




Water Polo Australia

Integrity Education Plan



A swimmer wearing a red swim cap and a dark swimsuit is seen from behind, reaching up towards a yellow ball. The swimmer is positioned behind a blue safety net that covers the entire foreground. The background shows the blue water of a swimming pool.

Integrity education equips everyone in sport to recognise risk, make ethical decisions, and help protect the integrity and wellbeing of the sporting community.



Purpose

Education is key to **protecting the integrity of Australian Sport.**

Water Polo Australia (WPA) and **Sport integrity Australia (SIA)** are committed to working in partnership to identify, mitigate, and manage integrity threats, ensuring a safe, fair, and inclusive environment for all participants at every level of the sport. Integrity education equips everyone in sport to recognise risk, make ethical decisions, and help protect the integrity and wellbeing of the sporting community.

This Education Plan outlines the targeted learning and development initiatives designed to support all members in understanding and complying with the National Integrity Framework Policies (NIF), the WPA Anti-Doping Policy, and the World Anti-Doping Code International Standard for Education (ISE). This plan will be reviewed annually and updated when necessary.



International Standard of Education Anti-Doping

Under the ISE, SIA is responsible for ensuring that designated cohorts receive appropriate anti-doping education. A key principle of the ISE is that an athlete's first experience with anti-doping should be through education rather than doping control (testing).

To meet these obligations, the following cohorts are required to receive anti-doping education:

- Any athlete included in the Registered Testing Pool (RTP), National Testing Pool (NTP), or Domestic Testing Pool (DTP).
- Any athlete and support personnel* competing in, or involved with, International or Declared Events.
- Any athlete and support personnel* competing in, or involved with, competitions subject to User-Pay Testing.
- Any athlete and support personnel* returning from an Anti-Doping Rule Violation (ADRV) sanction.

*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 Education

The topics outlined in this Education Plan provide a structured approach to educating members and key stakeholders about **WPA's integrity policies** and SIA's independent complaints process.

WPA is responsible for ensuring that education is delivered to identified cohorts to support their understanding of, and compliance with, their obligations under the following policies.

- Safeguarding Children and Young People Policy
- Member Protection Policy
- Improper Use of Drugs and Medicine Policy
- Competition Manipulation and Sport Gambling Policy
- Complaints, Disputes and Discipline Policy





Compliance

Under the ASC Recognition Criteria – National Sporting Organisations (NSO), WPA is accountable for establishing, maintaining and enforcing the key policies and connected education plan that underpin integrity in their sport and apply to all levels.

When assessing education implementation for the purpose of demonstrating adherence to these requirements, the following criteria will be used.

- **WPA communicates efficiently with SIA** in the development and implementation of this plan.
- **WPA makes this Plan publicly available**, as evidence through website links and official communications.
- **WPA actively promotes education to relevant members**, as evidence through emails, newsletters, social media activity, and event packs and other communication channels.
- **WPA prioritises the monitoring of, and adherence to, the required education** outlined in this plan.

Responsibilities



Sport Integrity Australia will provide:

- **Access to a range of free online integrity education materials.**
- **A suite of promotional resources, including social media tiles, posters, videos, and other digital assets.**
- **Government-funded or user-pay face-to-face or webinar education sessions.**
- **Assistance with eLearning completion reporting.**



Water Polo Australia will be responsible for:

- **Mandating completion of the education requirements**
- **Promoting the recommended education interventions** including providing supporting resources to State Sporting Organisations (SSO's) and Clubs and incorporating integrity education in communication materials.
- **Coordinating face-to-face education sessions with Sport Integrity Australia**, where appropriate, including ensuring suitable facilities and operational support are available.



Working With Children Check

The WWCC requirements are based on WPA's minimum standards and requirements.

If your jurisdiction requires a higher level of compliance, individuals must meet those requirements. For example, in some states, all volunteers at a sporting club with junior participants must hold a WWCC, regardless of their specific role.

A single screening unit has been set up in each state and territory to conduct working with children checks and issues the resulting cards, registrations or permits. Visit the [National Office for Child Safety](#) for a list of the only organisations allowed, under legislation, to conduct working with children checks, and the relevant requirements for your role.



