

ALL-IN | Everyone Has a Role to Play in Preventing Gambling Harm.

ACTION GUIDE: How to prevent gambling harm – a guide for organisations, businesses, community groups & sporting clubs.



ALL-IN

**Everyone Has
a Role to Play**
in Preventing
Gambling Harm.

ACTION GUIDE: How to prevent gambling harm – a guide for
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Congratulations on being a part of the All-In Project & helping to support the prevention of gambling harm in the Ballarat community

You have made a commitment to addressing gambling related harm in your organisation and taking action to create a safe and healthy place for people in the Ballarat community.

HOW TO USE THIS GUIDE

This guide provides a series of suggested actions that organisations can take to reduce the risk of harm from gambling within their workplace, sports club or community group. We suggest you choose actions that your organisation or group can support fully, keeping in mind that not all actions areas have to be addressed.

You may only choose 1 or 2 actions, or you might choose to tackle all of them. Just ensure your actions are aligned to one or more of these four key actions areas:

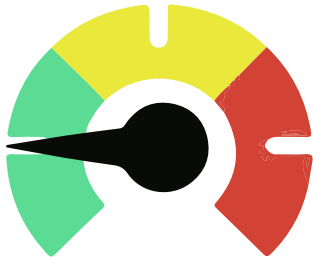
- raise awareness of gambling harm
- reduce stigma and stereotypes
- encourage help seeking and access to services
- change behaviours and norms and promote alternative recreation.

Before looking at actions you can take, please think about reading the 'Key questions for your organisation about preventing gambling harm' and consider the 10 questions outlined.

POTENTIAL ACTIONS

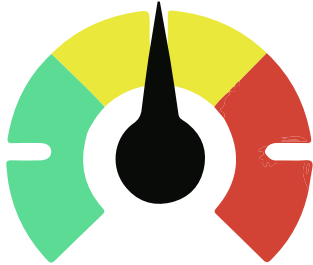
for all organisations and groups

This section provides potential actions relevant to ALL sectors and workplace types.



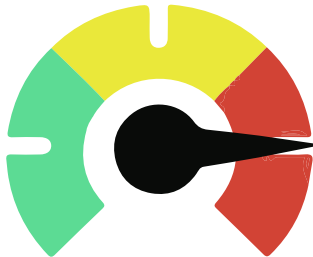
EASY ACTIONS

- Promote the Employee Assistance Program as being available for people experiencing gambling harm
- Develop a policy or review existing policies about use of work mobiles, computers and IT for gambling websites
- Review social competitions and manage how they fit into your organisation – i.e. footy tipping, Melbourne Cup sweep
- Code of conducts – does this support the prevention of gambling harm?
- Talk about the hidden stigma of gambling harm with staff in your organisation
- Undertake the 100 Days challenge
- Display posters around venues or on social media that promote help seeking
- Share video clips of lived experience speakers on social media or play them at events
- Utilise social media and communications to raise awareness of gambling harm



MODERATE ACTIONS

- Engage lived experience speakers from 'Re-spin' to speak at staff, management team or committee meetings: visit <https://bchs.org.au/services/gambling-support/respin/>
- Be creative about the delivery of gambling harm awareness. For example try embedding it into compulsory training i.e. fraud training – include statistics such as 50% of fraud is driven by gambling harm etc
- Consider training for senior staff or leaders around identifying and assisting people experiencing gambling harm
- Look at the language used in the organisation about gambling – change it to promote help seeking and normalise gambling harm
- Include information in your staff/member newsletters or newsletters provided to other organisations
- Develop a statement of commitment to address gambling harm
- Offer workplace recreation opportunities i.e group fitness or walking group, book clubs - as this is not as confronting as joining a club where you don't know anyone



INTENSE ACTIONS

- Review induction processes to include information about gambling harm
- Look at organisational or committee/group structure – identify who would be able to provide support information about gambler's help
- Develop a disclosures policy and train supervisors/managers/committee
- Develop a peer support program to enable people in your organisation to support each other
- Hold an annual event to talk about gambling harm and promote alternative recreation/activities - see if staff feel safe to speak about experiences of stigma

POTENTIAL ACTIONS

for specific sectors

This section provides potential actions relevant to specific sectors, including schools, community groups and sporting clubs, finance services and service providers. If you belong to one of these sectors, please consider the following.



