



Australian Government
Sport Integrity Australia



SPORT INTEGRITY
AUSTRALIA



Pistol Australia

Education Plan

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Pistol Australia Education Plan

Introduction

Education is key to protecting the integrity of Australian sport. Sport Integrity Australia (SIA) and Pistol Australia are committed to working together to mitigate and manage integrity threats to provide a safe and fair environment for participants at all levels of sport.

This Education Plan has been developed in partnership with SIA, who will support this plan through the provision of education resources and interventions as and where possible. It outlines the required and recommended education interventions for all members of Pistol Australia to facilitate compliance with the National Integrity Framework policies, Shooting Australia Anti-Doping Policy and the World Anti-Doping Code International Standard for Education (ISE).

Anti-Doping

Under the ISE, Sport Integrity Australia is required to ensure specific cohorts receive anti-doping education - either via online or face-to-face education. A key principle of the ISE is that athletes should receive education prior to being tested.

To satisfy these requirements, the following cohorts are required to receive anti-doping education:

- Any athletes included in Registered, National or Domestic Testing Pools;
- Any athletes and support personnel* competing or involved in International or Declared events, championships or competitions;
- Any athletes and support personnel* competing or involved in leagues subject to User Pay testing;
- Any athletes and support personnel* returning from an Anti-Doping Rule Violation sanction.

The education requirements of cohorts outside of these categories are tailored to the unique environment of Pistol Australia, which is outlined in the following attachments:

Attachment A - Required and Recommended Education – Outlines the anti-doping education requirements and recommendations for Pistol Australia members, categorised by membership type and competition level.

Attachment B – Pistol Australia Delivered Education – Allows for additional Pistol Australia specific requirements not listed in Attachment A to be included, if desired.

Attachment C – Pistol Australia Targeted Cohort/Event Education Strategy – Outlines the targeted and Declared Events for the current calendar year and captures the planned and/or agreed anti-doping education.

*Support Personnel includes any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any Other Person working with, treating or assisting an Athlete participating in or preparing for sports Competition. See articles 1.3.1.1 and 1.3.1.2 of anti-doping policy for further information.

National Integrity Framework

The topics outlined in this Education Plan provide a structured approach to educating members and key stakeholders about Pistol Australia's integrity policies and Sport Integrity Australia's independent complaints process.

Pistol Australia is responsible for ensuring education is provided to specific cohorts to help participants in the sport become familiar with their obligations under the National Integrity Framework. The type of education for each cohort is outlined in the following attachment:

Attachment A - Required and Recommended Education - Outlines the integrity education requirements and recommendations for Pistol Australia members, categorised by membership type and competition level.

Commitment

Sport Integrity Australia will provide:

- Access to a range of free online integrity education materials
- A suite of resources to promote education, including social media tiles, posters, videos and digital resources;
- Government-funded or user pay face-to-face/webinar education sessions;
- Assistance with eLearning completion reports for Pistol Australia.

Pistol Australia will be responsible for:

- Mandating the completion of education requirements as outlined in **Attachment A**;
- Promoting recommended education interventions as outlined in **Attachment A**, by providing resources to State Sporting Organisations (SSOs) and Clubs, and promoting education in communication materials; and
- As appropriate, coordinating face-to-face education sessions with Sport Integrity Australia, including providing adequate facilities and support.

Education Plan Compliance Model

The following criteria will be used when assessing education implementation for the purpose of ensuring compliance:

- Pistol Australia communicates effectively and efficiently with Sport Integrity Australia to develop and implement this plan;
- Pistol Australia promotes education to relevant members – as evidenced via emails, newsletters, social media posts, and event packs etc; and
- Pistol Australia prioritises monitoring of and compliance with the required education outlined in **Attachment A**.

Pistol Australia may be asked to provide evidence of how they have implemented this plan at various levels (e.g. by providing copies of emails to SSOs, social media posts tagging Sport Integrity Australia, newsletters, etc). The Education Plan will be reviewed annually, or as necessary to assess implementation and compliance, allow for changes in response to any evolving threats, and to incorporate new education resources developed by Sport Integrity Australia.

Conclusion

This Education Plan is a partnership between Sport Integrity Australia, who will support this plan through the provision of education resources and interventions, and Pistol Australia, who is responsible for implementing this plan within their sport. Through this plan, together we aim to provide a safe, fair environment for members and participants of all levels of sport and reduce anti-doping rule violations, either deliberate or inadvertent, protect the health and wellbeing of all members, and uphold the integrity of Pistol Australia.

