

# Rise Netball Club:

## Our Commitment to Child Safety



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

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

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### 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 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

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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. 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.

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 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.

#### You 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 both participation and inclusion as well as providing opportunities for competitiveness.
- Encourage participants to always play by the rules and applaud good play by all teams

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- 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 (such as the Child Safety Officer or Complaints Officer)
- Report concerns about child safety to the Rise Netball Club President and/or a committee member (such as the Child Safety Officer or Complaints Officer)
- 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.

### 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.

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

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Please familiarise yourself with these other Resources:

[Netball Australia Child Safeguarding Policy](#)

[Cultural Safety for Aboriginal 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 and team managers must 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](#)

### Codes of Conduct

The following Codes of Conduct apply for all Rise Netball Club programs and address requirements across various Safety Standards.

#### CODE OF CONDUCT – PARENTS AND SPECTATORS

As a parent of a valued RISE Netball Club player,

- I understand that my child should be involved in organised activities for their enjoyment, not mine and I will support their interests in playing at RISE according to the rules
- I will reinforce to my child that an honest effort is as important as victory and encourage them to always play
- I will support all efforts to remove physical and verbal abuse from the game
- I understand that RISE is a child safe club and has a zero tolerance approach to any behaviour which compromises child safety.

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### Training & Games

- I will positively represent the RISE Club and it's values
- I will show respect to opposition players, umpires, parents and coaches
- I will focus on my child's efforts and performance and encourage children to participate / play by the rules regardless of ability.
- I will never ridicule any child for their performance
- I will support the provision of age appropriate training and development of players
- I will ensure my child regularly attends training sessions, is on time for training and games, and has the appropriate uniform / equipment on game day
- I will ensure that my child has participated in appropriate warm up activities as directed by their coach prior to taking the court on game day
- I will remember that participants learn best by example and applaud good play by all teams.
- I will recognise the value and importance of volunteer coaches.
- I condemn the use of violence in any form, be it by spectators, coaches, officials, or players.
- I will encourage players to accept the umpire's decisions.
- I will demonstrate exemplary behaviour by not using foul language, or harassing players, coaches, or officials.

### Communication

- I will respond to all club communications in a timely manner and direct my own communications via the team app to the team manager in the first instance.
- If I disagree with a coaching decision, I will raise the issue through the appropriate channels and at the appropriate time (Team Managers and Age Level Coordinators as first points of contact) rather than question the coach's judgement in a public environment.
- I will be courteous in communication with administrators, coaches, players and umpires
- I will remember that children learn best by example and role model appropriate behaviours
- I will demonstrate respect for the value and importance of volunteer administrators, coaches and umpires.

### Breaches of this Code

Repeated disregard for the expectations outlined in this Code of Conduct will result in a review of parent alignment with Club values and may put at risk your child's inclusion in a RISE team.

Any act, which jeopardises the physical or emotional safety and well being of others, particularly children, will result in immediate expulsion from RISE Netball Club.

### CODE OF CONDUCT – COACHES

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.
- Ensure players are given fair and reasonable court time. Communicate with players and / or their parents / guardians where court time is to be impacted for any reason.

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- ❑ 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 and prioritise skill learning and appropriate behaviour
- ❑ 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.
- ❑ Not 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.

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### Code of Conduct – Player Behaviour

- I will listen to my coaches' instructions during training and games.
- I will play within the spirit of the game and by the rules of the competition
- 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.
- 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

**The Rise Netball Club Player Welfare / Child Safety Officer is Amy McArthur**

### Operational Arrangements

- 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.
- The Rise Netball Club Family Liaison Officer contact details is Amy McArthur.
- 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 will be advised each season about child safety resources and locations for more information in the Netball Victoria Resource Hub. Parents / Guardians / Carers of children will be provided with these resources at the time of registration.
- Rise Netball Club has created a complaints and feedback process 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 have provided a Working with Children Check. All new position descriptions incorporate our commitment to child safety



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- All Coaches, Team Managers and Committee Members are 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](#)
- 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](#)