SCHOOLS & EDUCATION SETTINGS

- ☐ Consider how student attitudes towards gambling are being shaped and how this is being reinforced at school
- ☐ Develop a school gambling policy (templates available)
- ☐ Look for opportunities in your own classroom to incorporate this topic
- ☐ Develop staff knowledge about when gambling might be becoming a concern and where to seek help
- ☐ Promote the ABC "You Can't Ask That" episode on Gambling – this is really powerful for students and adults, and highlights the fact that gambling harm doesn't discriminate.
- ☐ Brainstorming the risk factors for gambling harm with students - the statistics alone are a big "draw" in reducing stigma (1 child in every classroom of 25 is affected)
- ☐ Support students to understand what gambling harm looks like to encourage them to recognise the signs and promote help seeking behaviours



SCHOOLS & EDUCATION SETTINGS CONT.

- ☐ Promote Victorian Responsible Gambling Foundation resources to parents about 'having the talk' with young people about changing behaviours
- ☐ Support the understanding that play is a part of society and manage this appropriately
- ☐ Engage with Ballarat Child and Family Services to offer the teacher education session and parent session
- ☐ Decide on an approach to managing illegal activity
- ☐ Encourage play-based activities and role-based games, focusing on how to play as opposed to relying on video games for entertainment. Promote more gaming respect
- ☐ Talk to the school council and advisory board and ask for their support
- ☐ Offer information session for younger students
- ☐ Consider how the school will deal with a disclosure from a student about a parent or family member, through this emphasise the power of child's disclosure to decrease stigma
- ☐ Have discussions with teachers/parents about exposure at an early age i.e game-based activities
- ☐ Consider incorporating units of work into the school curriculum
- ☐ Talk to both primary and secondary wellbeing teams about developing generational programs to get the message across in family groups



SCHOOLS & EDUCATION SETTINGS CONT.

- ☐ Screen time – consider how to broaden the conversation to include gambling harm as a part of this activity
- ☐ Have a young lived experience member as a part of school's education program
- ☐ Talk about hidden marketing and how they are targeting an audience
- ☐ Consider how students with additional needs will be included i.e. students with disabilities and flexible learning requirements
- ☐ Talk with students about financial literacy basics and budgeting priorities
- ☐ Promote volunteering as an option that diverts from gambling harm
- ☐ Mobile phones – talk to students about gaming apps and how this can lead to gambling harm
- ☐ Contact Ballarat Child and Family Services to talk about the school education programs



FINANCIAL SERVICES

- ☐ Provide training and skills development to staff about how to respond if a customer discloses gambling harm
- ☐ Support clients to develop financial literacy skills
- ☐ Sponsor alternative recreation events in the region
i.e. free events, books clubs, fitness and promote this to clients
- ☐ Be aware of and promote staff policies about gambling (if any)
- ☐ Promote gambling harm support brochures from Ballarat Child and Family Services
- ☐ Consider introducing ability for all customers to block gambling transactions on credit and debit cards
- ☐ Offer a gambling harm assistance service
- ☐ Reduce stigma for clients experiencing gambling harm to seek help and include gambling in financial hardship policies and processes



SERVICE PROVIDERS

- ☐ Consider engaging a Re-spin speaker or the engaging with the '3 Sides of the Coin' play for staff and client events

- ☐ Consider providing financial literacy training to clients and staff to promote money management skills

- ☐ Examine the services already provided – are there ways to promote gambling harm support services to clients?

- ☐ Look at ways to engage people at different stages of their lives when they are accessing services i.e Maternal and Child Health, transition to retirement, bereavement etc

- ☐ Increase awareness of true nature of the problem and harms amongst low to moderate risk gamblers

- ☐ Ensure the organisation has gambling help brochures. Include examples of gambling harm in examples of why people may need the Employee Assistance Program

- ☐ Check if there are links to gambling referral services and resources available to staff

- ☐ Support staff that plan days out/events for people in aged care or other services to look at the venues they are choosing. Are they encouraging gambling at these events, do you promote venue-based bingo as an activity?

- ☐ Engage Ballarat Child and Family Services staff to speak to staff i.e at staff development day, staff meetings and planning sessions etc



SERVICE PROVIDERS CONT.

- ☐ Provide skills development to staff to be able to ask questions related to gambling harm and offer interventions and referrals

- ☐ Promote free activities to clients ie community meal events that are in a safe and warm/cool welcoming environment

- ☐ Create a safe space for clients and staff to disclose gambling related harm

- ☐ Promote information about the right services for the right people
e.g. young people, older people, adults etc