Target Groups

WPA has identified the following cohorts as priority groups for education, based on assessed integrity risk and competition level:

- Australian Water Polo League (Declared Event)
- National Teams
- National State Championships

WPA has identified the following groups as priority groups for **annual face-to-face integrity education**.

- Aussie Stingers
- Aussie Sharks
- National State Championships – U15 and U17

The tables that follow outline the **required and recommended education requirements** for all members of WPA, across all levels of competition.

To address integrity-related risks and better manage education workloads, WPA may substitute eLearning modules with alternative education formats, including face-to-face sessions or webinars, as appropriate.

A water polo player in a dark swimsuit and white swim cap is shown in a pool, holding a yellow water polo ball above her head. The background is a blurred pool setting with other players. The entire image has a teal overlay.

EDUCATION REQUIREMENTS



PROTECTING SPORT TOGETHER

	WPA Staff / Administrators	WPA Board Members	National Program Coaches (including S&C)	National Program Support Personnel (Team Manager, Carer etc)	National Performance Health Staff (Physio, Dietician etc)	National Team Doctor	Stinger/Sharks Squads	National Squad 19+	National Squads U18
WWCC	Required	Required	Required	Required	Required	Required	Recommended	-	-
WPA Accreditation	-	-	Required Gold Member minimum or Contracted	Required Gold Member minimum or Contracted	Required Gold Member minimum or Contracted	-	Required Platinum	Required Platinum	Required Platinum
Role Specific	-	-	Required Safe and Effective Coaching of Young Athletes in High Performance Sport (when coaching U18 athletes)	-	-	Required Medical Practitioners Course	-	-	-
National Integrity Framework	Required	Required	Required	Required	Required	Required	-	-	-
Anti-Doping Fundamentals	Required	Required	Required	Required	Required	Required	Required	Required	Required
Annual Update	Required	Required	Required	Required	Required	Required	Required	Required	Required
Whereabouts Course	-	-	Recommended (if coaching RTP or NTP athletes)	Recommended (if working with RTP or NTP athletes)	-	-	Required (RTP and NTP athletes)	Required (RTP and NTP athletes)	Required (RTP and NTP athletes)
Competition Manipulation and Sport Gambling	Required	-	Required	Required	Required	Required	Required	Required	Recommended
Decision Making in Sport	-	-	-	-	-	-	Recommended	Recommended	Recommended
Safeguarding Children and Young People in Sport Induction	Required	Required	Required	Required	Required	Required	-	-	-
Illicit Drugs in Sport	-	-	-	-	-	-	Required	Required	Required

	Coaches (including S&C)	Support Personnel (including Managers)	Performance Health Staff (Physio, Dietician etc)	Team Doctor	Table Official	Officials (Referees and Delegates)	Athletes	Volunteers (including Tribunal Members)
WWCC	Required	Required	Required	Required	Recommended	Required	-	Recommended
WPA Accreditation	Required Gold Member minimum	Required Bronze Member minimum	Required Bronze Member minimum	Required Bronze Member minimum	Recommended Bronze Member minimum	Required Gold Member minimum	Required Platinum Member	-
Role Specific	Required Safe and Effective Coaching of Young Athletes in High Performance Sport (when coaching U18 athletes)	-	-	Required Medical Practitioners Course	Recommended Table Official (WPA Portal)	Required Community Officiating Essential Skills (WPA Portal)	-	-
National Integrity Framework	Recommended	Recommended	Recommended	Recommended	Recommended	-	-	-
Anti-Doping Fundamentals	Required	Required	Required	Required	-	-	Required	-
Annual Update	Required	Required	Required	Required	-	-	Required	-
Whereabouts Course	Recommended (if coaching RTP or NTP athletes)	Recommended (if working with RTP or NTP athletes)	-	-	-	-	Required (RTP and NTP athletes)	-
Competition Manipulation and Sport Gambling	Required	Required	Required	Required	-	Required	Required	-
Decision Making in Sport	-	-	-	-	-	-	Recommended	-
Safeguarding Children and Young People in Sport Induction	Required	Required	Required	Required	Recommended	Recommended	-	Recommended
Illicit Drugs in Sport	-	-	-	-	-	-	Required	-

