

Gooden Reserve Netball Association (GRNA)

Child Safeguarding Policy & Practices

Developed by Gooden Reserve Netball Association Committee in
accordance with NSW Legislation and The Office of the Childrens
Guardian Child Safe Standards

Rebecca.Speers
1-31-2024

Contents

Summary & Purpose	3
1. Definitions	3
2. Scope	4
3. GRNA Responsibilities	5
4. Recruitment and Screening	5
5. Breach of this policy	5
Prohibited Conduct	5
Breach of Organisational Responsibilities	6
Management of Breaches	6
6. Reporting	6
Schedule 1 – Child Abuse Definitions	7
Physical Abuse	7
Emotional abuse or psychological harm	8
Neglect	8
Sexual Abuse	9
Domestic and Family Violence	9
Schedule 2 Child Safe Commitment Statement	10
Schedule 3 Child Safe Practices	12
Boundaries	12
Positive Guidance (Discipline)	14
Language and Tone	16
Supervision	16

Bathrooms and Change Room Environments..... 17

Drop Off and Pick Up of Children..... 17

Transport..... 18

Stack Team App, Social Media, and Technology Use 19

Photographs and Video Recordings 20

Use, possession and supply of medicines, illicit substances, and alcohol..... 20

Parent/Guardian Involvement..... 21

Summary & Purpose

Gooden Reserve Netball Association (GRNA) has a zero-tolerance policy to child abuse and neglect in any form.

All children have the right to feel safe and protected from any form of abuse, harm, or neglect. Children have the right to participate in Netball in a safe, positive, encouraging, and enjoyable environment.

GRNA is committed to safeguarding and promoting the welfare of Children within our Association, including non-player children, by providing a safe and inclusive environment.

This policy describes our proactive and preventive approach to maintain child safety, wellbeing, and inclusivity for everyone involved in GRNA.

This policy adheres to the legislative requirements set by the NSW Governments Office of the Children's Guardian, The Uniting Church of Australia Codes of Behaviour and relevant statutory laws and regulations.

1. Definitions

Child or Children: any person under 18 years of age

Adult: any person 18 years of age and above

Abuse and/or Child Abuse:

- Physical abuse
- Emotional or Psychological Abuse
- Sexual Abuse
- Neglect
- Exposure to Domestic and Family Violence
- Grooming

Grooming: the process where an adult established a trusting relationship with a child and others associated in the care of the child, creating an environment in which abuse can occur.

Member or Participant: any person involved in GRNA including players, parents/guardians, spectators, coaches, managers, committee members and other volunteers.

WWCC: Working with Children Check issues by Service NSW

2. Scope

- 1) This policy applies to all members of Gooden Reserve Netball Association including its affiliated clubs. Members include:
 - a) Players
 - b) Parents/Guardians
 - c) Family Members
 - d) Volunteers
 - e) Spectators
 - f) Committee Members
 - g) Services working with GRNA (e.g. Council Representatives, Food Service Providers etc)
- 2) This policy applies when:
 - a) In relation to or in any dealings with a Child or Children under the umbrella of GRNA, including its affiliated clubs, including coaching, playing, managing, umpiring, spectating, canteen service, first aid treatment, BBQ service, administrative procedures and any event hosted by GRNA outside of netball competition games and training.
 - b) In relation to or in any dealings with a Child or children in GRNA approved online environments such as a Facebook page, Club Facebook groups, online social media group chats and Stack Team App.

3. GRNA Responsibilities

GRNA and its affiliated clubs must adopt, implement, review, and comply with the:

- a. Organisations Child Safe Commitment.
- b. Child Safe Policies.
- c. Child Safe Practices.
- d. Child Safe Standards (OCG)

4. Recruitment and Screening

Support all GRNA members to understand and fulfil their responsibilities under this policy.

Including

- 1) Provide Child Safe Sport training to coaches, managers, committee members and adult umpires.
- 2) Comply with mandatory reporting requirements under the Child Protection (Working with Children) Act 2012 and The Office of The Children's Guardian Child Safe Standards.
- 3) Take all necessary steps to:
 - a) Enforce any sanction imposed under this Policy and any other GRNA policies.

