



**Mount View Netball Club Inc.**

***Child Safety***

**Policy**

**Version 1 (2017)**

**Effective 30/03/2017**

**Review Date: First Committee Meeting 2019**

# What is this Policy?

This “Child Safety Policy” (**Policy**) sets out in writing the steps Mount View Netball Club (**MVNC**) takes to protect and safeguard all children and young people involved within the club. It is a statement of our commitment to child safety and sets out expected behaviours and actions to promote the welfare and engagement of children playing netball in the club. It also sets out the processes and procedures in the evidence of an allegation. It is part of what we can do to make sure all parents and children feel welcomed and safe at Mount View Netball Club.

## 1. MVNC Child Safety Policy

### 1.1 Our Commitment

The welfare of the children in our club will always be our first priority. MVNC has a zero tolerance policy to child abuse. MVNC aims to create a safe and friendly environment where children feel safe, have fun and the club's activities are always carried out in the best interests of all our members.

#### 1.1.1) The MVNC is committed to:

- Providing a safe environment for all children and young people involved in netball.
- Providing an inclusive and safe environment for children with a disability, children from culturally, linguistically diverse backgrounds and aboriginal children involved with the club
- Listening to children and parents and demonstrating that the voices and opinions of our netball players are heard and that their opinions are valued.
- Informing children of their rights and how to raise concerns in an age appropriate way  
Ensuring that all adults involved at the club, especially those who interact with children (i.e. Coaches, Officials etc), do so in an age appropriate and respectful way.

### 1.2 Application of this Policy

This policy was developed by the MVNC and incorporated feedback on this draft with volunteers, parents and the young people in our club.

#### 1.2.1) This policy applies to all individuals involved in our organisation (paid and volunteer) including, but not limited to:

- Administrators
- Coaches
- Officials
- Participants
- Parents
- Spectators.

**1.2.2)** All of the people to which this policy applies have a role and responsibility in relation to child protection. They must all:

- understand the indicators and risks of child abuse;
- appropriately act on any concerns raised by children; and
- understand and follow all applicable laws in relation to the protection of children and reporting or management of child safety concerns.

### **1.3 Child Abuse**

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the club is committed to reducing the risk of occurrence.

### **1.4 Children's Rights to Safety and Participation**

The Club encourages children to express their views about their safety. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to 'have a say' about things that are important to them. We teach children about what they can do if they feel unsafe. We listen to and act on any concerns children, or their parents, raise with us.

The club has nominated member of the committee for children and parents to raise any concerns, grievances or complaints.

Coaches handbooks include information about child safety for players and their families to understand and take note of.

### **1.5 Valuing Diversity**

**1.5.1)** We value diversity and do not tolerate any discriminatory practices. To achieve this we:

- promote the cultural safety, participation and empowerment of Aboriginal children and their families;
- promote the cultural safety, participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- welcome children with a disability and their families and act to promote their participation; and;
- seek appropriate nominations for roles in the club from diverse cultural backgrounds.

## **1.6 Recruiting staff and volunteers**

**1.6.1)** The Club takes the following steps to ensure best practice standards in the recruitment and screening of volunteers and paid staff:

- Interview and conduct referee checks on all staff
- Require police checks and **Working with Children Checks (WWCC)** for relevant positions.
- Our commitment to Child Safety and our screening requirements are included in all advertisements and as part of the induction process for new staff or volunteers.

## **1.7 Working with Children Checks for adult volunteers.**

All committee members, adult coaches, and Persons in Positions of Responsibility and Authority with children will require a current WWCC (for volunteers). A copy of the current WWCC will be stored on the Clubs electronic filing system. Currency of WWCC will be reviewed at the start of each playing season.

## **1.8 Supporting staff and volunteers**

The Club seeks to attract and involve the best volunteer coaches, team managers, parent helpers, umpires and committee members. We provide support and supervision so people feel valued, respected and fairly treated. We have developed a Code to provide guidance to our staff and volunteers, all of whom receive information on the requirements of the Code.

## **1.9 Compliance to this Policy**

**1.9.1)** All people involved in MVNC should:

- Understand and comply with this Policy and the Code.
- To report a breach of the Policy or the Code please refer to **1.10** of this policy.

## 1.10 Reporting a child safety concern or complaint

The Club has appointed **two Grievance Officers (One general member and one executive member of the MVNC Committee)** with the specific responsibility for responding to any complaints, allegations or grievances made by staff, volunteers, parents or children. The complaint, allegation or grievance as a matter of privacy will be handled strictly between these two members of the Committee at the MVNC level, unless under exceptional circumstances.

**The Grievance Officer contact for 2017 is Linda Cristine- she can be contacted by telephone 0419122520 or email [mtviewnetballclub@gmail.com](mailto:mtviewnetballclub@gmail.com).**

### **Please note:**

MVNC is bound by the Netball Victoria (**NV**) Child Safety Policy and Code of Conduct which this policy and code of conduct is based on.

In investigating an alleged breach of this policy or the NV equivalent. MVNC will follow the processes and procedures as set out in the “**Netball Victoria Child Safety Policy 3.10 through to 3.14**”.

The club highly recommends that all MVNC members make themselves familiar with the equivalent NV Policies found at

<https://nvclubhouse.com.au/document/1780/child-safety-standards>.

## 1.11 Risk Management

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

**1.11.1)** To reduce the risk of child abuse occurring, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this should be a consideration when:

- Coaching children
- Using change room facilities;
- Using accommodation or overnight stays;
- Travel to and from training and netball; or
- physical contact when coaching or managing children.

## 1.12 Reviewing this policy

This policy will be reviewed every two years and we undertake to seek views, comments and suggestions from children, parents, carers, staff and volunteers involved in the Club.

**The next review date of this policy will be the first committee meeting of the 2019 calendar year.**

**Policy Approved by MVNC Committee : 30/3/17**