	SSO Staff / Administrators	SSO Board Members	Coaches (including S&C)	Support Personnel (Team Manager, First Aid, Physio)	Table Officials	Officials (Referees and Delegates)	NSC State Athletes	Other State Athletes	Volunteers (including Tribunal Members)
WWCC	Required	Required	Required	Required	Recommended	Required	-	-	Recommended
WPA Accreditation	-	Required Bronze Member Minimum	Required Gold Member Minimum	Required Bronze Member Minimum	Recommended Bronze Member Minimum	Required Gold Member Minimum	Required Platinum Member	Required Platinum Member	-
Role Specific	-	-	Required Safe and Effective Coaching of Young Athletes in High Performance Sport (when coaching U18 athletes)	-	Recommended Table Official (WPA Portal)	Required Community Officiating Essential Skills (WPA Portal)	-	-	-
National Integrity Framework	Recommended	Required	Recommended	Recommended	-	-	-	-	-
Anti-Doping Fundamentals	Required	Required	Required	Required	-	-	Required	Recommended	-
Annual Update	Required	Required	Required	Required	-	-	Required	Recommended	-
Whereabouts Course	-	-	Recommended (if coaching RTP or NTP athletes)	Recommended (if working with RTP or NTP athletes)	-	-	Required (RTP and NTP athletes)	Required (RTP and NTP athletes)	-
Competition Manipulation and Sport Gambling	Recommended	-	Recommended	Recommended	-	Required	Recommended	Recommended	-
Decision Making in Sport	-	-	-	-	-	-	Recommended	Recommended	-
Safeguarding Children and Young People in Sport Induction	Required	Required	Required	Required	Recommended	Recommended	-	-	Recommended
Illicit Drugs in Sport	-	-	-	-	-	-	Recommended	Recommended	-

	Coaches (including S&C)	Support Personnel (Team Managers, First Aid, Physio etc)	Table Officials	Officials (Referees and Delegates)	Athletes	Volunteers (including Tribunal Members)
WWCC	Required	Required	Recommended	Required	-	Recommended
WPA Accreditation	Required Gold Member Minimum	Required Bronze Member Minimum	Recommended Bronze Member Minimum	Required Gold Member Minimum	Required Platinum Member	-
Role Specific	Required Safe and Effective Coaching of Young Athletes in High Performance Sport (when coaching U18 athletes)	-	Recommended Table Official (WPA Portal)	Required Community Officiating Essential Skills (WPA Portal)	-	-
National Integrity Framework	Recommended	Recommended	Recommended	-	-	-
Anti-Doping Fundamentals	Required	Required	-	-	Required	-
Annual Update	Required	Required	-	-	Required	-
Whereabouts Course	Recommended (if coaching RTP or NTP athletes)	Recommended (if working with RTP or NTP athletes)	-	-	Required (RTP and NTP athletes)	-
Competition Manipulation and Sport Gambling	Recommended	Recommended	-	Recommended	Recommended	-
Decision Making in Sport	-	-	-	-	Recommended	-
Safeguarding Children and Young People in Sport Induction	Required	Required	Recommended	Recommended	-	Recommended
Illicit Drugs in Sport	-	-	-	-	Recommended	-

	Coaches (including S&C)	Support Personnel (Team Managers, First Aid, Physio etc)	Table Officials	Officials (Referees and Delegates)	Athletes
WPA Accreditation	Required Gold Member Minimum	Required Bronze Member Minimum	Recommended Bronze Member Minimum	Required Gold Member Minimum	Required Platinum Member
Role Specific	Recommended Community Coaching Essential Skills (WPA Portal)	-	Recommended Table Official (WPA Portal)	Recommended Community Officiating Essential Skills (WPA Portal)	-
National Integrity Framework	Recommended	Recommended	Recommended	Recommended	Recommended
Anti-Doping Fundamentals	Recommended	Recommended	-	-	Recommended
Annual Update	Recommended	Recommended	-	-	Recommended
Competition Manipulation and Sport Gambling	Recommended	Recommended	-	Recommended	Recommended
Decision Making in Sport	-	-	-	-	Recommended
Illicit Drugs in Sport	-	-	-	-	Recommended