Acceptance of this education plan can be by way of email confirmation.

Attachment A (I) – Pistol Australia and SSO Staff and National Teams

| COURSES | Coaches | Support Personnel | Staff / Administrators | Board Members | Athletes | Volunteers |
|---|--|--|------------------------|---------------|---------------------------------------|---------------------------------------|
| National Integrity Framework | Required | Required | Required | Required | Required | Recommended |
| Anti-Doping Fundamentals | Required | Required | Required | Required | Required | - |
| Annual Update | Required | Required | Required | Required | Required | - |
| Whereabouts Course | Recommended (coaches of RTP athletes) | - | - | - | Required (RTP athletes only) | - |
| Competition Manipulation & Sports Betting | Required | - | - | - | Required | - |
| Ethical Decision Making | - | - | - | - | Recommended | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | Recommended | - |
| Coaches Course | Required | - | - | - | - | - |
| Safeguarding Children and Young People in Sport Induction | Required | Required | Required | Required | Required (Teams with U18 athletes) | Required (Teams with U18 athletes) |
| Medical Practitioners Course | - | Required (Medical Practitioners only) | - | - | - | - |
| Harassment and Discrimination (Play by the Rules) | Required | Required | Required | Required | Required | Recommended |

Attachment A (II) – Pistol Australia Sanctioned Events, including National and State Championships

| COURSES | Support Personnel | Event Staff | Athletes | Volunteers |
|---|--|-------------|---------------------------------|-------------|
| National Integrity Framework | Required | Required | Required | Recommended |
| Anti-Doping Fundamentals | Required | - | Required | - |
| Annual Update | Recommended | - | Required | - |
| Whereabouts Course | - | - | Required (RTP athletes only) | - |
| Competition Manipulation & Sports Betting | - | - | Recommended | - |
| Ethical Decision Making | - | - | Recommended | - |
| Introduction to Illicit Drugs in Sport | - | - | Recommended | - |
| Safeguarding Children and Young People in Sport Induction | Required | Required | Required | Required |
| Medical Practitioners Course | Required (Medical Practitioners only) | - | - | - |
| Harassment and Discrimination (Play by the Rules) | Recommended | Recommended | Recommended | Recommended |

Attachment A (III) – Club and Community

| COURSES | Support Personnel | Staff / Administrators | Board Members | Athletes | Event Staff & Volunteers |
|---|---|------------------------|---------------|-------------|--------------------------|
| National Integrity Framework | Recommended | Recommended | Recommended | Recommended | Recommended |
| Anti-Doping Fundamentals | Recommended | Recommended | Recommended | Recommended | - |
| Annual Update | Recommended | Recommended | Recommended | Recommended | - |
| Competition Manipulation & Sports Betting | - | - | - | Recommended | - |
| Ethical Decision Making | - | - | - | Recommended | - |
| Introduction to Illicit Drugs in Sport | - | - | - | Recommended | - |
| Coaches Course | - | - | - | - | - |
| Safeguarding Children and Young People in Sport Induction | Recommended | Recommended | Recommended | Recommended | Recommended |
| Medical Practitioners Course | Recommended (Medical Practitioners only) | - | - | - | - |
| Harassment and Discrimination (Play by the Rules) | Recommended | Recommended | Recommended | Recommended | Recommended |

Attachment A (IV) – Coach Accreditation

| COURSES | Club Instructor | Level 1 | Level 2 |
|---|-----------------|-------------|----------|
| National Integrity Framework | Required | Required | Required |
| Anti-Doping Fundamentals | Required | Required | Required |
| Annual Update | Recommended | Recommended | Required |
| Competition Manipulation & Sports Betting | Recommended | Recommended | Required |
| Coaches Course | Recommended | Required | Required |
| Safeguarding Children and Young People in Sport Induction | Required | Required | Required |
| Harassment and Discrimination (Play by the Rules) | Required | Required | Required |

Attachment A (V) – Official Accreditation

| COURSES | Holster Examiner/Assessor | Range Officer | Judge C | Judge B | Judge A |
|---|---------------------------|---------------|-------------|----------|----------|
| National Integrity Framework | Required | Required | Required | Required | Required |
| Competition Manipulation & Sports Betting | Recommended | Recommended | Recommended | Required | Required |
| Safeguarding Children and Young People in Sport Induction | Required | Required | Required | Required | Required |
| Harassment and Discrimination (Play by the Rules) | Required | Required | Required | Required | Required |

