



## Rise Netball Club – Committee Members

### Child Safety in Netball and Club Code of Conduct

#### Purpose

Rise Netball Club thanks you for your participation at Rise Netball Club and the contribution you make towards helping to provide an environment where netball players can be THEIR best.

In alignment with the Child Safety Regulations and our own expectations as a club, we are ensuring all Committee Members understand their role and requirements and asking them to formally acknowledge their understanding and commitment to adherence.

Please read through this information and familiarise yourself with any external links shared.

If you have any questions, please contact the club's Child Safety Officer or President(s).

#### Rise Netball Club's Commitment to Child Safety

Every person in the Rise Netball Club community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care. Rise Netball Club is committed to promoting and protecting the rights of children and preventing abuse from occurring by fostering a culture where children feel safe and empowered. We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds, and children with a disability.

#### Rise Netball Club Child Safety Policy & Code of Conduct

Rise Netball Club have developed the following Child Safe Policy and Code of Conduct. This policy is an overarching document that provides key elements of our approach to protecting children from abuse. The Child Safe Policy and Code of Conduct are to be communicated to all members of Rise Netball Club.

The following is a Child Safe Policy and Code of Conduct which meets the guidelines set out in the Victorian Child Safe Standards.

The Rise Netball Club statement of commitment to Child Safety **Child abuse** includes sexual offences, grooming, physical violence, serious emotional or psychological harm, serious neglect, and a child's exposure to family violence. Rise Netball Club are committed to the protection of all children from all forms of child abuse and demonstrates this commitment through the implementation of a comprehensive Child Safe Program designed to keep children safe.

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*Rise Netball Club has a zero tolerance for child abuse and are committed to acting in a child's best interest and in keeping them safe from harm.*

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Rise Netball Club regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture. All breaches of the Policy and Codes of Conduct will be dealt with in accordance with [the Netball Australia Integrity Policy Framework, Conduct & Disciplinary Policy and Organisation Policies](#).

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## Child Safety in Netball and Club Code of Conduct



### Child Safe Principles

Rise Netball Club's commitment to child safety is based on the following overarching principles that guide the development and regular review of our practices, policies, and procedures to protect children from abuse.

1. All children have the right to be safe
2. The welfare and best interests of the child are paramount
3. The views of the child and a child's privacy must be respected
4. Clear expectations for appropriate behaviour with children are established in our Child Safety Code of Conduct
5. The safety of children is dependent upon the existence of a child safe culture
6. Child safety awareness is promoted and openly discussed within our wider community
7. Procedures are in place to screen all official members of our club who have direct contact with children. Current Working with Children Checks are mandatory for all club officials directly dealing with children. Including, but not limited to, Coaches, Trainers and Team Managers.
8. Child safety and protection is everyone's responsibility.

### CODE OF CONDUCT

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. It provides a high-level statement of boundaries, ethical behaviour, and acceptable and unacceptable relationships.

When individuals are clear about behavioural expectations, they are much more likely to act appropriately with each other and with children.

When everyone is educated about the Code of Conduct and the reasons it is so important to uphold, the club environment becomes much more transparent, and people are accountable for their behaviour. Above all, a Child Safety Code of Conduct helps to protect children from harm.

This Child Safety Code of Conduct outlines appropriate standards of behaviour for all adults towards the junior players and members of Rise Netball Club.

The Code of Conduct serves to protect children, reduce any opportunities for abuse or harm to occur, and promote child safety in the club environment.

*Where a Rise Netball Club member breaches the Code, Rise Netball Club may take action to resolve the situation.*

# Rise Netball Club – Committee Members

## Child Safety in Netball and Club Code of Conduct



### Adult Member Code of Conduct

Rise Netball Club Committee Members need to follow the Adult Member Code of Conduct. We have the following expectations of behaviours and boundaries for **all adults** within our club.

#### You must not:

- Engage in any form of inappropriate language and behaviour towards a junior player or expose them (and others) to such language or behaviour
- Use prejudice, oppressive behaviour, racial abuse or inappropriate language with children.
- Ridicule mistakes or losses from players or their opponents
- Publicly disagree with officials (issues/ concerns can be raised privately through the appropriate channels)
- Discriminate against any club member based on culture, race, ethnicity, or disability
- Engage in open personal discussions of an adult nature in the presence of children
- Engage in any form of sexual conduct with a junior club member including making sexually suggestive comments and sharing sexually suggestive material
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a junior club member can do for themselves, such as toileting or changing clothes
- Engage in any form of physical violence towards a child including inappropriately rough physical play
- Use unnecessary physical means or corporal punishment to discipline or control a child
- Engage in any form of inappropriate behaviour that has the potential to cause a player serious emotional or psychological harm
- Develop 'special' relationships with a child that could be seen as favouritism (for example, the offering of gifts or special treatment for specific child)
- Engage in undisclosed private meetings with a junior club member. We understand that some social events may occur eg: pizza and movie nights, in this instance more than three adults/parents must be present
- Engage in inappropriate personal communications with a junior club member through any medium, including any online contact or interactions with a child.



## Rise Netball Club – Committee Members

### Child Safety in Netball and Club Code of Conduct

**All communication must go through their parent and not directly to the child.**

#### Committee Meetings

**The Rise Netball Club committee have a standard agenda item** that allows them to identify if there are practices within Rise Netball Club that disempower children. The Rise Netball Club Committee are familiar with the Child Safeguarding Guide for Teens and the Netball Australia Child Safeguarding Policy.

