

## **(Insert organisation name) - Induction Pack for Employees & Volunteers**

Staff and volunteers must be appropriately inducted into their roles at the **(Insert organisation name)** so they understand your responsibilities to children and how to create a safe environment for them. At **(Insert organisation name)** a child safe culture is championed and modelled at all levels and is understood to be the responsibility of everyone in our netball community.

**(Insert organisation name)** adopts and supports the following Netball Victoria Commitment to Child Safety.

### **Netball Victoria Commitment to Safeguarding Children & Young People**

*Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care.*

*Netball Victoria is committed to promoting and protecting the rights of children, and preventing abuse from occurring by fostering a culture where children feel safe and empowered.*

*We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.*

### **Netball Australia Safeguarding Children & Young People Policy**

The Netball Australia Safeguarding Children & Young People Policy outlines the expected behaviour for interactions within Netball in Victoria. The primary aim of the Policy is to protect and safeguard Children and Young People.

#### **All people involved in Netball should:**

- Provide a safe environment for Children and Young People in Netball and comply with this Policy.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development within Netball.
- Refrain from intimate relations with persons with whom you have a position of authority over.
- Report breaches of the Policy to the appropriate Person(s) in a Position Responsibility and of Authority.

This Policy is to be followed at all times by all Members and all people involved in any way with Netball and includes the following items:

- Positive Guidance
- Adhering to Role Boundaries
- WWCC
- Use of language and tone of voice
- Supervision of young people

- Use of electronic communications
- Giving gifts to children and young people
- Photographs of children and young people
- Physical contact with children and young people
- Sexual misconduct and relationships
- Change room arrangements
- Use, possession or supply of alcohol or drugs
- Transporting Children

To read more information about each of these topics [click here](#) to download the Netball Australia Safeguarding Children & Young People Policy.

## Child Safety in Netball Complaints Process

Where a complaint, incident or matter arises which may be dealt with under this Policy, then it is to be resolved in accordance with the processes in this Policy, to the exclusion of all other NV disciplinary or grievance policies or processes.

For the avoidance of doubt, this means that where a complaint relates to Child Safety and falls within the scope of this Policy, this Policy will prevail and any such complaint shall be dealt with in accordance with this Policy and not the NV Member Protection Policy (or any other NV policy).

## Other Resources

NV Child Safeguarding Resource Hub – <https://vic.netball.com.au/child-safety-netball>

Commission for Children & Young People - <https://ccyp.vic.gov.au/resources/>

Sport & Recreation Fair Play Code - <https://sport.vic.gov.au/publications-and-resources/community-sport-resources/fair-play-code>

Department of Health & Human Services – Child Protection - <https://services.dffh.vic.gov.au/child-protection-contacts>

## Education & Training Opportunities

Netball Victoria Child Safety Webinars

<https://vic.netball.com.au/child-safeguarding-training>

