



Rise Netball Club: Coaches

Our Commitment to Child Safety

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

Introduction - What is this program about?

This program has been prepared for all coaches at Rise Netball Club, not only to ensure that we all are equipped to comply with the provisions of the Child Safety Standards, but to demonstrate our commitment to the welfare of children.

This program will guide you through the following.

- The background and purpose of the Child Safety Standards
- Rise Netball Club's Statement of Commitment to the Child Safety Standards
- Rise Netball Club's Codes of Conduct and Position Description
- Relevant training relating to Empowering Children & Young People as well as Physical & Online Safety
- What you need to know as an official within Rise Netball Club, and
- The Rise Netball Club Photography Policy

The program should take around 1.5 hours to complete. At it's conclusion, you will be asked to acknowledge your understanding of the requirements and your commitment to comply to the best of your ability. It is important that you read the information carefully and follow the links to the appropriate form at the end of the document.

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What are the Child Safety Standards?

SOURCE: <https://vic.netball.com.au/child-safety-standards>

In April 2012, the Victorian Government initiated an inquiry into the handling of child abuse allegations within religious and non-government organisations. The inquiry's final report, "Betrayal of Trust", made a number of recommendations that have been acted on by the Victorian Government. The creation of Child Safety Standards (the Standards) was one of the key recommendations.

The Standards came into effect on 1 January 2017 and applies to sporting organisations that operate and provide sporting services to children within Victoria (including National Sporting Organisations). The Standards apply to organisations as a whole, not only the areas that work with children.

In 2016, Netball Victoria undertook a compliance audit of its published materials on our website against the Standards. As a result of this audit, two documents have been developed to help support Netball Victoria and all its affiliates to comply with the new Standards – **The Child Safety in Netball Code of Conduct** and the **Child Safety in Netball Policy**. Both of these documents came into effect 1 January 2017.

Child Safety in Netball Code of Conduct

The Child Safety in Netball Code of Conduct (Code) outlines the expected behaviour for interactions in netball in Victoria and aligns with the Child Safety in Netball Policy (Policy). The primary aim of this Code is to protect and safeguard children and young people. The Code and Policy applies to Netball Victoria and its members as of 1 January 2017. Breaches of the Policy may lead to disciplinary sanctions in accordance with the processes provided in Part 3 of the Policy.

The Child Safety in Netball Code of Conduct can be found here: <https://vic.netball.com.au/sites/vic/files/2020-01/Child-Safety-Code-of-Conduct.pdf>

Child Safety in Netball Policy

Where a complaint, incident or matter arises which may be dealt with under the Child Safety in Netball Policy (Policy), then it is to be resolved in accordance with the processes in this Policy, to the exclusion of all other Netball Victoria 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 any other Netball Victoria policy.

The Child Safety in Netball Policy can be found here: <https://vic.netball.com.au/sites/vic/files/2020-01/Child-Safety-Policy.pdf>

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Our Commitment to Child Safety

On the 1st of July 2022, the Victorian Government introduced 11 Child Safeguarding Standards. Rise Netball Club is committed to implementing and embedding these standards to ensure that our Club is a safe environment for all children.

Child Safety Standards

- Child Safe Standard 1 - Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
- Child Safe Standard 2 – Child safety and wellbeing is embedded in organisational leadership, governance, and culture.
- Child Safe Standard 3 – Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously
- Child Safe Standard 4 – Families and communities are informed, and involved in promoting child safety and wellbeing
- Child Safe Standard 5 - Equity is upheld and diverse needs respected in policy and practice
- Child Safe Standard 6 - People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice
- Child Safe Standard 7 – Processes for complaints and concerns are child focused
- Child Safe Standard 8 – Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training
- Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed
- Child Safe Standard 10 – Implementation of the Child Safe Standards is regularly reviewed and improved
- Child Safe Standard 11 – Policies and procedures document how the organisation is safe for children and young people

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.

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Rise Netball Club Child Safety Policy & Codes 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 Policy and Code have been designed to be communicated to all members of our club.

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

This 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.

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

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.

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.

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CODE OF CONDUCT

A Child Safety Code of Conduct lists behaviours that are acceptable and those that are unacceptable. The Code of Conduct 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.

The Child Safety Officer for Rise Netball Club is: Amy McArthur

Rise Netball Club is a local junior netball club that is managed by the local community for the community. Adults play an essential role, whether as parents, coaches, administrators or officials, in supporting junior netball. Children learn by example. Therefore, the Rise Netball Club Codes of Conduct provide clear behavioural guidelines that will promote a quality and safe environment in which both the game, participants, and the club can flourish.