Our players in the Under 13 to Under 17 age group are provided with child safety resources and locations for more information in the Netball Victoria Resource Hub.

#### New Committee Members

All new position descriptions incorporate our commitment to child safety. All roles will be advertised via Team App.

Rise Netball Club has introduced the Child Safety Recruitment and Screening Guide and Template when appointing volunteers and you should have now provided evidence of your Working with Children Check.

The Child Safe Induction Pack is also included in this document. Please ensure you are familiar with the contents regardless of whether you are a new or existing committee member.

#### Complaints

Rise Netball Club keeps a record/register of complaints and the actions taken. We look for patterns and react accordingly.

## Rise Netball Club – Committee Members

### Child Safety in Netball and Club Code of Conduct



Rise Netball Club ensures that the Netball Australia Child Safeguarding Policy is accessible to your netball community on our website, Team App and other social platforms.

**Rise Netball Club has a Zero tolerance policy and all breaches of the Policy and Codes of Conduct will be dealt with in accordance with [the Netball Australia Integrity Policy Framework, Conduct & Disciplinary Policy and Organisation Policies](#).**

# Rise Netball Club – Committee Members

## Child Safety in Netball and Club Code of Conduct



### YOUR ACTIONS

- Review** the relevant committee member role description (TEAM APP LOCATION)
- Read the** [Netball Code of Conduct “What do I need to Know as a Committee Member”](#) guide
- Read** the Child Safe Induction Pack included with this document

#### Please familiarise yourself with the following resources:

- [Child Safeguarding Training Tile](#)
- [The resource hub](#)
- [The E-Safety Guide](#)
- Rise Netball Club Photography Policy
- [Netball Victoria – Young People \(13-18\) Resource Hub](#)
- [Child Safeguarding guide for Teens](#)
- [First Nations Fact Sheet](#)
- [Netball Australia Child Safeguarding Policy](#)
- [Cultural Safety for Aboriginal Children](#)
- [CCYP Safety of Children with Culturally and Linguistically Diverse Backgrounds Overview](#)
- [CCYP Safety of Children with Culturally and Linguistically Diverse backgrounds fact sheet](#)
- [the CCYP Translated resources](#)
- [A Guide for physical contact when working with children](#)

#### You are also encouraged to:

- Complete the [child protection online course](#)
- Join the [Netball Victoria Child Safeguarding](#) Facebook forum
- To adhere to the regulations, all committee members must:**  
Ensure they have completed all tasks listed above.



# Child Safety in Netball and Club Code of Conduct Volunteer Induction

*It's not about being THE best, it's about being YOUR best.*

Volunteers must be appropriately inducted into their roles at Rise Netball Club so they understand their responsibilities to children and how to create a safe environment for them. At Rise Netball Club, a child safe culture is championed and modelled at all levels and is understood to be the responsibility of everyone in our netball community.

Rise Netball Club adopts and supports the following Netball Victoria Commitment to Child Safety.

Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care.

Netball Victoria is committed to promoting and protecting the rights of children, and preventing abuse from occurring by fostering a culture where children feel safe and empowered.

We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.

## Child Safeguarding Policy

The Netball Australia Child Safeguarding Policy outlines the expected behaviour for interactions within Netball in Victoria. The primary aim of the Policy is to protect and safeguard Children and Young People.

All people involved in Netball should:

Provide a safe environment for Children and Young People in Netball and comply with this Policy.

Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development within Netball.

Refrain from intimate relations with persons with whom you have a position of authority over.

Report breaches of the Policy to the appropriate Person(s) in a Position Responsibility and of Authority.

This Policy is to be followed at all times by all Members and all people involved in any way with Netball and includes the following items:

- Positive Guidance
- Adhering to Role Boundaries
- Working with Children's Checks (WWCC)
- Use of language and tone of voice
- Supervision of young people
- Use of electronic communications
- Giving gifts to children and young people
- Photographs of children and young people



# Child Safety in Netball and Club Code of Conduct Volunteer Induction

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- Physical contact with children and young people
- Sexual misconduct and relationships
- Change room arrangements
- Use, possession or supply of alcohol or drugs
- Transporting children

To read more information about each of these topics [click here](#) to download the Netball Australia Child Safeguarding Policy.

## Child Safety in Netball Complaints Process

Where a complaint, incident or matter arises which may be dealt with under this Child Safeguarding Policy, then it is to be resolved in accordance with the processes in this Policy, to the exclusion of all other NV disciplinary or grievance policies or processes.

For the avoidance of doubt, this means that where a complaint relates to Child Safety and falls within the scope of this Policy, this Policy will prevail and any such complaint shall be dealt with in accordance with this Policy and not the NV Member Protection Policy (or any other NV policy).

## Other Resources

NV Child Safeguarding Resource Hub – <https://vic.netball.com.au/child-safety-netball>

Commission for Children & Young People - <https://ccyp.vic.gov.au/resources/>

Sport & Recreation Fair Play Code -

<https://sport.vic.gov.au/publications-and-resources/community-sportresources/fair-play-code>

Department of Health & Human Services – Child Protection -

<https://services.dffh.vic.gov.au/child-protectioncontacts>

## Education & Training Opportunities Play

By the Rules – Child Protection Online Training

<https://www.playbytherules.net.au/online-courses/child-protection-and-safeguarding-course>