



## Netball Victoria (NV) Child Safety in Netball Code of Conduct Summary

Netball Victoria’s Child Safety Policy (**CSP**) requires all persons involved in netball (**All**) to abide by certain behavioural standards when it comes to dealing with Children and Young People (**CYP**). It also requires additional behavioural standards to be met by all Persons in Positions of Authority (**PPA**) in our sport. This document summarises those requirements.

No.	Provision	Reference	Who?
1	<p><b>Positive Guidance:</b></p> <ul style="list-style-type: none"> <li>a) Clear directions given to CYP.</li> <li>b) CYP given an opportunity to redirect their misbehavior in a positive way.</li> <li>c) Use strategies that are fair, respectful and appropriate to the developmental stage of CYP.</li> <li>d) No physical punishment, cruel/degrading/humiliating, etc treatment.</li> </ul>	Section (a) Child Safety in Netball Code of Conduct	PPA
2	<p><b>Adhering to role boundaries:</b></p> <ul style="list-style-type: none"> <li>a) Act only within the confines of your duties/role.</li> <li>b) Unless you’re a Parent/Carer of your own child or you have <u>express consent</u> from Parent(s)/Carer(s), do not: <ul style="list-style-type: none"> <li>i. Provide unauthorised transportation.</li> <li>ii. Engage in activities with CYP who are our clients outside of our programs, activities, services or events.</li> <li>iii. Seek contact with CYP who are our clients outside our programs, activities, services and events.</li> <li>iv. Accept an invitation to attend any private social function at the request of a CYP who is our client.</li> </ul> </li> </ul>	Section (b) Child Safety in Netball Code of Conduct	PPA
3	<p><b>Working with Children Checks</b></p> <p>Comply with the NV Working with Children Check Regulation</p>	Section (c) Child Safety in Netball Code of Conduct & NV Child Safety in Netball Policy section 2.4	PPA & Volunteers with regular Netball roles
4	<p><b>Language and Tone of Voice:</b></p> <ul style="list-style-type: none"> <li>a) Should be clear, encourage and affirm CYP and boost their confidence.</li> </ul>	Section (d) Child Safety in Netball Code of Conduct	All

No.	Provision	Reference	Who?
	b) Should NOT be harmful (ie, derogatory, threatening, frightening, profane, sexual, etc), discriminatory, racist or sexist		
5	<p><b>Supervision of CYP:</b> Ensure that Participants:</p> <p>a) Engage positively with the delivery of the service, program, event or facility.</p> <p>b) Behave appropriately towards one another.</p> <p>c) Are in a safe environment, protected from harm.</p> <p>d) Avoid unsupervised situations with PPA – CYP and PPA should always be in view of other PPA and/or parents/carers.</p>	Section (e) Child Safety in Netball Code of Conduct	PPA
6	<p><b>Use of Electronic Communications:</b></p> <p>a) PPAs must, wherever possible copy parent(s)/carer(s) into social media messages (eg, text, email, Facebook, Instagram, Snapchat, etc) or any other form of electronic communication message.</p> <p>b) If a parent or carer is not copied into electronic communication, PPAs must restrict communication to issues relevant to the delivery of Netball services, activities, or programs (eg, that training is cancelled) and not communicate anything that could be interpreted as sexual.</p> <p>c) PPAs must not communicate with CYP using Internet chat rooms, game sites, instant messaging or anything of a similar nature.</p> <p>d) PPA's must not request a CYP to keep communication a secret from their parents/carers.</p>	Section (f) Child Safety in Netball Code of Conduct	PPA
7	<p><b>Giving gifts to CYP:</b> Must be authorised by an appropriate Senior Person and PPAs must ensure that parents or carers are aware of the gift.</p>	Section (g) Child Safety in Netball Code of Conduct	PPA
8	<p><b>Photographs:</b></p> <p>a) PPAs may only take photographs/footage of CYP if:</p> <ol style="list-style-type: none"> <li>i. prior approval is granted by parents/carers and by NV or the relevant Affiliate;</li> <li>ii. the context is directly related to Netball;</li> <li>iii. the CYP is appropriately dressed and posed;</li> </ol>	Section (h) Child Safety in Netball Code of Conduct	PPA