All coaches, team managers and committee members have been asked to read the [Netball Australia Child Safeguarding Policy](#) and coaches are asked to sign a declaration form to agree to the terms of that policy. All coaches and umpires have been referred to [Netball Victoria's resource hub](#). All resources are available via team app.

In addition, Rise Netball Club President(s) have joined the Netball Victoria Child Safeguarding Forum on Facebook and created a Child Safety Subcommittee to review child safety issues at Rise Netball Club.

The following documents outline the expected behaviours when engaging in netball. These will be shared via team app and in person to junior members.

- [For Committee members](#)
- [For Parents / Carers](#)
- [For Officials](#)
- [For Teens](#)

Please also familiarise yourself with these other Resources:

[Netball Australia Child Safeguarding Policy](#)
[Cultural Safety for Aboriginal Children](#)

Codes of Conduct for all members

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.

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

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

Where a club member breaches the Child Safety Code of Conduct, Rise Netball Club may take action to resolve the situation.

ADULT MEMBERS

Rise Netball Club members need to first and foremost, follow the Adult Member Code of Conduct. Rise Netball Club have the following expectations of behaviours and boundaries for **all adults** within our club.

Adult members should:

- Behave as a positive role model to children
- Promote the safety, welfare, and well-being of children
- Be vigilant and proactive about safety and child protection issues
- Provide age-appropriate supervision
- Treat all players, coaches and all umpires with respect and encourage players to accept umpire decisions
- Encourage children to participate regardless of ability. Remind them to play for fun, teamwork and growth.
- Keep in mind that Rise Netball Club offers club-based netball that focuses on participation and inclusion. Players seeking extended coaching and advanced competitions should supplement their club-based netball experiences with representative netball competitions and further training initiatives.
- Encourage participants to always play by the rules and applaud good play by all teams
- Promote the cultural safety, participation, and empowerment of linguistically and culturally diverse members
- Use positive and affirming language towards children
- Respect cultural, religious and political differences
- Help provide an open, safe and supportive environment for all children to interact and socialise
- Intervene when members are engaging in bullying/harassment towards others or acting in a humiliating or vilifying way
- Report any breaches of this Child Safety Code of Conduct to the Rise Netball Club President and/or a committee member
- Report concerns about child safety to the Rise Netball Club President and/or a committee member
- Respect the privacy of junior members and their families and only disclose information to people who have a need to know
- Ensure visibility when interacting with children, other than your own child, one on one.

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Adult members 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.

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

PARENTS AND SPECTATORS

Parents and Spectators should:

- Encourage children to participate regardless of ability.
- Encourage participants to always play by the rules.
- Never ridicule mistakes or losses.
- Remember that participants learn best by example. Applaud good play by all teams.
- Never publicly disagree with officials. If you disagree, raise the issue privately through appropriate channels.
- Actively discourage racial abuse.
- Recognise the value and importance of volunteer coaches.
- Remember that participants play club-based netball for fun; players should pursue representative netball for extended and/or advanced competitions.
- Condemn the use of violence in any form, be it by spectators, coaches, officials, or players.

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- Encourage players to accept the umpire's decisions.
- Demonstrate exemplary behaviour by not using foul language, or harassing players, coaches, or officials.

COACHES

Coaches should:

- Be reasonable in your demands: consider young players' time, energy and enthusiasm levels.
- Avoid over-playing the stronger players. **ALL** players need **and** deserve equal time and across various positions. Ensure that players are rotated and given equal and fair court time.
- Keep winning in perspective: maximise participation because children participate for fun and enjoyment and the opportunity to be THEIR best.
- Ensure that equipment and facilities are safe and appropriate for age and ability levels.
- Consider maturity levels when designing training sessions
- Develop team respect for opponents as well as for the judgement of officials and opposing coaches.
- Recognise the importance of injury considerations. Seek and follow medical advice concerning injured players. Ensure all players understand the importance of and correct techniques for the Netball Australia KNEE Program.
- Keep informed with the principles of coaching and skill development, and development of children.
- Teach good sporting behaviour: Maximise opportunities to teach players to be good sports
- Get priorities right: ensure skill learning and appropriate behaviour are the priority over competition.
- Teach fair play: help children understand the responsibilities and implications of their freedom to choose between fair and unfair play.
- Give fair, reasonable and timely feedback to players and parents about performance. Address any concerns from either party appropriately.
- Do not 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 student serious emotional or psychological harm.
- Be open to feedback regarding your performance as a coach.