5. Breach of this policy

Prohibited Conduct

- 1) A member/participant engages in prohibited conduct when any of the following occurs:
 - a) They either alone, or in conjunction with others, engage in any of the following conduct against, or in relation to a Child or Children in the circumstance outlined in 2.
.2 (Scope).
 - i) Child Abuse
 - ii) Grooming
 - iii) Misconduct with a child

- iv) Requesting or inferring that they keep communication secret from their parents, guardian, carer or other relevant person such as the team coach, manager or GRNA representative.
- v) Supplying alcohol and drugs (including tobacco)
- vi) Supplying prescription and over the counter medicines without the explicit permission of the child's parent or guardian.
- vii) Any act that would be considered against the policies and practices outlined in this Child Safeguarding Policy.

Breach of Organisational Responsibilities

- 2) There is a breach of any requirement in section 3 (GRNA Responsibilities)
 - a) Including being involved in or having knowledge of a breach.
 - b) Including failing to report a breach.
 - c) Including attempts to breach sub-clauses.
- 3) There is a breach of any requirement in section 4 (Recruitment and screening)
 - a) Including being involved in or having knowledge of a breach.
 - b) Including failing to report a breach.
 - c) Including attempts to breach sub-clauses.

Management of Breaches

- 4) Breaches of this policy will be subject to action taken under the GRNA Disciplinary Action Policy.
 - a) Allegations of breaches of this policy should be investigated and managed in accordance with the policies and procedures outlined in the GRNA Disciplinary Action Policy.

6. Reporting

An alleged breach is to be reported to a GRNA Committee member directly or via a Club Coordinator.

Where abuse is witnessed directly, NSW Police must be immediately notified and then, the report is to be made to GRNA.

Please review the GRNA Child Sage Reporting Policy and Process in [Annexure A](#)

7. Schedule 1 – Child Abuse Definitions

Child Abuse is:

- 1) An act, combination of acts, circumstance or omissions that is likely to or does cause detrimental effect to a child's physical, emotional, or psychological wellbeing or;
- 2) An act, combination of acts, circumstance or omission that is likely to or does endanger a child's emotional, psychological, and physical health and development.

Physical Abuse

In NSW, physical abuse is a non – accidental injury or pattern of injuries to a child or young person cause by a parent, caregiver, or any other person. It includes injuries caused by excessive discipline, sever beatings or shakings, cigarette burns, attempted strangulation, and female genital mutilation (NSW Government Communities & Justice, 2021).

Injuries can include but are not limited to:

- Bruising
- Lacerations
- Welts
- Burns
- Fractures
- Dislocation of joints

Emotional abuse or psychological harm

Serious psychology harm can occur where the behaviour of a parent or caregiver damages the confidence or self-esteem of a child or young person, resulting in serious emotional disturbance or psychological trauma (NSW Government Communities & Justice, 2021).

Behaviours can include but are not limited to:

- Excessive criticism
- Withholding affection
- Exposure to domestic violence
- Intimidation or threatening behaviour

In NSW, Physical abuse of a child or young person is a crime.

Neglect

Neglect is when a parent or caregiver cannot regularly provide the basic needs of a child, for growth and development. This may be intentional or unintentional (NSW Government Communities & Justice, 2021).

Behaviours leading to neglect can include but are not limited to:

- Lack of education
- Lack of affection
- Hunger and Thirst
- Failure to seek medical care.
- Failure to seek dental care.
- Not providing a safe and clean home
- Inadequate clothing and footwear
- Inadequate supervision
- Failure to protect a child from family and domestic violence.

“In NSW, it is a crime to intentionally do something that results in a young person suffering emotional or psychological harm that significantly damages the emotional or intellectual development of that child or young person” (NSW Government Communities & Justice, 2021).

Sexual Abuse

Sexual abuse is when someone involves a child or young person in a sexual activity by using their power over them or taking advantage of their trust. Often children and young people are bribed or threatened physically or psychologically to make them participate in the activity (NSW Government Communities & Justice, 2021).