COMMUNITY GROUPS AND SPORTING CLUBS

- ☐ Hold a local sporting round to promote gambling harm – include an alternative jumper/socks to raise awareness
- ☐ Provide information to members about gambling services and also information about the myths and misconceptions about gambling
- ☐ Put information about services and supports in newsletters or other communications
- ☐ Have a look at sponsors and supporters – do any of them offer gambling? Consider if this fits with the values of the group/club
- ☐ Consider Gamblers Help as a sponsor or supporter
- ☐ Make it simple – put gambling harm/help information on back of yearly calendar
- ☐ Look at alternative ways to fundraise instead of sweeps i.e. balls/dances, sausage sizzles, car washes
- ☐ Encourage players and members to seek help, perhaps trial a mentoring or peer support program or host an information session about gambling harm and where to seek help
- ☐ Hold gambling harm events with guest speakers and money raised used as a fundraiser for the club

MORE ABOUT THE ALL-IN PROJECT

The All-in Project is a preventive health initiative designed to engage organisations in the Ballarat community and support them to implement actions to reduce the risk of gambling harm in the community. Through this partnership approach the aim is to reduce the stigma associated with gambling harm, building understanding, promote help seeking for those impacted and promote alternative recreation opportunities instead of gambling.

There are significant harms associated with gambling that are experienced across the spectrum of gamblers – including low, moderate and high-risk gamblers. These harms include, but are not limited to:

- adverse financial impacts – including economic hardship, bankruptcy, indebtedness and loss of assets including the family home and retirement savings
- crime
- reinforcing factor for family violence
- family breakdown and relationship stress
- homelessness
- depression, suicide ideation, attempted suicide and suicide
- child neglect
- disruption to study and work
- increased demands on the health and welfare sector
- reductions in charitable donations and fundraising
- food insecurity.

For further information please contact the All-In Project Officer or Health Promotion Manager on 5338 4178 or kated@bchc.org.au

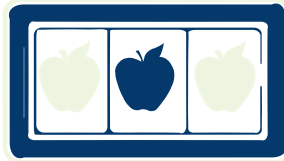
WHY IS THIS PROJECT IMPORTANT?

In Ballarat in 2018/19:



\$57.5
MILLION
LOST

**ON POKER
MACHINES
(YEARLY)**



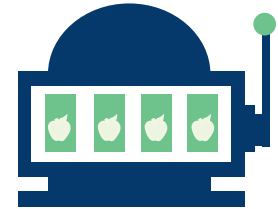
\$157,646
DAILY
SPEND

**ON POKER
MACHINES**



14
VENUES

**WITH
OPERATIONAL POKER
MACHINES**



639
POKER
MACHINES

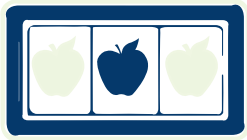
**96% OF LEGALLY
ALLOWED NUMBER**

In Victoria during 2017/18:



\$5.81 BILLION

**TOTAL LOST IN VICTORIA ON
ALL FORMS OF GAMBLING**



**\$2.69
BILLION**

**APPROX. 1/2
ALL LOSSES
WERE MADE
ON POKER
MACHINES**



**\$1.77
BILLION**

**APPROX. 1/3
OF ALL
GAMBLING AT
THE CASINO**



**\$377
MILLION**

**LOST TO SPORTS
BETTING
(APPROX. 6% OF
ALL LOSSES) &
FASTEST GROWING
CATEGORY**



**\$434
MILLION**

**LOST TO RACE
BETTING**



**\$493
MILLION**

**LOST TO
LOTTERIES**

The evident harms associated with gambling demonstrate a need for **all of the Ballarat community**, particularly organisations, business, community groups & sports clubs to **play a role in preventing gambling harm**

If you or anyone you know is experiencing gambling related harm please contact:



**Gambler's
Help**
1800 858 858

USEFUL RESOURCES:

- Victorian Responsible Gambling Foundation –<https://responsiblegambling.vic.gov.au/>
- Re-Spin - <https://bchs.org.au/services/gambling-support/respin/>
- 3 Sides of the Coin - <http://www.linkhc.org.au/three-sides-of-the-coin/>
- Schools & Education – to book the schools education program contact John Bradshaw, Child and Family Services, Gamblers Help Community Engagement Officer at john.bradshaw@cafs.org.au <https://responsiblegambling.vic.gov.au/reducing-harm/schools>
- Gaming and gambling for teenagers – <https://responsiblegambling.vic.gov.au/reducing-harm/parents/information-for-parents-gaming-and-gambling/>

REFERENCES:

- Victorian Responsible Gambling Foundation –<https://responsiblegambling.vic.gov.au/>
- Victorian Local Governance Association - <https://www.vlga.org.au/sites/default/files/Local%20Government%20Approach%20to%20Gambling%20Harm%20Prevention.pdf>
- Whittlesea Community Connections – Preventing Gambling Harm in the Workplace- https://www.whittleseacommunityconnections.org.au/uploads/4/4/6/1/44619247/case_study___preventing_gambling_harm__at_whittlesea_community_connections.pdf

