MEMBER PROTECTION POLICY

Created March 2018
# Rossmoyne Netball Club Membership Protection Policy 2018

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MEMBER PROTECTION POLICY

1. Introduction
At the Rossmoyne Netball Club we strive to provide our members with the best opportunities to develop to their fullest potential as netball players, coaches and umpires and encourage them to love netball for life.

2. Purpose of Our Policy
The main objective of the Rossmoyne Netball Club’s Member Protection Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in this club. It outlines our commitment to a person’s right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are expected of them. It also covers the care and protection of children participating in our club’s activities.

3. Who Our Policy Applies To
This policy applies to everyone involved in the activities of our club including:

- club committee members, administrators and other club officials;
- coaches, assistant coaches and team managers;
- umpires and other officials;
- athletes;
- members, including any life members;
- parents;
- spectators; and
- any other person to whom the policy may apply.

4. Extent of Our Policy
Our policy covers all matters directly and indirectly related to the Rossmoyne Netball Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in Rossmoyne Netball Club rooms, at social events organised or sanctioned by Rossmoyne Netball Club (or our sport), and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

5. Club Responsibilities
We will:

- adopt, implement and comply with this policy;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to the Fremantle Netball Association

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national bodies request to be referred to them.
6. **Individual Responsibilities**

Everyone associated with our club must:

- be made aware that a Member Protection Policy is available on the RNC website;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- consent to the screening requirements set out in this policy, and WA Working with Children Checks if the person holds or applies for a role that involves regular unsupervised contact with a child or young person under the age of 18, or where otherwise required by law;
- treat other people with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

7. **Protection of Children**

7.1 **Child Protection**

The Rossmoyne Netball Club is committed to the safety and wellbeing of children and young people who participate in our clubs activities or use our services. We support the rights of the child and will act at all times to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our committee, coaches and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

The Rossmoyne Netball Club acknowledges the valuable contribution made by our committee, coaches, members and volunteers and we encourage their active participating in providing a safe, fair and inclusive environment for all participants.

7.1.1: Identifying and Analysing Risks of Harm

The Rossmoyne Netball Club will develop and implement a risk management strategy, which includes a review of our existing child protection practices, to determine how child-safe our organisation is and to identify any additional steps we can take to minimise and prevent the risk of harm to children because of the action of an employee, volunteer or another person.

7.1.2: Developing Codes of Conduct for Adults and Children

We will develop and promote a code of conduct that specifies standards of conduct and care we expect of adults when the deal and interact with children, particularly those in our care. We will also implement a code of conduct to promote appropriate behaviour between children. The codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour. (See Attachment 2)

7.1.3: Choosing Suitable Employees and Volunteers

The Rossmoyne Netball Club will ensure that the organisation takes all reasonable steps to ensure that it engages the most suitable and appropriate people to work with children, especially those in positions that involve regular unsupervised contact with children. This may be achieved using a range of screening measures. Such measures will aim to minimise the likelihood of engaging (or retaining) people who are unsuitable to work with children.

The Rossmoyne Netball Club will ensure that a Working with Children Check is obtained or is current for coaches and volunteers working with children, where an assessment is required by law. (See Attachment 1.3)

7.1.4: Support, Train, Supervise and Enhance Performance

The Rossmoyne Netball Club will ensure that all our coaches and volunteers who work with children have ongoing supervision; support and training. Our goal is to develop their skills and
capacity and to enhance their performance so we can maintain a child-safe environment in our club.

7.1.5: Empower and Promote the Participation of Children In Decision-Making And Service Development

The Rossmoyne Netball Club will promote the involvement and participation of children and young people in developing and maintaining a child-safe environment in our club.

7.1.6: Report and Respond Appropriately to Suspected Abuse and Neglect

The Rossmoyne Netball Club will ensure that coaches and volunteers are able to identify and respond appropriately to children at risk of harm and that they are aware of their responsibilities under state laws to make a report if they suspect on reasonable ground that a child has been, or is being, abused or neglected (See Attachment 4).

In addition to any legal obligations, if any person believes that another person or organisation bound by this policy is acting inappropriately towards a child or is in breach of this policy they may make an internal complaint.