Sexual abuse of a child includes any of the following acts committed against children under 16 years of age:

- Sexual intercourse, including oral sex.
- Sexual touching (which is any touching that could reasonably be considered to be sexual)
- Sexual act (an act other than sexual touching which could reasonably be considered sexual)

Sexual abuse is a crime in NSW.

Domestic and Family Violence

Domestic and family violence occurs when there is violent, abusive, or bullying behaviour towards a partner or former partner, to scare or control them. It can happen in or outside of the home. It causes emotional, psychological, and physical harm. (NSW Government Communities & Justice, 2021).

Abuse can include but is not limited to:

- Physical abuse
- Verbal abuse

- Psychological abuse
- Coercive control
- Financial abuse
- Sexual abuse
- Spiritual or religious abuse
- Harassment
- Stalking
- Reproductive abuse
- Image-based abuse

Children and young people experience harm when they are exposed to domestic and family violence. Domestic and family violence is a crime in NSW.

8. Schedule 2 Child Safe Commitment Statement

Gooden Reserve Netball Association (GRNA) is committed to ensuring the safety and wellbeing of children and young people that involved in our Netball community. We are committed to addressing risks to child safety to establish a child safe culture and practices.

We are committed to keeping children safe.

- Through our Child Safeguarding Policy and associated policies.
- Adherence to the GRNA Code of Conduct
- Adherence to the Uniting Church of Australia's Codes of Behaviour
- Enforcing disciplinary action for breaches of our Code of Conduct and GRNA Policies.
- Minimising risks by ensuring that all adult volunteers hold a valid Working With Children Check (WWCC)
- Minimising risks by educating our Netball community on Child Safe Policies and Practices

- We will include children and young people in discussions and decisions that impact them, fostering a culture where children are heard, and their opinions are appreciated.
- We will provide all children and young people access to our policies.
- We consider the needs of all Children, including Aboriginal and Torres Strait Islander Children, Children with a disability, LGBTQI + Children and children from culturally and linguistically diverse backgrounds.

We are committed to educating our Netball community about our Child Safe Policies and practices.

- Policies will be clearly communicating at the beginning of each season and throughout the season.
- Policies will be published on Stack Team App and will be visible in the Gooden Reserve Clubhouse.
- GRNA will continue its involvement in the Shoosh campaign as part of our commitment to foster a child safe and inclusive netball competition.

We are committed to training our volunteers in our Child Safe Policies and practices.

- All committee members must undertake the Office of the Children's Guardian Child Safe Sport Module 1 prior to commencement as a representative of GRNA.
- A video training package and Policy review meeting will be held with all Coaches and Managers prior to our netball season commencing each year.
- Child Safe policies and practices will be regularly reviewed and communicated to volunteers throughout the season.

We are committed to maintaining and improving our policies and practices.

- Risk assessment process will be implemented for each season, and any associated events included training and Gala Day activities.

- Where GRNA has received a report of alleged abuse, policies will be reviewed to identify gaps and further risks.

Our leadership team and other volunteers understand their responsibilities for reporting child abuse.

- Our Child Abuse reporting policy aligns with the requirements of the Office of the Children's Guardian Child Safe Standards.
- All volunteers undertake annual training on our policies and procedures.
- Reporting processes are documented and visible on Stack Team App and in the Gooden Reserve Clubhouse
- We will confidentially document any allegation, disclosure, or concerns of abuse.

9. Schedule 3 Child Safe Practices

Boundaries

Including Physical, Psychological, Emotional and Professional Boundaries

- 1) Members of GRNA and its affiliated clubs, including the leadership team and other volunteers must act in accordance with
 - a) The GRNA Code of Conduct
 - b) The Uniting Church of Australia Codes of Behaviour (Northmead Uniting Netball Club)
 - c) GRNA Child Safeguarding Policy and Practices
- 2) Members must not:
 - a) provide any form of support to a child or their family (financial support, accommodation etc) unrelated to the scope of their role i.e., coach.
 - b) use a personal device to take photographs or videos of children without the explicit written permission of the child's parent/guardian.
 - c) distribute or publish photographs or videos of children without the child's parent or guardian explicit written permission.

