



NETBALL VICTORIA

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Child Protection Commitment Statement

This statement is crucial to NV and its Affiliates commitment to providing a safe environment for children in netball and consists of principles and benchmarks NV has in place.

Child Protection Commitment Statement

NV and its Affiliates make the following commitments:

- NV and its Affiliates are committed to the safety and wellbeing of all Children and Young People who access any netball activities, programs, events or services.
- NV and its Affiliates are committed to providing Children and Young People with positive and nurturing experiences for healthy development and wellbeing.
- NV and its Affiliates will listen to Children and Young People, address any concerns they raise and strive to ensure they are protected.
- NV and its Affiliates will ask for consent from Children, Young People and their parents/carers before we seek out or provide information about them to any other individuals or organisation. However, we may not ask for consent to disclose information to Police, regulatory authorities or relevant statutory child protection agencies in the event that we have concerns about the safety and wellbeing of a specific Child or Young Person.
- NV and its Affiliates will provide and communicate training opportunities to Persons in Positions of Responsibility and Authority where reasonably practicable to do so.
- NV and its Affiliates will make it clear to Persons in Positions of Responsibility and Authority what their obligations, duties and responsibilities are in relation to this Policy and the protection of Children and Young People in netball generally.

How does this Child Protection Commitment Statement apply to Persons in Positions of Responsibility and Authority?

Persons in Positions of Responsibility and Authority are required to comply with this Policy and the Code. In summary, Persons in Positions of Responsibility and Authority are expected to:

- (a) understand the rights of Children and Young People, as appropriate to their role;
- (b) understand and acknowledge the significance of family relationships for the development of Children and Young People;
- (c) respect the cultural and religious practices of families who access netball services, programs or events;
- (d) understand and appropriately respond to the special needs of Children and Young People with developmental delays or disabilities;

This includes:

- acting in ways that communicate effectively with and are supportive of Children and Young People with developmental delays or disabilities; and
 - being proactive in recognising the additional vulnerability to exploitation and Harm that Children and Young People with developmental delays or disabilities experience;
- (e) be respectful of Children and Young People by:
- facilitating opportunities for them to provide views and feedback;
 - treating children as individuals and respecting their unique abilities and vulnerabilities; and
 - expressing attitudes and engaging in behaviour that respect and support them;
- (f) appropriately act on any concerns raised by Children, Young People and/or their parents/carers. Any complaints or allegations made against any Persons in Positions Responsibility and of Authority will be taken seriously and appropriately investigated. Any alleged crimes against Children, Young People or other family members will be reported to the Police. Persons in Positions Responsibility and of Authority are expected to follow the Complaints Procedure without hesitation in response to concerns raised by Children, Young People and/or their parents;
- (g) understand the definitions, indicators and impact of Child Abuse, including Grooming. Persons in Positions Responsibility and of Authority must, wherever possible:
- intervene to identify and prevent Child Abuse from occurring; and
 - take action to protect children from further Child Abuse;
- (h) know and follow regulations in relation to the care of Children and Young People. Persons in Positions of Responsibility and Authority must understand and follow laws and regulations governing how we safeguard Children and Young People. They must take all reasonable steps to ensure that applicable laws and regulations are adhered to;
- (i) know and follow the relevant law(s) in relation to reporting Child Abuse and Grooming;
- (j) co-operate with police and/or other formal investigations to the best of their ability to safeguard Children and Young People;
- (k) always follow the Codes implemented by NV and its Affiliates that set out the rules for behaviour with each other and around Children and Young People;
- (l) not Harm or exploit Children and Young People who access netball services, activities programs, or events, nor contravene any laws or regulations regarding the safety and wellbeing of Children and Young People; and
- (m) support Children, Young People and their families as directed by Senior Persons in the event that a Child or Young Person is or is suspected of being abused, bullied or exploited. Provide opportunities for formal debriefing and/or counselling to Children, Young People and their families who have experienced Child Abuse and any other Child, Young Person and family in the community who may be affected by the incident(s).

It is a serious breach of this Child Protection Commitment Statement and possibly the law, if any Persons in Positions of Responsibility and Authority, whether participating in a program, event, service or activity, or working in a paid or volunteer capacity, harm or exploit Children and Young People who are involved in any of NV's activities, services, events or programs. Breaches of this include, but are not limited to, any Persons in Positions of Responsibility and Authority who:

- (A) sexually assault Children and Young People;
- (B) physically assault Children and Young People;
- (C) verbally abuse, denigrate or bully Children and Young People;

- (D) sexually harass Children and Young People;
- (E) engage in Grooming behavior of Children and Young People;
- (F) take, reproduce and/or distribute photos of Children and Young People without their consent or the consent of their guardians;
- (G) publish any material containing images of Children and Young People; and/or
- (H) access, download, store or distribute any form of child pornography.

Who is responsible for implementing the Child Protection Commitment Statement?

The responsibilities of NV and Affiliates in fulfilling the Child Protection Commitment Statement are as follows:

Netball Victoria and Affiliates

- Promote the commitment to this Child Protection Commitment Statement and its expectations. Strive to ensure that all Persons in Positions of Responsibility and Authority understand their obligations in accordance with the Child Protection Commitment Statement and any relevant policy and procedural documentation.
- Strive to ensure that the Child Protection Commitment Statement is implemented and adhered to amongst Affiliates and their Members, staff and officials.
- Proactively share resources and experience in the development of child safe initiatives within NV as they are identified.
- Advocate and promote child rights, empowering and engaging Children and Young People in support of this Statement.
- Develop opportunities for regular discussion at all levels to support a culture of continuous improvement and accountability of child protection and member welfare. For example, in team meetings or regular forums, include Safe Netball as a regular agenda item.

Further responsibilities of Netball Victoria

- Promote policy review on an annual cycle as a minimum or at a time governed by legislation, regulations, Netball Australia or Australian Sports Commission directions or organisational learnings that promote a change to the Child Protection Commitment Statement and all relevant policy or procedural guidelines.
- Strive to ensure compliance via an inbuilt review mechanism.