



Child Safety in Netball Policy - User Guide

The Child Safety in Netball Policy (**CSNP**) sets out the responsibilities that all Clubs and Persons in Positions of Authority have to our Members and Participants when it comes to protecting Children and Young People in Netball. The Framework represents best practice processes and procedures, as well as tools and guidance for all Persons in Positions of Authority in Netball.

The following table sets out the key responsibilities we have under the Child Safety in Netball Policy and its associated documents and where to find further detail as needed.

KEY:

CSNP – Child Safety in Netball Policy

PPA – Persons in Positions of Authority

CYP – Children and Young People

CCYP – Commission for Children and Young People

DHHS – Department of Health & Human Services

	Responsibility	Resource	When
1	<p>Fulfil our Child Protection Commitment Statement obligations that include:</p> <ul style="list-style-type: none"> a) provide a safe, positive and nurturing environment for CYP; b) respecting and listening to CYP, facilitating opportunities for them to provide feedback, engaging in behavior that respects and supports them & addressing concerns raised; c) understanding the rights of CYP; d) acknowledging the significance of family relationships for the development of CYP; e) respecting the cultural and religious practices of families; f) understanding the special needs of CYP with developmental delays or disabilities; g) asking for consent to disclose information about CYP where necessary; h) supporting parents and carers of CYP, communicating honestly and effectively; i) using best practice standards in recruitment and screening of prospective employees and volunteers; j) striving to ensure that PPAs do not Harm CYP; k) Providing training and support for PPA to fulfil their roles 	Part 2, Sections 2.1 & 2.2 CSNP	Ongoing



	Responsibility	Resource	When
	<p>and understand their obligations;</p> <p>l) know and follow regulations, laws and direction from appropriate authorities in relation to the care of CYP;</p>		
2	<p>Ensure that child-safe recruitment and screening procedures are followed regarding:</p> <p>a) ensuring that all employees and volunteers in regular roles have positive Working with Children checks;</p> <p>b) following best practice procedures when recruiting such as conducting at least one face-to-face interview for all applicants, advertising roles with references to the CSNP, conducting at least two reference checks and asking for proof of identity and qualifications.</p>	<p>Netball Victoria Regulations - Working with Children Victoria Requirements</p> <p>“Best Practice” recruitment (currently under review)</p>	<p>When engaging new employees & volunteers</p>
3	<p>Follow the Child Safety in Netball Code of Conduct outlining the behavioural standards required with conduct involving supervision, overnight stays, electronic communications, language, adhering to role boundaries, positive guidance, transporting children, change rooms, photographs, physical contact, sexual misconduct, giving gifts and use of alcohol or drugs.</p>	<p>Child Safety in Netball Code of Conduct.</p> <p>See also its Summary Resource</p>	<p>At all times</p>
4	<p>Address Complaints brought to our attention regarding the health, welfare and safety of all those in Netball and:</p> <p>a) Deal with them in a timely, fair and transparent way;</p> <p>b) Escalate as appropriate to Senior Persons;</p> <p>c) Consider the wishes of the Complainant(s) and communicate as appropriate with the Complainant(s), explaining next steps and options to all involved;</p> <p>d) Maintain appropriate confidentiality regarding complaints;</p> <p>e) Report any serious issues involving CYP to Netball Victoria, police and other authorities (CCYP or DHHS), as appropriate;</p> <p>f) Ensure that natural justice is followed in complaint handling;</p> <p>g) Maintain appropriate records of complaints securely.</p> <p>(Our “Complaints Commitment”).</p>	<p>Part 3 CSNP - Section 3.2</p>	<p>As they arise</p>