisers, promoters, sponsors, managers, the Pony Club Association of Western Australia Inc and all of their respective directors, officers, employees, agents, contractors and volunteers including event medical and paramedical personnel. This release and indemnity continues forever and binds my heirs, executors, personal representatives and assigns.**
4. I consent to receiving any medical treatment that event organisers think desirable during or after the event.
5. I consent to event organisers using my name, image and likeness before, during or after the event, for event promotional, broadcasting or reporting purposes in any media.
6. I understand that any insurance cover effective for participants may not cover me for any or all injury, loss or damage sustained by me.
7. I acknowledge that safety precautions undertaken by the Organiser (such as course supervision, safety briefings, animal inspections and equipment safety checks) are a service to me and other competitors but are not a guarantee of safety.
8. Animals are ridden by me at my risk. The Organiser is not responsible for injury, loss or damage resulting from animal behaviour (including behaviour caused by the presence of other animals or participants). In particular, the Organiser is not responsible for animal selection on behalf of participants (for example, an animal may be unsuitable for a participant by reason of the participant's inexperience or age).
9. My registration is not transferable to other people. If I am unable to compete, or if the event is cancelled, my registration fee is non-refundable.

10. I have listed below any medical or physical conditions from which I suffer that might affect my performance or be relevant if medical treatment is needed.

11. I agree to abide by all race rules and directions issued by the event organiser.

12. I certify that I am 18 years of age or older and I have read this document and fully understand it.

..... Date:
Signature

(For participants under 18 years of age)

As parent or guardian of the participant:

- I agree to the above for myself and on behalf of my child.
- I indemnify and will keep indemnified the Organiser and all other people referred to above on the terms referred to above.

..... Date:
Parent/Guardian Signature

Full name:

Medical conditions:

.....
.....
.....
.....

ANNEXURE F

SANCTION AGREEMENT

**PONY CLUB ASSOCIATION OF WESTERN AUSTRALIA
INC
(Authority)
AND**

(Organiser)

In consideration of **PONY CLUB ASSOCIATION OF WESTERN AUSTRALIA INC (Authority)** considering this sanction application, Organiser and Authority agree as follows:

1. Sanction is neither automatic nor irrevocable. Authority at its absolute discretion may conditionally or unconditionally sanction, refuse to sanction, or withdraw its sanction of the event. For example, Authority might withhold or withdraw a sanction if it considers the event to risk competitor or public safety, to be unprofessionally organised, to be financially under-resourced, to breach Authority's rules or policies, or to be detrimental to the promotional or regulatory interests of Authority. Organiser has no claim against Authority in respect of any determination made by it.
2. Authority reserves the right to change or amend its sanctioning policies, procedures and requirements from time to time.
3. If sanctioned, Organiser must comply with all rules and directions made by Authority in respect of the conduct of this event and all conditions of any sanction conferred by Authority, including rules regarding relevant safety standards and insurance. Failure to comply with any of these rules, directions or conditions entitles Authority to (amongst other things) withdraw any sanction at any time.
4. If sanctioned, Organiser must ensure that all participants in the event have signed a Participant's Agreement, in the form attached as Annexure F. A breach of this condition will be a breach of any sanction conferred by Authority, and entitles Authority to withdraw its sanction.
5. Organiser must not:
 - (a) make any alterations to the event premises or other event logistical or safety arrangements; or
 - (b) conduct an event other than in accordance with sanction conditions, without the prior written consent of Authority.