- d) exhibit any form of favouritism toward a child.
 - e) exclude a child.
 - f) Transport children unless specifically approved by the child's parent/guardian and, informed consent provided to GRNA.
 - g) Give gifts to children outside of official awards provided by GRNA, where there is no existing family, personal or social relationship.
 - h) Engage in open conversations about mature content in the presence of children.
 - i) Discriminate against any child on the basis of gender, religion, gender identity, culture, race, or disability.
 - j) Have one on one contact with a child outside of the authorised activity (games & training). This includes direct (in person) and indirect (phone, social media etc) contact, where there is no existing family, personal or social relationship.
 - k) Accept an invitation to attend any private social functions at the request of a child or their family, where there is no existing family, personal or social relationship.
 - l) Engage in unnecessary physical contact with children (hugging), where there is no existing family, personal or social relationship.
- 3) Under no circumstances is any form of sexual behaviour to occur between, with, or in the presence of children.

Sexual behaviour is interpreted as any behaviour reasonably considered to be sexual, including sexual touch, intercourse, oral sex, kissing, fondling, sexual exploitation, flirting, sexual innuendo, social media content or messaging, inappropriate images, nudity, exposure to pornography.

- 1) Where a member of GRNA is aware of a situation in which a child requires assistance that is beyond the confines of their role (e.g., financial, accommodation, family violence), they should undertake the following:
 - a) Refer the matter to NSW Police
 - b) Contact the child's parent/guardian – if not abuse related

- c) Seek advice from GRNA or your Club Coordinator.
- d) Refer the child to the appropriate support agency (you can seek assistance from GRNA on this)
- e) Keep the matter confidential.

Positive Guidance (Discipline)

Children with GRNA will be made aware of expected and acceptable behaviours, and the limits of their behaviour so that we can provide an enjoyable experience for all participants.

Expected and acceptable behaviours are outlined in our Code of Conduct, our Policies and in the Uniting Church of Australia Codes of Behaviour (Northmead Uniting Netball Club).

GRNA recommends that Coaches and Managers discuss each item of the Code of Conduct with both players and their families at the commencement of training each year.

- 1) GRNA expects volunteers and leaders to use appropriate techniques and behaviour management strategies to ensure:
 - a) An effective positive environment and.
 - b) The safety and wellbeing of children, umpires, Coaches, Managers, and others representing GRNA in an official capacity.
- 2) GRNA expects volunteers and leaders to use strategies that are fair, respectful, and appropriate to the development stage of the children and, that these strategies meet the diverse needs of children.
- 3) Children need to be given clear directions and given opportunity to redirect their behaviour in a positive manner.
- 4) Under no circumstance is the use of physical punishment allowed.
- 5) The use of discipline that involves degrading, frightening, humiliating, or cruel treatment is prohibited.
- 6) Where a child's behaviour is not manageable by a representative of GRNA, the child's parent or guardian must intervene.

GRNA recommends reminding players of expected behaviours regularly. An important part of GRNA's child safeguarding policy and practice is including children in decisions that affect them. Disciplinary measures are the perfect opportunity for this. As a team, coaches, managers, players, and parents/guardians can agree on behaviour management strategies to be implemented.

Examples

Situation 1: Coach Esther is trying to explain a training drill to her team however a small group of the players are gossiping and not paying attention. Esther and the players have agreed that it is expected that when the Coach is speaking, the players are to be quiet and listen intently.

Appropriate strategy: Esther calmly attracts the players attention and requests they stop talking "Excuse me girls, we are learning a new drill, can you please pay attention?"

Inappropriate strategy: Esther yells at the three girls, shouting "Hey, pay attention or get out!".

Situation 2: Coach David is helping the team improve their ball skills. The team is separated into groups of three. One of the groups is being very silly, deliberately throwing the ball far away, screaming and shouting, and talking back to David as he attempts to have them follow the instructions. The players continue to misbehave.

Appropriate Strategy: David decides that splitting up the three players is a good option. "Kim, can I ask you to swap positions with Jessica and Sarah, can you please swap with Charlotte?" David also selects a new ball skill for all groups to practice, as a means of redirecting the behavior and keeping the team engaged.