PLAYERS

Players should:

- Play within the spirit of the game and by the rules of the competition
- Never argue with an official. If you have an issue, have your captain approach the official during a break or after the competition
- Verbal abuse of officials or other players, and deliberate distraction or provocation of an opponent is not permitted
- Do not bully or take unfair advantage of another competitor.

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- ❑ Do not use derogatory or mean comments to discuss other players, teams or the competition in general
- ❑ Do not use inappropriate language at netball training or games
- ❑ Cooperate with your coach, teammates and opponents
- ❑ Show respect to all players regardless of their gender, ability, cultural background or religion

Operational Considerations

- ❑ Rise Netball Club promotes a strong family fun environment and how we deal with conflict in an unprejudiced manner is highly valued by our club. As a result, to best mediate areas of concerns and disputes in a private and fair minded environment, Rise Netball Club has a dedicated Child Safety Officer that will be open to work alongside players, parents, coaches and community members to best facilitate their concerns.
- ❑ 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
- ❑ 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 groups have been provided with child safety resources and locations for more information in the Netball Victoria Resource Hub. Parents of children playing Under 11, GO and NetSetGo have been provided with these resources.
- ❑ Rise Netball Club has created a complaints and feedback process which can be found on our website to allow families and the community to share feedback. All communications will be handled in confidence.
- ❑ Rise Netball Club has introduced the Child Safety Recruitment and Screening Guide and Template when appointing volunteers. All volunteers (new and existing) have received a copy of the Child Safe Induction Pack
- ❑ All Coaches, Team Managers, Adult Umpires and Committee Members must provide a Working with Children Check. All new position descriptions incorporate our commitment to child safety
- ❑ All Coaches, Team Managers and Committee Members are to be familiar with [Child Safeguarding Training Tile in the resource hub](#)
- ❑ Coaches, Team Managers and Committee Members have been encouraged to complete the [child protection online course](#) and to join the Netball Victoria Child Safeguarding Facebook group
- ❑ E-Safety guides for the Rise Netball Club [Committee](#), for [Parents/Carers](#) and for [Teens](#) have been shared via the Documents section of the Team app and via hard copy to players in the Under 1 to Under 17 Age Divisions. In addition, the Rise Netball Club Committee are familiar with the [guide for communicating with young people](#)

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- ❑ Rise Netball Club has a strong Photography Policy written and implemented with any published photographs of junior players requiring parental permission. The policy can be found on the website and in Team App.
- ❑ Rise Netball Club has a specific complaints policy (TBD) and keeps a record/register of complaints and the actions taken. We look for patterns and react accordingly.

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](#).

The following resources can be found on the Rise Netball Club Team App

[Netball Victoria – Young People \(13-18\) Resource Hub](#)
[Child Safeguarding guide for Teens](#)

[Child Safeguarding Standards – A Guide for Parents](#)
[E-Safety Guide for Parents and Carers](#)

[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](#)

Further information relating to the Coach Code of Conduct and Role Description

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 coaches understand their role and requirements and asking them to formally acknowledge their understanding and commitment to adherence.

Please read through this information, familiarise yourself with any external links shared, and then sign the declaration which follows.

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.

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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.

RECAP: COACHES 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. We are reiterating the coaches code of conduct here due to its high level of importance.

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 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.

Coaches Code of Conduct

The following codes of conduct apply to all coaches for ALL Rise Netball Club programs.

- Be reasonable in your demands: consider young players' time, energy and enthusiasm levels.
- Avoid over-playing the stronger players. **ALL** players need **and** deserve equal time and across various positions. Ensure that players are rotated and given equal and fair court time.
- Keep winning in perspective: maximise participation because children participate for fun and enjoyment and the opportunity to be THEIR best.
- Ensure that equipment and facilities are safe and appropriate for age and ability levels.
- Consider maturity levels when designing training sessions
- Develop team respect for opponents as well as for the judgement of officials and opposing coaches.
- Recognise the importance of injury considerations. Seek and follow medical advice concerning injured players. Ensure all players understand the importance of and correct techniques for the Netball Australia KNEE Program.
- Keep informed with the principles of coaching and skill development, and development of children.
- Teach good sporting behaviour: Maximise opportunities to teach players to be good sports
- Get priorities right: ensure skill learning and appropriate behaviour are the priority over competition.