Attachment B – Pistol Delivered Education

| Team/Cohort | Presenter/Course | Content | Reviewed by SIA |
|-------------|------------------|---------|-----------------|
| | | | |
| | | | |

Attachment C – Pistol Australia Targeted Cohort/Event Education Strategy

| Target Cohort/Event | Competition Level | Event Date | Begin Education Strategy | F2F/Webinar Strategy | E-Learning Strategy |
|---------------------|-------------------|------------|--------------------------|----------------------|---------------------|
| | | | | | |
| | | | | | |

Appendix 1 – eLearning Course Guide

All eLearning courses can be accessed on the SIA website through registering an account at [Sport Integrity Australia eLearning: Log in to the site](#)

| eLearning Course | Description | Intended Audience |
|--------------------------------------|---|--|
| Anti-Doping Fundamentals | Comprehensive anti-doping education designed for all athletes and support personnel participating in competitive sport. | Coaches and athletes at the NSO level |
| Annual Update | This course is for athletes and support personnel who need to stay up to date on the latest integrity information. This course is updated annually to reflect current trends in anti-doping and broader integrity issues. | Coaches and athletes at the NSO level |
| Clean Sport 101 | An introduction to Anti-Doping rules written in plain English. Designed for pathway athletes early in their careers, unlikely to be tested, and community/grassroots levels. | Under-16 and pathway athletes |
| Whereabouts | This course explains the Whereabouts rules and provides information, tutorials and advice for Registered Testing Pool athletes and their support personnel. | Registered Testing Pool athletes and their coaches |
| Coaches Course | Anti-doping knowledge tailored to the important role coaches play in their athletes' lives. The Anti-Doping Fundamentals course must be completed prior to this course | Coaches at the state level and above |
| Medical Practitioners Course | A high-level course written by medical practitioners for medical practitioners to help them stay up to date with all anti-doping requirements. | Doctors involved in the provision of medical care in sport |
| Parents' Guide to Clean Sport | Designed to teach parents of young athletes about the Anti-Doping rules, doping risks, healthy sport culture, nutrition and the risks of supplement use. | Parents of underage athletes and members |
| Decision Making in Sport | This course poses challenging questions based on real-life predicaments faced by sportspeople at all levels. Learn how to apply your personal values and principles to the ethical dilemmas of the sporting world. | Participants at all levels of the relevant NSO (Board, staff, coaches, support staff, officials, athletes, and members). |

| | | | |
|--------------------------|--|---|---|
| INTEGRITY COURSES | National Integrity Framework | This course provides sport administrators with background on Sport Integrity Australia, the development of the National Integrity Framework, and an overview of each Policy. | Participants at all levels of the relevant NSO (board, staff, coaches, support staff, officials, athletes, and members). |
| | Safeguarding Children and Young People in Sport Induction | This course is designed to help you understand Safeguarding Children and Young People in your sport, including the Children and Young people Safe Practices, and how to recognise and respond to possible breaches. | Any person who is bound by the Child Safeguarding Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members). |
| | Competition Manipulation and Sports Betting | (Previously Introduction to Match-Fixing) This e-learning program is designed to help users understand what Competition Manipulation and Sports Betting is, its consequences, how to recognise it and report it. | Any person who is bound by the Competition Manipulation and Sports Wagering Policy (board, staff, contractors, coaches, officials, and support personnel, athletes, and members). |
| | Introduction to Illicit Drugs in Sport | This course looks at the impact of illicit drug use in sport. | Any person who is bound by the improper use of drugs and medicine policy (Board, staff, contractors, coaches, officials, and support personnel, athletes, and members). |

Attachment D (I) – Pistol Australia and SSO Staff and National Teams – including Non ISSF National Teams – Support Staff includes team managers, Media Staff, Sports Science etc. Any persons involved with the National Team.

| COURSES | Coaches | Support Personnel | Staff / Administrators | Board Members | Athletes | Volunteers |
|---|-----------|-------------------|------------------------|---------------|-----------|------------|
| National Integrity Framework | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | |
| Anti-Doping Fundamentals | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | - |
| Annual Update | 2025 | 2025 | 2025 | 2025 | 2025 | - |
| Whereabouts Course | | - | - | - | End 2024 | - |
| Competition Manipulation & Sports Betting | 31 May 24 | - | - | - | 31 May 24 | - |
| Ethical Decision Making | - | - | - | - | | - |
| Introduction to Illicit Drugs in Sport | - | - | - | - | | - |
| Coaches Course | 31 May 24 | - | - | - | - | - |
| Safeguarding Children and Young People in Sport Induction | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 |
| Medical Practitioners Course | - | | - | - | - | - |
| Harassment and Discrimination (Play by the Rules) | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 | |