Inappropriate behaviour: David is fed up with these three players and threatens to exclude them from this Saturday's game if they do not improve their behaviour.

Language and Tone

- 1) Language and tone of voice used in the presence of children should:
 - a) Be clear and concise – provide clear direction, boost confidence, encourage or affirm them.
 - b) Be age appropriate. Use language appropriate to a child of that age. For example, describe a sanction (step, contact, obstruction) as an “oopsie” for Fun Netters or a mistake for Sub-Juniors. Use the term Sanction or Penalty for Cadets.
- 2) Not be harmful to children. In this respect avoid language that is:
 - a) Discriminatory, racist, or sexist
 - b) Derogatory, belittling, or negative (even if joking around)
 - c) Not intend to threaten or frighten.
 - d) Not be profane or sexual.

Supervision

- 1) Children participating in GRNA activities must always be supervised. Supervision must be constant, active, and diligent. **Supervision is the responsibility of the child's parent or guardian.** It is NOT the Coach and Manager's responsibility.
- 2) One-to-one unsupervised situations with Children are not allowed. Please refer to our Drop off and Pick Up section for further information.
- 3) Any incident of one-to-one unsupervised contact should be immediately reported to GRNA within 24 hours of the incident occurring.
- 4) During training (usually 60 minutes) the parent/guardian must remain onsite. Where this is not possible, the parent/guardian must arrange for another adult to supervise their child and advise the Coach/Manager of this.
- 5) First Aid at training – the coach or manager can provide simple first aid treatment such as washing a wound and applying a band-aid. All other first aid treatment is to be administered by the child's parent/guardian.

- 6) First Aid on game days – Parent/guardian of an injured child must accompany the child to the clubhouse to receive first aid treatment or, be present courtside for the treatment administration by a GRNA representative (including Coach/Manager).

Bathrooms and Change Room Environments

Bathrooms and Change Rooms are high risk areas for child abuse and child sexual abuse.

To proactively protect children from abuse, GRNA enforces the following:

- 1) Children should be supervised by a parent/guardian in all public bathroom or change room environments.
- 2) Children are not permitted to shower on GRNA premises.
- 3) Members must avoid one-to-one unsupervised situations with children.
- 4) Phones, cameras, and other recording devices are not permitted in bathrooms and changeroom environments.

Drop Off and Pick Up of Children

GRNA competition games and weekly training are held at Gooden Drive Reserve, Baulkham Hills NSW 2153. Where GRNA is hosting an activity outside of competition games or training, the location will be advised.

Players and their parent/guardian must:

- 1) Arrive before the end of the scheduled game time or allocated training time to ensure that children are not left unattended.
- 2) Ensure that the Coach, Manager, and other team parent/guardians are aware of alternate drop off/pick up arrangements for a child.
- 3) Where a parent/guardian is not able to pick up a child, they must arrange for another adult to collect and supervise their child. The coach and Manager must be aware of this and GRNA must be informed by email or Stack Team App message (to ensure the other adult has consent to collect and transport the child).

- 4) Last parent rule – to avoid children being left at the courts unsupervised, the last parent must remain at the courts, with the coach or Manager until the child has been collected.

Transport

- 1) Other than in an emergency, it is not acceptable for a Coach or Manager to transport a non-related child, without explicit written consent from the child's parent or guardian. In these instances:

- a) In addition to informing the team Coach/Manager, the child's parent/guardian must inform GRNA of the transport requirements. Including, how the child will be transported, where they are being transported and details of other adult persons in the vehicle.

- (a) Written notice of transportation requirements can be achieved via email to GRNA (qrnetball@gmail.com) or via a Stack Team App chat message with GRNA Committee YYYY (e.g., 2024). An example message is:

“Coach Rebecca Speers is transporting my child Harry Potter from Gryffindor, to and from training on Monday 18/3/23 between 4pm and 5:30pm. Thanks, Lilly Potter” OR;

“Due to a family emergency, I am unable to collect Bella (team Cullen) from training this evening at 6pm. Bella will be getting a lift home with Alice and her father Carlisle. Thank you, Renee”

- b) The person driving must drive responsibly, following all road rules. They must not be impaired by alcohol, illicit substances, or prescribed medicines.
- c) The person driving must hold an unrestricted NSW driving licence.
- d) The vehicle must have comprehensive car insurance and third-party insurance.
- e) Children may only be transported in a vehicle when the manufacturer stated capacity is adhered to and seatbelts and child restraints meet Australian Standards (AS/NZS1754).

