YOUTH MEMBER POLICY

Welcoming young members to train safely and confidently.

This policy forms part of the Build Training Membership Agreement and sets out the requirements for members and participants under eighteen (18) years of age when accessing or participating in Build Training services and activities. This policy must be read in conjunction with the Membership Agreement and any other applicable Build Training policies.

1. Consent and parent or guardian responsibilities

- A parent or legal guardian must provide written consent and complete or approve all required membership documents, Liability Waiver, Risk Warning & Informed Consent, health and emergency information, media preferences and payment documents before the youth member participates.
- The parent or guardian is responsible for payment obligations, keeping information current and supporting the youth member's compliance with the Membership Agreement and applicable policies.
- Build Training may set minimum ages and additional eligibility requirements for particular activities, services, equipment or access periods.

2. Age, access and supervision

Youth members aged fifteen (15) and sixteen (16) years must be accompanied and actively supervised by a parent, legal guardian or authorised adult approved by Build Training, unless participating in an approved and supervised youth program.

Youth members aged seventeen (17) years may participate in approved Build Training classes without a parent, legal guardian or authorised adult, subject to any applicable induction, competency and supervision requirements. Independent class participation does not extend to Open Gym or to services that have separate age, access or supervision requirements.

Youth members under eighteen (18) years of age may access Open Gym only with Build Training's prior approval and subject to any supervision, induction, competency and access requirements imposed by Build Training. Approval to participate independently in classes does not constitute approval for independent Open Gym access.

Where a service-specific policy imposes additional age, access or supervision requirements, those requirements apply. In particular, persons aged fifteen (15) to seventeen (17) years may use the sauna only when accompanied and actively supervised by a parent or legal guardian.

Build Training may require a parent, legal guardian, or authorised adult to remain onsite or directly supervise a youth member where reasonably necessary having regard to the activity, the youth member's competency, safety requirements or operational considerations. Youth access may be limited by age, program, equipment, area, bookings, demonstrated competency, supervision requirements or staffed hours. Access during unstaffed hours requires Build Training's prior written approval and may be subject to additional supervision, competency or safety requirements imposed by Build Training.

3. Induction, competency and health information

- A youth member must complete each required induction, orientation or competency check before using the relevant facility, equipment or service.
- Before independent participation is approved, the youth member must demonstrate an age-appropriate understanding of safe behaviour, equipment use, emergency procedures and staff directions.
- The youth member and parent or guardian must provide accurate and current information reasonably required for safe participation, including relevant health conditions, injuries, allergies, medication, disabilities, support needs and emergency contacts.
- Build Training may require an action plan, medical clearance, modified participation, closer supervision or further assessment where reasonably necessary for safety.

4. Training and equipment

Youth members must follow the approved program and staff directions and use only equipment, training areas and activities approved for their age, capability and supervision arrangements.

Youth members must use equipment only for its intended purpose and within their demonstrated capability and must seek assistance if unsure how to perform an activity or use equipment safely.

Advanced, complex, maximum-effort or independent activities require Build Training's prior approval and any required induction or competency assessment.

Build Training may modify or stop an activity, restrict equipment or area use, or require closer supervision where reasonably necessary for safety or welfare.

A youth member must not enter or use any restricted area, facility, equipment or service unless expressly authorised and any applicable age, induction, competency or supervision requirements have been met.

5. Child-safe conduct and professional boundaries

- Build Training is committed to providing a safe environment for children and young people and may adopt and amend child-safe practices, procedures and safeguards from time to time.
- Youth members, parents, guardians, staff, contractors, volunteers and visitors must behave respectfully.
- Bullying, harassment, discrimination, intimidation, threats, grooming, exploitation, humiliation, inappropriate communication, unsafe physical contact, violence, retaliation and unlawful or unsafe conduct are prohibited.
- Contact with a youth member must be appropriate and connected with coaching, assistance, safety or first aid.
- Where practicable, one-to-one interactions should occur in open or observable areas. Staff communications should use approved business channels and include the parent or guardian where appropriate.

6. Staff and safeguarding obligations

- Build Training will take reasonable steps to ensure that personnel undertaking child-related work meet applicable screening, training and child-safety requirements.
- Personnel must maintain professional boundaries and promptly report safety, welfare or safeguarding concerns.

7. Reporting concerns, complaints and emergencies

- Safeguarding, bullying, harassment, injury, illness, near miss, unsafe equipment or welfare concerns should be reported promptly to the Child Safe Contact, Build Training management or another senior Build Training representative.
- Build Training will document and respond to concerns and take protective, emergency or reporting action where required.
- If there is an immediate risk of harm, emergency services should be contacted. Build Training may provide first aid, contact emergency services, seek urgent medical assistance and arrange transport to a medical facility where reasonably necessary. Any associated medical, ambulance or treatment costs remain the responsibility of the parent or guardian to the extent permitted by law.
- Nothing in this policy replaces or limits any mandatory reporting or other legal obligation.
- Complaints will be handled promptly, fairly, sensitively and with regard to privacy and the youth member’s safety and welfare.

8. Collection and departure

- Where supervised collection is required, the parent or guardian must nominate authorised collection persons, arrange timely collection and remain contactable.
- Build Training will not knowingly release a youth member to an unauthorised person and may contact an emergency contact, police or another appropriate authority where reasonably necessary.

9. Photography, media, privacy and communications

- Photography, recording and promotional media involving a youth member are governed by the Membership Agreement and the Media, Photography and Social Media Policy.
- Build Training may take and use photographs, video or audio involving a youth member for marketing and promotional purposes in accordance with the Membership Agreement and the Media, Photography and Social Media Policy. The parent or legal guardian is responsible for advising Build Training of the youth member's media preference. Build Training will take reasonable steps to record and respect that preference for future promotional use.
- Recording is prohibited in private areas. A youth member must not intentionally record or share identifiable content involving another person without appropriate consent.
- Personal and health information will be handled in accordance with the Privacy Policy and applicable law.

10. Illness, injury and participation restrictions

- A youth member must not attend while affected by an illness, injury or condition that creates a material health or safety risk.
- Injuries, illness, hazards and incidents must be reported immediately.
- Build Training may require medical clearance, modified participation, a new induction or temporary access restrictions where reasonably necessary for safety.

11. Breaches and access restrictions

- Build Training may give a warning, modify supervision, require additional safeguards, restrict access, refuse participation, suspend access or take membership action for a breach, having regard to the seriousness and circumstances.
- Except where immediate action is reasonably required to address a material safety, welfare, privacy, security or legal risk, Build Training will give notice of the concern and a reasonable opportunity to respond before suspending or cancelling a membership.

12. Parent or guardian acknowledgement

- By accepting the relevant membership and consent documents, the parent or guardian confirms that they have read and understood this policy, provided accurate information and will support the youth member's compliance.
- The parent or guardian should ensure that this policy and relevant safety requirements are explained to the youth member in an age-appropriate way.

13. Policy changes

Build Training may reasonably update this policy for safety, legal or operational reasons. A change will not materially increase fees, reduce core membership benefits or introduce a new cancellation burden unless permitted by the Membership Agreement, required by law or accepted by the member. Where reasonably practicable, Build Training will give at least fourteen (14) days' written notice before a material change takes effect. A shorter period may apply where reasonably required for an urgent safety, legal or regulatory reason.