Please refer to our complaints procedure in section 10 of this policy. Any person who believes a child is in immediate danger or in a life threatening situation, should contact the police immediately.

7.2 Supervision

Children under the age of [18] must be supervised at all times by a responsible adult. We endeavour to provide an appropriate level of supervision at all times. If a member finds a child under the age of [18] is unsupervised, they should assume responsibility for the child’s safety until the child’s parent/guardian or supervisor is located.

For reasons of courtesy and safety, parents must collect their children on time. If it appears a member will be left alone with just one child at the end of any club activity, they will ask another member to stay until the child is collected.

7.3 Transportation

Parents and or guardians are responsible for organising the transportation of their children to and from club activities (e.g. training and games).

7.4 Taking Images of Children

Images of children can be used inappropriately or illegally. We require that members, wherever possible, obtain permission from a child’s parent or guardian before taking an image of a child that is not their own. We will also make sure that the parent or guardian understands how the image will be used.

To respect people’s privacy, we do not allow camera phones, videos and cameras to be used inside changing areas, showers and toilets which we control or are used in connection with our club.

When using a photo of a child, we will not name or identify the child or publish personal information, such as residential address, email address or telephone number, without the consent of the child’s parent or guardian. We will not provide information about a child’s hobbies, interests, school or the like, as this can be used by paedophiles or other persons to “groom” a child.

We will only use images of children that are relevant to our club’s activities and we will ensure that they are suitably clothed in a manner that promotes our club. We will seek permission from a child’s parent or guardian before using their images.
8. Discrimination, Harassment and Bullying

Our club is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

8.1 Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.

- **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purpose of determining discrimination, the offender’s awareness and motive are irrelevant.

8.2 Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment involves unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

Every person is covered by the anti-discrimination laws that apply in their State as well as the Federal anti-discrimination laws.

The following is a list of all the personal characteristics that apply throughout Australia:

- gender;
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration;
- national extraction or social origin;
- marital status, relationship status, identity of spouse or domestic partner;
- pregnancy, potential pregnancy, breastfeeding;
- family or carer responsibilities, status as a parent or carer;
- age;
- religion, religious beliefs or activities;
- political beliefs or activities;
- lawful sexual activity;
- sexual orientation and gender identity;
- profession, trade, occupation or calling;
- irrelevant criminal record, spent convictions;
- irrelevant medical record;
- member of association or organisation of employees or employers, industrial activity, trade union activity;
- physical features;
• disability, mental or physical impairment;
• defence service; and
• personal association with someone who has, or is assumed to have, any of these personal characteristics.

Legislation also prohibits:
• racial, religious, homosexual, transgender and HIV/AIDS vilification; and
• victimisation resulting from a complaint.

8.3 Bullying

The Rossmoyne Netball Club is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual’s health and wellbeing, and we regard bullying in all forms as unacceptable at our club.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or group.

Whilst generally characterised by repeated behaviours, one off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:
• verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
• excluding or isolating a group or person;
• spreading malicious rumours; or
• psychological harassment such as intimidation.

Bullying includes cyber-bulling which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. The Rossmoyne Netball Club will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she may make a complaint. (Refer to Item 10 of this policy.)

9. Our club is welcoming and we will seek to include members from all areas of our community.

The following are examples of some of our inclusive practices.

9.1 People with a disability

The Rossmoyne Netball Club will not discriminate against any person because they have a disability. The club will align their policy and procedures with that of Fremantle Netball Association.

9.2 People from diverse cultures

We will support, respect and encourage people from diverse cultures and religions to participate in our club and where possible we will accommodate requests for flexibility (e.g. modifications to uniforms).

9.3 Sexual & Gender Identity

All people, regardless of their sexuality or gender identity, are welcome at our club. We strive to provide a safe environment for participation and will not tolerate any form of discrimination or harassment because of a person’s sexuality or gender identity.
9.4 Pregnancy

The Rossmoyne Netball Club is committed to treating pregnant women fairly and to removing any unreasonable barriers to their full participation in our club’s activities. We will not tolerate any discrimination or harassment against pregnant women.