	Coaches (including S&C)	Support Personnel (Team Managers, First Aid, Physio etc)	Table Officials	Officials (Referees and Delegates)	Athletes (16 and over)	Volunteers (including Tribunal Members)
WWCC	Required	Required	Recommended	Required	-	Recommended
WPA Accreditation	Required Gold Member Minimum	Required Bronze Member Minimum	Recommended Bronze Member Minimum	Required Gold Member Minimum	Required Platinum Member	-
Role Specific	Required Community Coaching Essential Skills (WPA Portal)	-	Recommended Table Official (WPA Portal)	Recommended Community Officiating Essential Skills (WPA Portal)	-	-
National Integrity Framework	Recommended	Recommended	-	-	-	-
Anti-Doping Fundamentals	Recommended	Recommended	-	-	Recommended	-
Annual Update	Recommended	Recommended	-	-	Recommended	-
Competition Manipulation and Sport Gambling	Recommended	Recommended	-	-	Recommended	-
Decision Making in Sport	-	-	-	-	Recommended	-
Safeguarding Children and Young People in Sport Induction	Required	Required	Recommended	Required	-	Recommended
Illicit Drugs in Sport	-	-	-	-	Recommended	-

	Club Staff / Administrators	Club Committee / Board Members	Coaches (including S&C)	Support Personnel (Team Manager, First Aid, Physio)	Table Officials	Officials (Referees and Delegates)	Athletes	Volunteers (including Tribunal Members)
WWCC	Required	Required	Required	Required	Recommended	Required	-	Recommended
WPA Accreditation	Required Bronze Member Minimum	Required Bronze Member Minimum	Required Gold Member Minimum	Required Bronze Member Minimum	Recommended Bronze Member Minimum	Required Gold Member Minimum	Required Platinum Member	-
Role Specific	-	-	Recommended Community Coaching Essential Skills (WPA Portal)	-	Recommended Table Official (WPA Portal)	Required Community Officiating Essential Skills (WPA Portal)	-	-
National Integrity Framework	Recommended	Recommended	Recommended	Recommended	-	-	Recommended	-
Anti-Doping Fundamentals	-	-	Recommended	Recommended	-	-	Recommended	-
Annual Update	-	-	Recommended	Recommended	-	-	Recommended	-
Decision Making in Sport	-	-	-	-	-	-	Recommended	-
Safeguarding Children and Young People in Sport Induction	Recommended	Recommended	Required	Required	Recommended	Recommended	-	Recommended
Illicit Drugs in Sport	-	-	-	-	-	-	Recommended	-