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- ❑ Teach fair play: help children understand the responsibilities and implications of their freedom to choose between fair and unfair play.
- ❑ Give fair, reasonable and timely feedback to players and parents about performance. Address any concerns from either party appropriately.
- ❑ Do not 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 student serious emotional or psychological harm.
- ❑ Be open to feedback regarding your performance as a coach.

COACH POSITION DESCRIPTION

Position Title:	Team Coach
Reports to:	Club President(s) Direct Reports: N/A
Time Commitment	3-5 hours per week
Rise Netball Club	<p>Rise Netball Club is a not-for-profit, member based organisation which is governed by a volunteer Committee. As a dedicated and passionate netball club, we are committed to providing a nurturing and empowering environment for our players to develop their skills, knowledge, and love for the game.</p> <p>At Rise Netball Club, it's not about being THE best. It's about being YOUR best. It's about being active, being part of a team, and having fun.</p> <p>Since Rise Netball Club started in 2019, we have remained dedicated to supporting children from the Inner West being part of this great sport. Rise Netball Club is committed to providing a safe, positive and inclusive space for all our players, challenging them to be the best that they can be – as individuals and as a team.</p>
Commitment to Child Safety	<p>We require all volunteers to undergo background checks and screening. Netball's Commitment Statement to Safeguarding Children and Young People and other important information can be found at https://vic.netball.com.au/child-safety-netball</p> <p>At Rise Netball Club, we embrace diversity in gender, age, ethnicity, disability, religion and sexual orientation. We are committed to providing a safe environment for children across Netball.</p> <p>Netball Victoria Commitment to Safeguarding Children & Young People</p> <p>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.</p>
Primary Purpose of Position	

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<ul style="list-style-type: none"> • Lead the netball team, in a coaching capacity, in pursuit of its competitive and developmental objectives
Key Responsibilities
<ul style="list-style-type: none"> • Ensure that players are provided with direct learning at a practical level through individual and team coaching instruction • Introduce players to varied approaches to learning • Supervise, support and mentor assistant coaches in both the training and competition environments • Determine, in consultation with the Coach Coordinator, the coaching requirements for the team • Develop, implement and adapt match play strategies • Ensure all players understand the importance of and correct techniques for the Netball Australia KNEE Program • Provide coaching instruction to players in the areas of technique, positional skills and team skills • Evaluate and assess individual and team performance, ensuring individuals are appropriately challenged and provided with constructive feedback • Take appropriate action to ensure remedial requirements are implemented • Abide by Association/Club Policies and Procedures • Declare proactively and transparently any actual or perceived conflicts of interest during their conduct as coach at Rise Netball Club • Abide and sign the Coaches Code of Conduct
Knowledge, Skills & Abilities
<ul style="list-style-type: none"> • Qualifications; minimum Foundation Coaching Accreditation • Sound knowledge of netball • Sound knowledge of Netball Victoria's Child Safety in Netball Code of Conduct • Understanding of training and match day responsibilities • Excellent communication and interpersonal skills • Excellent leadership skills • Can maintain confidentiality on relevant matters • Be able to relate to a diverse group of individuals • Positive and enthusiastic • Well organised • Ethical, honest and trustworthy • Represents Rise Netball Club's values in a professional manner
Other Requirements
<ul style="list-style-type: none"> • Induction Training - Child Safety Standards • Working with Children Check • Other (please specify)

Coaches 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.

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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

As a reminder, 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.

To reiterate, 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
- 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.

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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 Netball Victoria 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>

Netball Victoria Child Safety Webinars

The VicSports Elearning Program

VicSports have released a comprehensive program outlining each of the 11 Victorian Child Safety Standards.

You can access the program [by clicking here](#) (you'll find instructions for signing into and using the platform).

While you are welcome to complete all of the modules, **coaches are only required to (and must) complete:**

- Module 3 : Empowering Children & Young People
- Module 9: Physical & Online Safety

Important: Once you have completed Modules 3 & 9, **please upload your "passports" to here:**

<https://drive.google.com/drive/folders/1ETKC2FGjFOJLQPvASQHfGSbouTouYUnc>

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What else do you need to know as a coach?

The following article outlines what all coaches need to be aware of in their role as an official within Rise Netball Club. Click on the title below to access the article.