We will take reasonable care to ensure the continuing safety, health and wellbeing of pregnant women. We will advise pregnant women that there may be risks involved with their continuing participation in sport, and we will encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and wellbeing, and that of their unborn child, is of utmost importance in their decision-making about the extent they choose to participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. Pregnant women should make these decisions themselves, in consultation with their medical advisers and in discussion with Rossmoyne Netball Club. We will only require pregnant women to sign a disclaimer in relation to their participation in our sport whilst they are pregnant if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test.

If a pregnant woman believes she is being, or has been, harassed or discriminated against by another person bound by this policy, she may make a complaint (see section 10).

9.5 Boys playing in girls teams

If there is not a separate sex competition the Rossmoyne Netball Club will support boys playing in girls teams up until the age of 12 years.

We note that Federal anti-discrimination laws provide that it is not unlawful to discriminate on grounds of sex by excluding persons from participation in any competitive sporting activity in which the strength, stamina or physique of competitors is relevant.

10. Responding to Complaints

10.1 Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints will be taken seriously;
- with all formal complaints, the person making the complaint (complainant) and person to whom the complaint is directed (respondent) will be given full details of what is being alleged and the respondent will have the opportunity to respond to those allegations;
- irrelevant matters will not be taken into account;
- decisions will be unbiased; and
- any penalties imposed will be reasonable.

More serious complaints may be escalated to the Fremantle Netball Association.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club may need to report the behaviour to the police and/or relevant government authority.

10.2 Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint will:

- listen carefully and ask questions to understand the nature and extent of the concern;
- ask what the complainant how they would like their concern to be resolved and if they need any support;
- explain the different options available to help resolve the complainant’s concern;
- inform the relevant government authorities and/or police, if required by law to do so; and
-
where possible and appropriate, maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the Rossmoyne Netball Club will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about;
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);
- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. State Department of Sport or anti-discrimination agency);
- referring the complaint to the Fremantle Netball Association; and/or
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to the Fremantle Netball Association and an investigation is conducted, Rossmoyne Netball Club will:

- co-operate fully with the investigation;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on the Fremantle Netball Association’s recommendations.

At any stage of the process, a person can seek advice from an anti-discrimination commission or other external agency and, if the matter is within their jurisdiction, may lodge a complaint with the anti-discrimination commission or other external agency.

10.3 **Disciplinary Sanctions**

Our club may take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- be applied consistent with any contractual and employment rules and requirements;
- be fair and reasonable;
- be based on the evidence and information presented and the seriousness of the breach; and
- be determined by our constituent documents, by Laws and the rules of the game.

Possible sanctions that may be taken include:

- a direction that the individual make verbal and/or written apology;
- counselling of the individual to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

10.4 **Appeals**

The complainant or respondent may be entitled to lodge an appeal against a decision made in relation to a complaint (including a decision where disciplinary sanctions are imposed by our club) to the Fremantle Netball Association. Appeals must be based on any right of appeal provided for in the relevant constituent documents, rules, regulations or by laws.

[Note: It is considered good practice to have a process to appeal against a decision made in respect of a complaint. However, the grounds of an appeal should be specific, for example they may be limited to a denial of procedural fairness, on grounds of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club. The jurisdiction of the appeal body will need to be outlined in relevant constituent documents, rules, regulations or by-laws which are binding on the complainant and respondent.]
Attachment 1.1: MEMBER PROTECTION DECLARATION

The Club has a duty of care to all those associated with our club and to the individuals and organisations to whom this policy applies. As a requirement of our Member Protection Policy, we must enquire into the background of those who undertake any work, coaching or regular unsupervised contact with people under the age of 18 years.

I ……………………………………………………….. (name) of …………………………………….
……………………………………………………………….. (address) born ……/……/……………
sincerely declare:
1. I do not have any criminal charge pending before the courts.
2. I do not have any criminal convictions or findings of guilt for sexual offences, offences related to children, drugs or acts of violence
3. I have not had any disciplinary proceedings brought against me by an employer, sporting organisation or similar body involving child abuse, sexual misconduct or harassment, other forms of harassment or acts of violence
4. To my knowledge there is no other matter that Rossmoyne Netball Club may consider to constitute a risk to its members, volunteers, athletes or reputation by engaging me.
5. I will notify the President of Rossmoyne Netball Club immediately upon becoming aware that any of the matters set out in clauses 1 to 4 above has changed.

