



Fawkner Netball Club

Child Safety and Member Protection Policy

IF ANYONE IS IN IMMEDIATE DANGER, A LIFE-THREATENING SITUATION, OR A CRIME IS OCCURRING CONTACT POLICE IMMEDIATELY ON 000.

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. FNC and Netball Victoria are 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.

Fawkner Netball Club does not condone violence of any nature towards its members, including physical assault, verbal abuse and intimidation.

In its planning, decision-making and operations, FNC will:

- Take a preventative, proactive and participatory approach to child safety;
- Value and empower children to participate in decisions which affect their lives;
- Foster a culture of openness that supports all persons to safely disclose risks of harm to children;
- Respect diversity in cultures and child rearing practices while keeping child safety paramount;
- Provide written guidance on appropriate conduct and behaviour towards children;
- Engage only the most suitable people to work with children and have high quality volunteer supervision and professional development;
- Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues;
- Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities;
- Share information appropriately and lawfully with other organisations where the safety and wellbeing of children is at risk; and
- Value the input of and communicate regularly with families and carers.

Commitment to Member Protection

We are committed to ensuring that everyone involved with the sport of netball is treated with respect and dignity and is protected from abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation, and vilification. Violence towards our members will not be tolerated and any member that experiences abuse will be supported by the club.



Responsibilities

FNC acknowledges that everyone in the netball community must play a role in ensuring the safety of our members and children connected to the club.

In addition, FNC will appoint a Child Safety and Member Protection (CSMP) Officer to oversee the application of this policy and the associated procedure.

Netball Australia Policies

We adhere to the guidelines provided in the following NA policies:

- Child Safeguarding Policy
- Member Protection Policy
- Netball Integrity Policy Framework, Conduct and Disciplinary Policy

These policies cover conduct that arises between children and/or adults within in our netball community when interacting in any capacity with FNC.

Complaints

An allegation of a breach of the NA policies listed above, including allegations of child abuse, is a very serious matter and must be handled with sensitivity. It is not the responsibility of anyone working at Fawkner Netball Club in a paid or unpaid capacity to decide whether child abuse has taken place. We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with Fawkner Netball Club in a paid or unpaid capacity have a responsibility to act on any concerns by reporting these to the appropriate authorities, following the steps outlined below. Complaints will be handled in line with Netball Australia's Netball Integrity Policy Framework, Conduct and Disciplinary Policy.

Complaints that fall outside the scope of the NA policies will be handled internally by FNC in accordance with our Child Safety and Member Protection Procedure. FNC reserves the right to enforce sanctions in the event of a breach of this policy and our Code of Conduct.

Refer to the ***Child Safety and Member Protection Procedure*** for details on how to make a complaint, what to do in cases of physical or verbal abuse and for relevant contact information.



Policy Review Period

Fawkner Netball Club will review and update this policy annually.

Review History

<i>Document revision no.</i>	<i>Date of revision update</i>	<i>Comments / Information on what was updated between revisions</i>
1.00	1/7/2023	Original document – combine child safety, member protection and complaints handling.
1.1	7/11/2023	Addition of statements around preventing violence against members.