Course	Description	Intended Audience	
SIA Courses	Anti-Doping Fundamentals	Comprehensive anti-doping education covering the rules and regulations related to anti-doping, the process involved in testing, the ethical and health implications of doping, and the responsibilities of athletes and support personnel to uphold anti-doping standards.	Athletes and people assisting athletes who are competing in events where testing is likely to occur. (Expires after 3 years)
	Annual Update	Released in December each year, this course reflects current trends in anti-doping and broader integrity issues including new prohibited substances, rule changes and other contemporary topics.	Athletes and people assisting athletes who are competing in events where testing is likely to occur. (Completed annually)
	Whereabouts	Specific education designed for testing pool athletes and their support personnel; this course explains the Whereabouts rules and provides step-by-step guidance on updating whereabouts in the Anti-Doping Administration and Management System (ADAMS)	Registered and National Testing Pool athletes and their support network. (Expires after 3 years)
	Safe and Effective Coaching of Young Athletes in High Performance Sport	This course is designed for coaches who work with athletes under the age of 18, helping you to implement safe, engaging and effective practices.	Coaches working with high performance athletes under the age of 18. (Expires after 3 years)
	Medical Practitioners	Specific anti-doping education for sport and exercise physicians and other medical practitioners working with or consulting to athletes and sports in Australia. This course covers the nuances of medical practice in sport and supporting athletes to uphold anti-doping rules.	Doctors involved in the provisions of medical care in sport. (Expires after 3 years)
	Decision Making in Sport	A series of challenging scenarios based in real-life predicaments faced by sportspeople at all levels. This course provides a framework to guide the application of personal values and principles to the ethical dilemmas of the sporting world.	Pathway athletes. (Expires after 3 years)
	National Integrity Framework	Comprehensive education about the development of the National Integrity Framework, including background information about Sport Integrity Australia and an overview of how each National Integrity Framework Policy can be applied in practice.	Members at all levels of sport. (Expires after 3 years)
	Safeguarding Children and Young People Sport Induction	An introduction to protecting children and young people within sporting environments, including Children and Young People Safe Practices, and how to recognise and respond to possible breaches of the safeguarding policy.	Any person who is deemed to be working in a position that has direct involvement with athletes under the age of 18. (Expires after 3 years)
	Competition Manipulation and Sports Betting	An introduction to what competition manipulation is, different types of competition manipulation, and sport specific rules to assist with identifying breaches, recognising match-fixer strategies, and knowing how to report concerns.	Any person involved in a sport where competition manipulation is a significant risk and where betting markets are likely to occur. (Expires after 3 years)
	Illicit Drugs in Sport	With a focus on recreational illicit drug use, this course covers the effects of drug use on both health and sport performance, the importance of understanding the In-Competition period, developing a response plan to drug offers, and locating wellbeing and support services. .	Athletes and people assisting athletes who are competing in events where testing is likely to occur. (Expires after 3 years)
WPA Courses	Community Coaching Essential Skills	A course designed to help coaches create positive, safe, and inclusive environments for participants in sports.	Coaches
	Table Officials	A course outlining the role of a Table Official, pre-game setup, recording and signally fouls, timing systems and the WPA Digital Scoring App.	Table Officials
	Community Officiating Essential Skills	A course designed to help you take a modern approach to officiating, focusing on participants their needs and motivations.	Officials

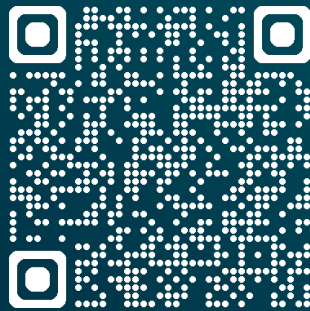
SIA EDGE

Do you have a SIA eLearning account?

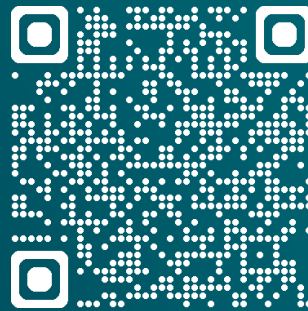
Yes! Log in using the Learner Login section

No? Register and make an account

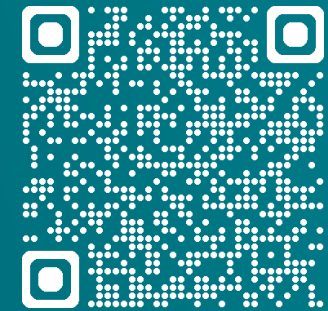
How to Guides:



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For all account enquiries, please contact:
education@sportintegrity.gov.au or call **1800 161 361**



Education Links

[Sport Integrity Australia EDGE](#)

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[Water Polo Australia Coach and Official Learning Hub](#)

[Play by the Rules](#)

Sport Integrity App



PROTECTING SPORT TOGETHER

EDUCATION EMPOWERS & PROTECTS



OFFICIAL



SPORT INTEGRITY AUSTRALIA

Status	Version	Prepared by	Approved by	Date	Changes
FINAL	V2.0	Tara Huntly	WPA Board	April 2026	Updated with new WPA logo



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