Declared in the State of Western Australia
on ……/……/…….(date)   Signature ………………………………………………………….

Parent/Guardian Consent (in respect of a person under the age of 18 years)

I have read and understood the declaration provided by my child. I confirm and warrant that the contents of the declaration provided by my child are true and correct in every particular.

Name:……………………………………………………

Signature:………………………………………………

Date: ………………………………………. …………….
Attachment 1.2: WORKING WITH CHILDREN CHECK REQUIREMENTS

Working with Children Checks aim to create a child-safe environment and to protect children and young people involved in our sport from physical and sexual harm.

They assess the suitability of people to work with children and young people and can involve:
- criminal history checks;
- signed declarations;
- referee checks; and
- other relevant background checks to assess a person’s suitability to work with children and young people.

Detailed information, including the forms required to complete a Working with Children Check, are available from Australia Post,
or

Contact the Department for Child Protection
Website: www.checkwwc.wa.gov.au
Phone: 1800 883 979
Attachment 2: CODES OF BEHAVIOUR

JUNIOR PLAYER

1. Participate because you enjoy it, not just to please parents and coaches.
2. Play by the rules.
3. Participate fairly and safely.
4. Abide by decisions, without argument or bad temper.
   a. Captains have the right to approach an umpire during an interval or after the game for clarification of any rule.
   b. Approach the umpire in a courteous and polite way.
5. Co-operate with your coach, and other players.
   a. Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/damaging equipment is not acceptable or permitted.
   b. Treat all players as you would like to be treated.
   c. Ensure that your behaviour is fair at all times.
   d. Be a patient and enthusiastic supporter of fellow players.
6. Applaud all good play, by your own team and opponents.
7. Be a responsible team member.
   a. Always be on time.
   b. Encourage and assist all players.
   c. Attend all training sessions.
   d. Ensure you always bring the appropriate uniform and equipment to training and/or matches.
8. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
9. Respect and acknowledge the contribution of those who create the opportunity for you to play (volunteers—coaches, umpires, scorers, timekeepers and administrators).

SENIOR PLAYER

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as sexual or other harassment.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care and respect the uniform and equipment provided to you.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper and punctuality.
7. Maintain a high standard of personal behaviour at all times.
8. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Co-operate with coaches and staff in relation to programs that adequately prepare you
for competition.
11. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).

**COACH**

1. Operate within the rules and spirit of netball, promoting fair play over winning at any cost.
2. Encourage and support opportunities for people to learn appropriate behaviour and skills.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual.
5. Display control and courtesy to all involved with the sport.
6. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
7. Respect the decisions of umpires, officials, coaches and administrators in the conduct of the sport.
8. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
9. Adopt appropriate and responsible behaviour in all interactions.
10. Adopt responsible behaviour in relation to alcohol and other drugs.
11. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
12. Ensure your decisions and actions contribute to a safe environment.
13. Ensure your decisions and actions contribute to a harassment free environment.
14. Do not tolerate harmful or abusive behaviour.
15. Place the safety and welfare of the athletes above all else.
16. Help each person (athlete, umpire etc) reach their potential – respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
17. Any physical contact with a person should be appropriate to the situation and necessary for the person’s skill development.
18. Be honest and do not allow your qualifications to be misrepresented.

Any breaches of this "Code of Behaviour" will be dealt with by the Committee, and players may be dismissed from the Club in cases of severe misconduct or repeated offences.
PARENT / GUARDIAN

1. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force her or him. Remember, children are involved in organised activity for their enjoyment, not yours.
2. Focus upon your child’s efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to her/his ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. Remember that children learn best from example. Applaud good play by all players.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels. Rather than question their judgement and honesty in public.
8. Support all efforts to remove verbal and physical abuse.
9. Recognise and respect the value and importance of volunteer administrators, coaches and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be a model of good sports behaviour for children to copy.
11. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.
12. Support the use of age appropriate development activities and modified rules.