- 2) The following are prohibited from transporting players under 18 years of age.
 - a) Coaches/Managers who are minors (under 18 years of age)
 - b) Drivers on restricted licences – Learner and provisional drivers
 - c) Any persons suspected of breaching GRNA's Child Safeguarding Policies and Practices.
 - d) Vehicles that are not insured.
 - e) Vehicles that do not meet seatbelt and child safety restraint standards.
- 3) No child or young person under 18 years of age is permitted to travel by Ride Sharing Service (Uber, Didi etc) or Taxi service to or from GRNA Netball activities.
- 4) Where a team parent is transporting a Coach who is a minor (under 18yrs), the parent must hold a valid WWCC, unless the team parent is related by blood or marriage (e.g. Aunty, Brother-in-Law, Stepsister etc)

Stack Team App, Social Media, and Technology Use

- 1) GRNA adopts a two-deep model for communicating with children. This means:
 - a) e-mails – where GRNA is contacting a child by e-mail, the child's parent must be copied in
 - b) Stack Team App – for Children 12 and under, the account holder is to be the child's parent. A children's profile can be created however, they have no access to groups or chats.
 - c) Where a child is included in a group chat on Stack Team App (e.g., Umpire chat), the child's parent must also be a member of the group.
 - d) Where a child is included in an online group chat (Facebook, What's app etc), the child's parent must also be included in the group.
- 2) Where a minor (person under 18 years) is coaching a team, GRNA enforces the below policy.
 - a) The team manager must be over 18 years of age and hold a valid WWCC and have completed the GRNA Child Safe Sport Training.

- b) The Coach (minor) parent/guardian must be included in the group chat and will either, relay information to the coach or, supervise the chat, stepping in to protect the minor when necessary.
- c) All members of the group chat aged 18 years and above must hold a valid WWCC.
- d) The group chat is subject to periodic monitoring by GRNA.
- e) Under no circumstances is a team parent or other adult permitted to contact the minor coach via social media, online chat, text message or phone call.
- f) Social media connections between the Coach (minor) and team parents is strictly prohibited.

Please refer to the GRNA Social Media Policy for more information.

Photographs and Video Recordings

- 1) GRNA or its affiliated clubs will obtain explicit written permission from parents/guardians to photograph or video record children.
- 2) GRNA will obtain explicit written permission to publish any photographs or recordings of children (e.g., advertising on our Facebook page).
- 3) Photographs or video recordings will be captured at official GRNA events only.
- 4) Images will be stored on a secure drive.
- 5) All images or video recordings will be provided to the child's parent as part of our two-deep model.
- 6) Team parents, players family members and other spectators are not permitted to take photographs or video record children without the explicit permission of the child/ren's parent/guardian.

Use, possession and supply of medicines, illicit substances, and alcohol.

- 1) Members or participants, whilst responsible for the care of children must not:
 - a) Use, possess or be under the influence of an illicit drug.
 - b) Use, possess or be under the influence of alcohol.

- c) Be incapacitated by a prescribed medicine or over the counter medicines.
- d) Supply alcohol or drugs
- e) Supply medicines, except with the consent of the child's parent/guardian, and under a valid prescription for that child and at the prescribed dosage. Examples include administering Epi-Pen's or Asthma inhalers.
- f) Supply over the counter medicines for illness or injury. For example, Panadol, Ibuprofen etc

Parent/Guardian Involvement

- 1) Parents/Guardians must be involved in all significant decisions involving their child, including aligning any documentation in relation to their child's involvement in GRNA Netball activities.
- 2) Parents/Guardians must always supervise their child/ren.
- 3) Parents/Guardians must be aware of the expected and acceptable behaviours GRNA outlines in the Code of Conduct, and any additional set by the team Coach or Manger.