[Code of Conduct: What do I need to know as an official?](#)

The Rise Netball Club Photography Policy

Purpose

The purpose of the Photography Policy is to define and document a clear Photography Policy for Rise Netball Club, covering still photography and video filming of and by club members. It is also to safeguard the privacy and safety of people participating in events managed or operated by Rise Netball Club. This policy aims to clarify Rise Netball Club's position on photography and videography and provide clarity on the definitive processes for acquiring and displaying photography / videography by any person at Rise Netball Club's sanctioned events.

Rise Netball Club is bound by the Netball Australia Member Protection Policy and this policy operates closely alongside the Netball Australia Child Safeguarding Policy, as well as Rise Netball Club's Codes of Conduct.

Context

It is not the intention of Rise Netball Club via this policy to prohibit those with a legitimate interest in filming or photographing children, volunteers and officials participating in sport related activities associated with Rise Netball Club. Most people taking photos of children at sporting events are doing so for acceptable reasons and are using appropriate methods. It is accepted that photos and videos create great memories for players, their families and the Association and that the use of recorded images can also be a valuable coaching aid. However, many photos and videos taken in public places will include subjects who have not consented to their image being taken and those who have no knowledge of it being taken at all.

Rise Netball Club takes the privacy of its members and children very seriously and is committed to maintaining a safe physical and emotional environment for everyone. A vital part of this commitment is ensuring that all necessary steps are taken to protect our members from inappropriate use of their images online, on display or elsewhere.

Photographic and recorded images can be used as a means of identifying young people if personal information is included. They can also be used or adapted for inappropriate use. Young people may feel uncomfortable or vulnerable when their image is being captured and it also exposes them to individuals seeking to identify them for abuse or exploitation.

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Whilst cases such as these are rare, the Association, along with all clubs and their members, should be vigilant about the possibility. All of our members are somebody's child, family member, friend or someone under our care and this Policy has been developed as the best practice in trying to ensure the safety of all of them in netball at Rise Netball Club.

Our aim is to prevent unsuitable images or recorded data from being produced, to deter unsuitable people from misusing netball to obtain images or recorded data and to protect the identity of players, volunteers, officials and parents.

Scope

This policy applies to all members of Rise Netball Club, including affiliates, staff, committee members, volunteers, spectators, parents, players, coaches and officials. It covers all forms of technology that can be used to record images, including all forms of film-based and digital photography such as video and mobile phone cameras. It also covers all Rise Netball Club sanctioned events, programs, activities and competitions.

The Law

In Australia, generally speaking, there is no law restricting photography of people (including children) in public spaces, as long as the images are not:

- Indecent
- Being used for voyeurism
- Protected by a court order (e.g., child custody or witness protection)
- Defamatory
- Being used for commercial purposes

There is also nothing to prevent a person from photographing outside the property boundary, unless it is taken for indecent purposes, as above. Consensual photos of a child (including your own) also contravene Criminal Codes and censorship laws if the child is photographed in a provocative or sexual manner.

However, where a sporting event is held on council owned facilities, the owners of the property are able to restrict or ban photography and videography and may have a discussion with leaseholders to determine a mutually agreed photographing policy.

Federal privacy laws protect the personal information of all people and images of individuals in photographs or videos may be treated as personal information where a person's identity is clear or can be reasonably worked out from that image.

Rise Netball Club is also bound by the Netball Australia Member Protection Policy, which states: (Clause 7 – Position Statement: Taking Images of Children)

7.1 Images of children cannot be used inappropriately or illegally. Netball Australia requires every person and Rise Netball Club bound by this Policy, wherever possible, to obtain permission from a child's parent/guardian before taking an image of a child that is not their own. They should make sure the parent/guardian understands how the image will be used.

7.2 Netball Australia, members of Rise Netball Clubs and Affiliates also require the privacy of others

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to be respected and prohibit the use of camera phones, videos and cameras inside changing areas, showers and toilets.

7.3 When using a photo of a child, Netball Australia, members of Rise Netball Club and Affiliates will not name or identify the child or publish personal information without the consent of the parent/guardian.

7.4 Netball Australia, members of Rise Netball Club and Affiliates will not publicly provide or publish to any person or Rise Netball Club, information about a child's hobbies, interests, school, or the like, as this information can be used by paedophiles or other persons to groom a child.

7.5 Netball Australia, members of Rise Netball Club and Affiliates will only use the images of children that are relevant to netball and will ensure that they are suitably clothed in a manner that promotes participation in netball.