SPECTATORS

1. Most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
2. Applaud good performance and efforts by all players. When watching a game congratulate both teams on their performance regardless of the game's outcome.
3. Respect the umpires' and coaches’ decisions. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach children to do likewise.
4. Never ridicule or scold a player for making a mistake during a competition. Positive comments are motivational.
5. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or parents/guardians.
6. Show respect for your team’s coach, the umpire and opponents. Without them there would be no game.
7. Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules.
8. Demonstrate appropriate social behaviour by refraining from using foul language, harassing administrators, coaches, players or umpires.

9. Support the use of age appropriate development activities and modified rules.

**UMPIRES**

1. Umpire in accordance with the Official Rules of the Game.

2. Treat all players, coaches, match officials and other umpires with respect.

3. Place the safety and welfare of the players above all else.
   a. Ensure the court and its surrounds are compliant with the rules.
   b. Take appropriate action to manage dangerous play.

4. Maintain a high standard of personal behaviour at all times.

5. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.

6. Be courteous, respectful and open to discussion and interaction.

7. Maintain or improve your current performance level and seek continual improvement.
## Attachment 3: REPORTING REQUIREMENTS AND DOCUMENTS

### RECORD OF COMPLAINT

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<thead>
<tr>
<th>Name of person receiving complaint</th>
<th>Date: / /</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complainant’s Name</td>
<td></td>
</tr>
<tr>
<td>Over 18</td>
<td>Under 18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Complainant’s contact details</th>
<th>Phone:</th>
<th>Email:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Complainant’s role/status in Club</th>
<th>Over 18</th>
<th>Under 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrator (volunteer)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Athlete/player</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coach/Assistant Coach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee (paid)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Official</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spectator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name of person complained about</th>
<th>Over 18</th>
<th>Under 18</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Person complained about role/status in Club</th>
<th>Over 18</th>
<th>Under 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrator (volunteer)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Athlete/player</td>
<td></td>
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</tr>
<tr>
<td>Support Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Location/event of alleged issue            | |
|--------------------------------------------||

<table>
<thead>
<tr>
<th>Description of alleged issue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nature of complaint (category/basis/grounds)</td>
</tr>
<tr>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>□ Sexual/sexist</td>
</tr>
<tr>
<td>□ Sexuality</td>
</tr>
<tr>
<td>□ Race</td>
</tr>
<tr>
<td>□ Religion</td>
</tr>
<tr>
<td>□ Pregnancy</td>
</tr>
<tr>
<td>□ Other</td>
</tr>
</tbody>
</table>

| What they want to happen to fix issue       |                                  |                    |

| Information provided to them               |                                  |                    |

| Resolution and/or action taken             |                                  |                    |

| Follow-up action                           |                                  |                    |
PROCEDURE FOR HANDLING ALLEGATIONS OF CHILD ABUSE

If you believe a child is in immediate danger or a life-threatening situation, contact the Police immediately on 000.

We will treat any allegation of child abuse or neglect promptly, seriously and with a high degree of sensitivity.

All people working with Rossmoyne Netball Club have a duty to report any concerns to the appropriate authorities, following the steps outlined below.

Step 1: Receive the allegation

If a child or young person raises with you an allegation of child abuse or neglect that relates to them or to another child, it is important that you listen, stay calm and be supportive.

<table>
<thead>
<tr>
<th>Do</th>
<th>Don’t</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make sure you are clear about what the child has told you</td>
<td>Do not challenge or undermine the child</td>
</tr>
<tr>
<td>Reassure the child that what has occurred is not his or her fault</td>
<td>Do not seek detailed information, ask leading questions or offer an opinion.</td>
</tr>
<tr>
<td>Explain that other people may need to be told in order to stop what is happening.</td>
<td>Do not discuss the details with any person other than those detailed in these procedures.</td>
</tr>
<tr>
<td>Promptly and accurately record the discussion in writing.</td>
<td>Do not contact the alleged offender.</td>
</tr>
</tbody>
</table>

Step 2: Report the allegation

- Immediately report any allegation of child abuse or neglect, or any situation involving a child at risk of harm, to the police and/or the relevant child protection agency. You may need to make a report to both.

- Contact the relevant child protection agency or police for advice if there is any doubt about whether the allegation should be reported.

