



EAST BRIGHTON VAMPIRES NETBALL CLUB CHILD SAFE POLICY

Purpose and Definition

This policy demonstrates the commitment of East Brighton Vampires Netball Club (EBVNC) to child safety and provides an outline of the policies and practices the Club has developed to keep children safe. Child safety abuse covers a range of forms including physical, sexual, emotional, or psychological abuse and neglect. It can occur when there is actual or potential harm.

Commitment to Child Safety

All children have a right to feel and be safe; and the welfare of children must always be the first priority of the EBVNC.

The Club aims to create a fun, child-safe and child-friendly environment where club activities are always carried out in the best interests of the children. The club maintains zero tolerance to child abuse.

All parents and children should be made aware of the role of the Child Safety Officer (CSO) in our club and know that there are people to speak to if they are feeling unsafe.

Application of this Policy

This policy applies to all individuals involved in the EBVNC including: players, parents, spectators, committee members, team managers, coaches and officials.

Committee members, team managers, coaches and other adults in club recognised roles should be open to noticing and reporting any indicators and risks of child abuse. Immediate action should be taken on any concerns raised by children. The roles and responsibility in relation to child safety include an understanding of indicators and risks, ability for immediate action on concerns raised by children, and an understanding of child safety laws.

Code of Conduct

Clear expectations for appropriate behaviour should be given at all times. Our Code of Conduct documents set out expectations for all club members. These include screening, supervision, and training that reduce the risk of child abuse by all personnel, processes for responding to and reporting suspected abuse, strategies to identify and reduce or remove risks and strategies to promote the participation and empowerment of children.



Children's Rights to Safety and Participation

The Club encourages all members to express their views on safety. The club will listen to and actively encourage all children who use our services to contribute to child safety applications.

The club will inform and reinforce what children can do if they feel unsafe, and act on any concerns raised.

Children are encouraged to approach their team manager, parent or coach in the first instance, or go directly to the CSO. Feedback from coaches and team managers is to be provided to the CSO in a timely manner. The CSO will act in the best interests of the child, as guided by the law and professionals if necessary to consult. All dealings will be maintained in a confidential manner.

Valuing Diversity

We value diversity and do not tolerate any discriminatory practices. We promote the cultural safety, participation and empowerment of First Nations and children and their families; of children from culturally and/or linguistically diverse backgrounds and their families; of children with disabilities and their families, children of all sexualities and genders and their families, of children experiencing hardships of other forms.

EBVNC has an all-inclusive attitude to all members of the community wishing to participate in or engage in club activities.

Club Actions

All adult club personnel including committee members, team managers and coaches must have a valid working with children check before commencing positions.

Child safety regulations apply to young coaches under the age of 18 as well as players. Junior coaches do not need a Working with Children check but must be accompanied by an adult at all training sessions and games, and have their parent or guardian included in all correspondence. Junior coaches are supported with a mentor and appropriate training and are provided with tools to ensure a clear understanding of club child safety requirements.

The club will ensure that child safety standards are discussed and reviewed regularly at Committee Meetings.

Reporting a child safety concern or complaint

Most reports of child safety incidents are to be made to the Child Safety Officer (CSO) unless

1. **If a child is at immediate risk of unlawful abuse phone 000 as soon as possible.**
2. If the complaint is about a non-EBVNC member, or about the Child Safety Officer to whom the incident would otherwise be reported, a report can also be made to the EBVNC Club President.



Complaints must be addressed in a sensitive, fair and confidential manner by the CSO. Complaints can be reported about individuals or group behaviour, and can be about an act, omission or decision that someone thinks is unfair, unlawful and/or a breach of the EBVNC Netball Club Child Safe policy.

The CSO must report to police if there is any report of sexual or physical abuse of a child.

Risk Management

EBVNC recognises the importance of a risk management approach to minimising the potential for child harm. To reduce the risk of harm, adults to whom this policy applies should avoid direct, unsupervised contact with children. For example, this must be considered when using change room facilities, purchasing uniforms that need to be fitted, physical contact when coaching or managing children and organising bathroom breaks. Children in the lower age groups should never visit unattended toilets alone.

Reviewing this policy

This policy will be reviewed annually or earlier on suggestion by the Club or associated parties.