Wherever possible, Rise Netball Club will seek permission from a child's parent/guardian before using the image.

Acquiring Images

The Rise Netball Club Process (outlined below) must be followed when acquiring images. The additional following must also be adhered to:

- A coach must inform and gain permission from all players and parents if they wish to video the team as a tool to analyse and improve performance. It is recommended that an appropriate approved adult also be present during filming.
- Parents should only take images (still and moving) of their own children, unless they have the express approval of the parents of other children
- Parents/guardians and young people have a right to decide whether images are to be taken and how those images may be used.
- Care should be taken to ensure that images are not inadvertently or deliberately sexual or exploitative in nature, nor open to obvious misinterpretations and misuse
- All photos should ensure the context is directly related to participation in Netball
- Players under the age of 18 participating in an Open age competition are still covered under this Policy and the Netball Australia Child Safeguarding Policy.
- Camera phones, videos and cameras are not permitted inside changing areas, showers, first aid room or toilets
- Photographers, professional or not, are not allowed unsupervised or individual access to children
- Facebook Live or Instagram Live may not be used unless consent is given for every single person on the court, including junior umpires

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Displaying Images

The Rise Netball Club Process (outlined below) must be followed when displaying images. Sometimes it is not the acquiring of images that may be of concern, but how the image will be used. Therefore, the additional following must also be adhered to:

- Avoid naming a young person in an image. If this is not possible, avoid using both a first and last name
- Personal information such as a residential address, email address, phone number, social media name, hobbies, likes/dislikes, school etc must not be displayed
- Only use appropriate images of young people, avoiding positions or poses which could potentially be misconstrued or misused and ensuring suitable dress is worn in each image
- Except in the case of young people and their parents/guardians distributing images of themselves or their own children to each other or appropriate others, images are not to be distributed to anyone outside of this without knowledge and consent
- Images are not to be exhibited on affiliated clubs' websites without parent/guardian knowledge and approval. Any caption or accompanying text may need to be checked and authorised
- The publisher of photos/videos must obtain permission of parents/guardians of children under the age of 18
- It is also desirable that adults are asked for permission to be published too

Storing Images

Care should be taken when safely storing digital files, negatives and proofs to avoid unauthorised access and inappropriate use

- Hard copy images should be stored in a locked drawer or cabinet
- Electronic images should be stored in a 'password protected' folder
- Secure destruction of all images should be arranged
- Association photos of regular competition may remain on the Rise Netball Club website for one month - Special Association event photos may remain on the Rise Netball Club website for one year

The Rise Netball Club Process

The following process has been put in place specifically at Rise Netball Club to ensure this Policy is adhered to and must be completed every time any individual wishes to take photos/videos of young people other than their own children. Rise Netball Club has this Policy available at any time to all members but also ask that Clubs make their members well aware of the Association's expectations as well.

Any person who wishes to record club events (including training and games) should seek accreditation from Rise Netball Club by producing a letter from the club/company/Rise Netball Club outlining the motive and reasons for attending and recording it. Rise Netball Club is required to seek such permission from the Associations in which we play.

Rise Netball Club reserves the right to refuse permission to photographers/video operators if the correct process is not followed or for any other valid reason

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Professional Photographing, Recording and Filming

This applies to professionals who have been organised to attend Rise Netball Club specifically to capture images for a special event and not to spectators whose regular vocation may coincidentally be as a professional photographer themselves.

- Professional photographers/filming/video operators who wish to record Association events should seek approval from Rise Netball Club by producing a letter from the club/company/Rise Netball Club outlining the motive and reasons for attending and recording it. They must register on the day using the Rise Netball Club Process and be made aware of this Policy.
- Student or amateur photographers/filming/video operators who wish to record club events should seek accreditation from Rise Netball Club by producing a letter from the club/company/Rise Netball Club outlining the motive and reasons for attending and recording it.
- Professional photographers/filming/video operators who are invited, requested or employed to record club events should be from an accredited company or business. They must register on the day using the Rise Netball Club Process and be made aware of this Policy.
- If necessary, a contract may be written to clearly outline who will retain the taken images, as well as any restrictions for use and sale

Reporting Procedure

Rise Netball Club takes the misuse of photographic or recorded images very seriously and any concerns are acted upon swiftly and appropriately. If a member of Rise Netball Club suspects or becomes aware that any images of our members are being used inappropriately, they can:

- Inform the President(s) immediately
- Report the issue with a formal written grievance lodged to Rise Netball Club as soon as possible using the official Rise Netball Club complaint form
- Inform the police immediately if the conduct may be unlawful or dangerous

Rise Netball Club will thoroughly investigate any information or official complaint received in accordance with the Rise Netball Club Bylaws, Netball Australia Integrity Policy and Netball Australia Member Protection Policy, which may result in a notification to Police where Rise Netball Club is legally obliged to do so. A notification to Police will not nullify Rise Netball Club of its responsibility to fully investigate a complaint and Rise Netball Club will welcome as well as completely cooperate with any such Police investigation.

Non-Compliance

If a person is taking photographs/videos without permission, then Rise Netball Club may request the person to stop. Rise Netball Club may ask for information such as: their name, if they have a relationship with a participant and which participant it is, which club they are representing, if they have a legitimate reason to take photos/video.

If a person is taking photographs/videos inappropriately, then the club will immediately ask them to stop.

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In any case of non-compliance, Rise Netball Club may then explain this Policy and if/how it has been breached or how to comply correctly. The person will be provided with an opportunity to respond and if their response is deemed unsatisfactory, they may be asked to refrain from taking further photos/videos and also for proof that the photos have been deleted. If the person refuses, a club delegate may be called to intervene (if appropriate) or the police or security may be called to escort them off the property.

An incident report should be submitted to risenetballclub@gmail.com President(s) by all staff members involved as soon as is practicable following the event. Breaches or failure to comply with this Policy may result in appropriate disciplinary action, including, but not limited to:

- Reprimand
- Signing and submitting of Rise Netball Club Photography Policy and Codes of Behaviour
- Official warning
- Suspension
- Expulsion from the Club Appeals

Any registered member who is sanctioned under a disciplinary process for breach of this, or similar policy has a right of appeal under the Netball Australia Integrity Policy.

Recommended Reading

Please familiarize yourself with the content and / or availability of the following resources:

- **Child Safeguarding Training Tile:** <https://vic.netball.com.au/child-safeguarding-training>
- **The Resource Hub:** <https://vic.netball.com.au/child-safety-netball-resources>
- **First Nations Fact Sheet:** https://vic.netball.com.au/sites/vic/files/2023-05/Child%20Safe%20Standards%20-%20First%20Nations%20Fact%20Sheet_0.pdf
- **Netball Australia Child Safeguarding Policy:** <https://netball.com.au/sites/default/files/2023-01/INT011%20-%20Child%20Safeguarding%20Policy%20Version%201.1%201%20January%202023.pdf>
- **Cultural Safety for Aboriginal Children:** <https://ccyp.vic.gov.au/assets/resources/tipsheet-cultural-safety-aboriginal-children.pdf>
- **Netball Victoria's resource hub (Coaches & Umpires):** <https://vic.netball.com.au/coaches-umpires>
- **CCYP Safety of Children with Culturally and Linguistically Diverse Backgrounds Overview:** <https://ccyp.vic.gov.au/assets/resources/tipsheet-safety-children-cult-ling-diverse.pdf>
- **CCYP Safety of Children with Culturally and Linguistically Diverse backgrounds fact sheet:** <https://ccyp.vic.gov.au/assets/resources/tipsheet-safety-children-disability.pdf>
- **The CCYP Translated resources:** <https://ccyp.vic.gov.au/resources/child-safe-standards/translated-resources-about-the-child-safe-standards/>
- **A Guide for physical contact when working with children:** <https://vic.netball.com.au/sites/vic/files/2023-05/Child%20Safe%20Standards%20-%20A%20Guide%20for%20Physical%20Contact%20When%20Working%20With%20Children.pdf>
- <https://balanceisbetter.org.nz/creating-an-environment-for-youth-to-flourish-as-coach/?mibextid=Zxz2cZ>



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You are encouraged to **join the Netball Victoria Child Safeguarding Facebook forum** - <https://www.facebook.com/groups/797085004591772>

Policy Review

This Policy is subject to ongoing monitoring due to the continual evolution of technology, the needs of the Association and to ensure it remains relevant and practical. It will be reviewed on an annual basis by Rise Netball Club.

Acknowledgement and Intention to comply

Please click on and access the following acknowledgement to confirm that you understand and agree to the child safety requirements set out in this program.

[Acknowledgement of understanding and intent to comply](#)