- If the allegation involves a person to whom this policy applies, then also report the allegation to the President of Rossmoyne Netball Club so that he or she can manage the situation.

Step 3: Protect the child and manage the situation

- The President will assess the immediate risks to the child and take interim steps to ensure the child’s safety and the safety of any other children. This may include redeploying the alleged offender to a position where there is no unsupervised contact with children, supervising the alleged offender or removing/suspending him or her until any investigations have been concluded. Legal advice should be sought before any interim steps are made if the person is an employee of Rossmoyne Netball Club.

- The President will consider what services may be most appropriate to support the child and his or her parent/s.
• The President will consider what support services may be appropriate for the alleged offender.

• The President will seek to put in place measures to protect the child and the alleged offender from possible victimisation and gossip.

Step 4: Take internal action

• At least three different investigations could be undertaken to examine allegations that are made against a person to whom this policy applies, including:
  • a criminal investigation (conducted by the police)
  • a child protection investigation (conducted by the relevant child protection agency)
  • a disciplinary or misconduct inquiry/investigation (conducted by Rossmoyne Netball Club)

• Rossmoyne Netball Club will assess the allegations and determine what action should be taken in the circumstances. Depending on the situation, action may include considering whether the alleged offender should return to his or her position, be dismissed, banned or suspended or face other disciplinary action.

• If disciplinary action is undertaken, we will follow the procedures set out in Clause 9 of our Member Protection Policy.

• Where required we will provide the relevant government agency with a report of any disciplinary action we take.

• Contact details for advice or to report an allegation of child abuse

<table>
<thead>
<tr>
<th>Western Australia</th>
<th>Department for Child Protection and Family Support</th>
</tr>
</thead>
</table>
| Western Australia Police  
Non-urgent police assistance  
Ph: 131 444  
Ph: (08) 9222 2555 or 1800 622 258 |
CONFIDENTIAL RECORD OF CHILD ABUSE ALLEGATION

Before completing, ensure the procedures outlined in *Procedure for Handling Allegations of Child Abuse* have been followed and advice has been sought from the relevant government agency and/or police.

<table>
<thead>
<tr>
<th>Complainant's Name (if other than the child)</th>
<th>Date Formal Complaint Received:<strong>/</strong>/</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role/status in sport</td>
<td></td>
</tr>
<tr>
<td>Child’s name</td>
<td></td>
</tr>
<tr>
<td>Child’s address</td>
<td>Age:</td>
</tr>
<tr>
<td>Person’s reason for suspecting abuse (e.g. observation, injury, disclosure)</td>
<td></td>
</tr>
<tr>
<td>Name of person complained about</td>
<td></td>
</tr>
<tr>
<td>Role/status in sport</td>
<td>Administrators (volunteer) Parent</td>
</tr>
<tr>
<td></td>
<td>Athlete/player Spectator</td>
</tr>
<tr>
<td></td>
<td>Coach/Assistant Coach Support Personnel</td>
</tr>
<tr>
<td></td>
<td>Employee (paid) Other</td>
</tr>
<tr>
<td></td>
<td>Official</td>
</tr>
</tbody>
</table>

Witnesses (if more than 3 witnesses, attach details to this form)

| Name (1): |
| Contact details: |
| Name (2): |
| Contact details: |
| Name (3): |
| Contact details: |

Interim action (if any) taken (to ensure child's safety and/or to support needs of person complained about)

<p>| Who: |
| When: |
| Advice provided: |</p>
<table>
<thead>
<tr>
<th>Government agency contacted</th>
<th>Who:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>When:</td>
</tr>
<tr>
<td></td>
<td>Advice provided:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>President and/or MPIO contacted</th>
<th>Who:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>When:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Police and/or government agency investigation</th>
<th>Finding:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Internal investigation (if any)</th>
<th>Finding:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Action taken</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Completed by</th>
<th>Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Position:</td>
</tr>
<tr>
<td></td>
<td>Signature:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Signed by</th>
<th>Complainant (if not a child)</th>
</tr>
</thead>
</table>

This record and any notes must be kept in a confidential and safe place and provided to the relevant authorities (police and government) should they require them.