

National Integrity Framework

Member Protection Policy

PIPE BANDS AUSTRALIA

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	Name	Position	Date
Prepared by	Ainsley Hart	National Management Committee	21-12-2025
Through	National Management Committee		13-07-2026
Approved	National Management Committee		13-07-2026

Version Controls

	Published	Amendments	Responsible Party
Version 1	<i>Draft Only</i>	<i>Not applicable</i>	Ainsley Hart
Version 2	01-08-2026	Adjusted post council feedback.	Joel Solak

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Definitions

Capitalised terms used in this Policy have the meanings assigned to them in the Pipe Bands Australia National Integrity Framework unless otherwise specified.

Introduction & Purpose

Pipe Bands Australia (PBA) is committed to ensuring that everyone involved in pipe band activities and activities under the authority of PBA is treated with respect, dignity and fairness, and is protected from Abuse, Bullying, Harassment, Sexual Misconduct, Discrimination, Victimisation and Vilification. This Member Protection Policy sets clear expectations for behaviour and obligations to protect members and participants across all PBA Activities.

This Policy sits alongside the PBA Rules, regulations, by-laws and policy documents included under the PBA National Integrity Framework (PBANIF) including PBA Code of Conduct, PBA Child Safeguarding Policy and the PBA Complaints, Disputes and Discipline Policy. Where applicable laws or other binding instruments require different action, those laws and instruments prevail.

Relationship to the National Integrity Framework

This Policy forms part of the Pipe Bands Australia National Integrity Framework and operates in conjunction with:

- the PBA Code of Conduct
- the PBA National Communications & Online Conduct Policy
- the PBA Safeguarding Children and Young People Policy
- the PBA Complaints, Disputes and Discipline Policy

Where behaviour may constitute a criminal offence, this Policy operates alongside, and does not replace, obligations under applicable child protection and criminal legislation.

This Policy must be read in conjunction with the Pipe Bands Australia National Integrity Framework, including the definitions and interpretation provisions contained within that Framework.

Scope and Jurisdiction

Who the Policy applies to

This Policy applies to Relevant Persons and Relevant Organisations as defined in the *Definitions*.

When the Policy applies

All Relevant Persons and Relevant Organisations must comply with this Policy at all times while they are a Relevant Person or Relevant Organisation, including (yet not limited to):

- when interacting with PBA, its Committee(s), College, Branches or member Bands and their representatives;
- when dealing with other Relevant Persons or Relevant Organisations in their official capacity;
- when engaging in Activities related to membership or representation; and
- in any context (including online or social media) where there is a recognised connection to PBA or PBA Activities.

Interactions between individuals that have no direct or indirect connection to PBA or PBA Activities are outside the scope of this Policy.

Prohibited Conduct

A Relevant Person or Relevant Organisation breaches this Policy if they engage in, encourage, direct, facilitate or knowingly permit any of the following Prohibited Conduct (whether in-person, online or via any other means of communication) in the circumstances set out in Jurisdiction:

- Abuse;
- Bullying;
- Harassment;
- Sexual Misconduct;
- Discrimination;
- Victimisation;
- Vilification.

Note: This Policy intentionally does not include examples of Prohibited Conduct. Relevant Persons should familiarise themselves with the definitions and seek guidance from PBA where needed.

Reporting and Complaints

Reports or complaints of alleged Prohibited Conduct under this Policy must be submitted to Pipe Bands Australia or the relevant PBA Branch/ member Band in accordance with the PBA Complaints, Disputes and Discipline Policy.

Allegations will be managed under the PBA *Complaints, Disputes and Discipline Policy*. Behaviour that may constitute a criminal offence must be referred to the relevant law enforcement agency.

Other Matters

Education

PBA will develop and implement education and awareness initiatives addressing the subject matter of this Policy. Certain Participants may be directed to undertake training proportionate to their level of involvement and associated integrity risks.

Information Sharing

Subject to applicable privacy laws, PBA and Relevant Organisations may share information received under this Policy with appropriate authorities or bodies to enable those organisations to effectively perform their functions.

Acknowledgement and Acceptance of Responsibilities

By:

- accepting nomination or appointment to any office-bearing position; or
- being granted membership; or
- participating in a Pipe Bands Australia Activity in a capacity to which this Policy applies,

Relevant Persons and Relevant Organisations agree to uphold and comply with the requirements of this Policy.

Non-compliance may result in education, corrective action, removal of access, disciplinary action, or other outcomes authorised under the Pipe Bands Australia National Integrity Framework.

The background of the entire page is composed of several overlapping, wavy, horizontal bands of different shades of blue. The colors range from a very light, almost white blue at the top to a dark, navy blue at the bottom. The waves are smooth and fluid, creating a sense of movement and depth.

PIPE BANDS AUSTRALIA

pipebandsaustralia.com.au