



# Fawkner Netball Club

## Inclusion Policy

### Club Mission Statement:

Fawkner Netball Club aims to create an environment that is free from discrimination and that is welcoming to all. This is essential in promoting positive social interaction and mental wellbeing. Fawkner Netball Club strives to ensure that all players, members and officials will be treated fairly and with respect.

### Policy Purpose:

The purpose of this policy is to ensure that the sports club is safe, inclusive and empowering for all players, members and officials. This policy demonstrates Fawkner Netball Club's commitment to, and value for, diversity and inclusion across all aspects of the club.

### Scope:

This policy applies to all club members of Fawkner Netball Club, including officials, players and families (where applicable).

### Definitions:

**Bullying** is repeated verbal, physical, social or psychological aggressive behaviour by a person or a group directed towards a less powerful person or group that is intended to cause harm, distress or fear.

**Cultural Safety** is an environment that is spiritually, socially and emotionally safe, as well as physically safe for people.<sup>2</sup>

**Discrimination** is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.

**Harassment** is aggressive pressure or intimidation. <sup>2</sup>

### Policy Procedures:

Fawkner Netball Club will:

- Create a safe, inclusive, and respectful club environment.
- Provide an inclusive and empowering social environment displaying respect, fairness and equity.
- Promote a sense of belonging and connectedness through inclusive and participatory practices.
- Be aware of the cultural needs of players, members and officials and ensure they are culturally respectful.
- Consider access for all abilities in the club environment and/or social programming.
- Ensure the club spaces are welcoming for all and that the club promotes positive social interaction.

<sup>1</sup> [www.education.vic.gov.au/about/programs/bullystoppers](http://www.education.vic.gov.au/about/programs/bullystoppers)

<sup>2</sup> oxfordictionaries.com

- Ensure various community groups feel heard in regard to their needs to access the club.

- Ensure marketing and promotional materials are accessible and appropriate for varying audiences and show diversity.
- Have a zero-tolerance approach to bullying and harassment.
- Ensure strategies are in place to promote positive and responsible behaviour, and prevent and respond to bullying, discrimination and harassment.

**Procedures for response to non-compliance of policy:**

- Grievance/complaint form (existing)
- The Child Safety and Member Protection (CSMP) Officer and Executive Committee will work together to ensure all complaints are handled appropriately

**Feedback process for when non-compliance is raised at the club:**

- Executive committee

**Policy Endorsement:**

Fawkner Netball Club will review this policy {six/twelve} months after implementation and annually thereafter. Effectiveness of the policy will be assessed through:

- Feedback from club members and the committee
- Review of the policy by the committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

**Policy Review Period**

Fawkner Netball Club will review and update this policy annually.

***Review History***

<b><i>Document revision no.</i></b>	<b><i>Date of revision update</i></b>	<b><i>Comments / Information on what was updated between revisions</i></b>
1.00	12/11/23	Original document