No.	Provision	Reference	Who?
	<ul style="list-style-type: none"> <li>iv. the image/footage is taken in th presence of other PPAs.</li> <li>b) Images must not be distributed to anyone outside PPAs other than the CYP or their parent/carer without knowledge and approval of an appropriate Senior Person.</li> <li>c) Images are to be stored in manner that prevents unauthorised access, either locked drawers (hardcopy) or password protected (softcopy).</li> <li>d) Images must be destroyed/deleted when no longer required</li> <li>e) Images must not be exhibited online without parent/carer approval unless the CYP is/are de-identified.</li> </ul>		
9	<p><b>Physical Contact with CYP</b> – must be appropriate to delivery of Netball services, events, programs or activities and based on the needs of the CYP (ie. to comfort if distressed).</p> <p>It must not:</p> <ul style="list-style-type: none"> <li>a) Involve touching genitals, breasts or buttocks (unless as part of delivering medical or allied health services by a qualified PPA and the CYP or their parent/carer has given permission to do so or it is required in a medical emergency);</li> <li>b) Appear to have a sexual connotation;</li> <li>c) Be intended to cause pain or distress;</li> <li>d) Be overly physical (ie, wrestling, tickling, etc);</li> <li>e) Be unnecessary;</li> <li>f) Be initiated against the wishes of a CYP (unless to prevent injury);</li> </ul> <p>Physical contact that is sexual and/or inappropriate between CYP must be reported to a PPA or Senior Person.</p>	Section (i) Child Safety in Netball Code of Conduct	PPA
10	<p><b>Sexual Misconduct:</b></p> <p>No form of “sexual behaviour” is to occur between, with or in the presence of CYP in Netball, even if the CYPs involved are of or above the legal age of consent. This is “Reportable Conduct” to the Commission for Children and Young People under the Reportable Conduct (Vic) Scheme.</p> <p>“Sexual behavior” is to be interpreted broadly (ie, kissing, fondling, etc) and If approached by a CYP, PPA’s must discourage the CYP.</p>	Section (j) Child Safety in Netball Code of Conduct	All

No.	Provision	Reference	Who?
	PPAs and adult participants in Netball should avoid where possible consensual intimate relationships.		
11	<p><b>Overnight Stays and Sleeping Arrangements for CYP:</b></p> <p>Overnight stays are to only occur with the authorisation of parents/carers and appropriate Senior Persons in Netball and there are particular standards of behavior that must be upheld:</p> <ul style="list-style-type: none"> <li>a) Providing CYP with privacy when bathing/dressing;</li> <li>b) Observing appropriate dress standards (ie, no nudity);</li> <li>c) Not exposing CYP to pornography;</li> <li>d) Not leaving CYP unsupervised;</li> <li>e) Ensuring appropriate sleeping arrangements;</li> <li>f) Allowing CYP to contact their parents/carers or others if they feel unsafe, uncomfortable or distressed,</li> </ul>	Section (k) Child Safety in Netball Code of Conduct	PPA
12	<p><b>Change Room arrangements:</b> PPAs must:</p> <ul style="list-style-type: none"> <li>a) supervise CYP in change rooms whilst balancing their right to privacy;</li> <li>b) avoid one-to-one situations with CYP in change rooms;</li> <li>c) ensure adequate supervision in “public” change rooms;</li> <li>d) ensure that females not enter male change rooms and vice versa.</li> </ul>	Section (l) Child Safety in Netball Code of Conduct	PPA
13	<p><b>Use, possession or supply of alcohol or drugs:</b> PPAs on duty must not use possess, or be under the influence of illegal or illicit drugs, alcohol or be incapacitated by any other legal drug and nor may they supply alcohol or drugs (including tobacco) to CYP.</p>	Section (m) Child Safety in Netball Code of Conduct	PPA
14	<p><b>Transporting children:</b> PPAs can only transport CYP in circumstances that are directly related to the delivery of Netball services, events programs or activities, and only with express authorisation of an appropriate Senior Person and the parent(s)/carer(s) of the CYP.</p>	Section (n) Child Safety in Netball Code of Conduct	PPA