Attachment D (II) – Pistol Australia Sanctioned Events, including National and State Championships

| COURSES | Support Personnel | Event Staff | Athletes | Volunteers |
|---|-------------------|-------------|-----------|------------|
| National Integrity Framework | 31 May 24 | 31 May 24 | 31 May 24 | |
| Anti-Doping Fundamentals | 31 May 24 | - | 31 May 24 | - |
| Annual Update | | - | 2025 | - |
| Whereabouts Course | - | - | 2024 | - |
| Competition Manipulation & Sports Betting | - | - | | - |
| Ethical Decision Making | - | - | | - |
| Introduction to Illicit Drugs in Sport | - | - | | - |
| Safeguarding Children and Young People in Sport Induction | 31 May 24 | 31 May 24 | 31 May 24 | 31 May 24 |
| Medical Practitioners Course | | | | |
| Harassment and Discrimination (Play by the Rules) | | | | |

Failure to comply with the timelines in this chart will result in the person being excluded from activities in this chart until the course/s are completed.

Attachment D (III) – Club and Community

| COURSES | Support Personnel | Staff / Administrators | Board Members | Athletes | Event Staff & Volunteers |
|---|--------------------------|-------------------------------|----------------------|-----------------|-------------------------------------|
| National Integrity Framework | | | | | |
| Anti-Doping Fundamentals | | | | | |
| Annual Update | | | | | |
| Competition Manipulation & Sports Betting | | | | | |
| Ethical Decision Making | | | | | |
| Introduction to Illicit Drugs in Sport | | | | | |
| Coaches Course | | | | | |
| Safeguarding Children and Young People in Sport Induction | | | | | |
| Medical Practitioners Course | | | | | |
| Harassment and Discrimination (Play by the Rules) | | | | | |

Attachment D (IV) – Coach Accreditation

| COURSES | Club Instructor | Level 1 | Level 2 |
|---|-----------------|-----------|-----------|
| National Integrity Framework | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 |
| Anti-Doping Fundamentals | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 |
| Annual Update | | | 2025 |
| Competition Manipulation & Sports Betting | | | End 2024 |
| Coaches Course | | End 2024 | End 2024 |
| Safeguarding Children and Young People in Sport Induction | 1 Aug 24 | 31 May 24 | 31 May 24 |
| Harassment and Discrimination (Play by the Rules) | 1 Aug 24 | 1 Aug 24 | 1 Aug 24 |

All NEW club instructors and level 1 and 2 coaches must have completed all the courses before their accreditation card will be issued.

Existing club instructors and level 1 and level 2 coaches must complete the required courses in the time frame specified or their accreditation will be suspended until such time they complete the courses.

The individual State and Territory Directors will be responsible for ensuring that the coaches and club instructors have completed the required courses.

The issue involving Working with Children and Vulnerable people card is a state issue, separate to Sport Integrity

Attachment D (V) – Official Accreditation

| COURSES | Holster Examiner/Assessor | Range Officer | Judge C | Judge B | Judge A |
|---|---------------------------|---------------|------------|------------|------------|
| National Integrity Framework | End 2024 | End 2024 | End 2024 | 31 July 24 | 31 July 24 |
| Competition Manipulation & Sports Betting | | | | End 2024 | End 2024 |
| Safeguarding Children and Young People in Sport Induction | End 2024 | 31 July 24 | 31 July 24 | 31 July 24 | 31 July 24 |
| Harassment and Discrimination (Play by the Rules) | End 2024 | 31 July 24 | 31 July 24 | 31 July 24 | 31 July 24 |

All new Level 1 & Level 2 Range Officers, all new Judge C's and all new PA Holster examiners/Assessors must have completed all the courses and have a WWCC number & Expiry Date issued before their accreditation card will be issued, subject to State and Territory Legislation. Existing Level 1 and Level 2 Range Officers, all Judge B's and Judge A's must complete the required courses in the time frame specified or their accreditation will be suspended until such time that they complete the courses.

The individual State and Territory Directors will be responsible for ensuring that all PA Holster Examiners & Assessors, Range Officers and Judge B's have completed the required courses and supplied a WWCC Number & expiry Date.

The NRC Director will be responsible for ensuring that ALL Judge A's have completed the required courses and have a WWCC Number with expiry date. The issue involving Working with Children and Vulnerable people card is a state issue, separate to Sport Integrity. All State Directors will keep a register of records for Working with Children & Vulnerable People