



METRO JETS MEMBER PROTECTION POLICY

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METRO JETS NETBALL CLUB MEMBER PROTECTION POLICY

1. INTRODUCTION

The Metro Jets Netball Club (the Club) is strongly committed to contributing to the education of netball to young people through programs based on equity, fairness, skill development, team play and healthy participation in netball at all levels. We are committed to promoting an environment for all members of our club that is safe and free from harassment, intimidation or abuse of any kind. The aim is protect members from harm, danger or abuse by:

- Requiring criminal record checks for all club officials.
- Providing Child Safe Environment training for club officials and players.
- Promoting codes of behaviour for club officials, players and supporters.
- Complying with relevant legislation and child safety guidelines.
- Providing support for players and families, where appropriate.
- Conducting safety audits of equipment and playing areas.

2. PURPOSE OF OUR POLICY

The aim of this policy is to promote responsible behaviour and ethical and informed decision-making by club officials, players and supporters. This policy outlines our commitment to the rights of all people to be treated fairly, with respect and to be safe from harassment or abuse. It provides a reference for everyone involved in our club about their legal and ethical rights, responsibilities and standards of required behaviour. It also provides the framework for the safety, care and protection of children participating in club's activities.

3. WHO OUR POLICY APPLIES TO

This policy applies to all MJNC members including club officials, volunteers, players, parents and spectators.

4. EXTENT OF OUR POLICY

The policy covers the MJNC decisions and any breaches of codes of behaviour by club officials, volunteers, players or supporters that occurs at club events. It includes any behaviour that brings or is likely to bring the Club or sport into disrepute and any behaviour involving allegations of harm towards a child.

5. DEFINITIONS

Child A person under 18 years.

Safety Issue Any issue involving club equipment or playing areas that has potential to affect the safety of children playing netball or involved in a club activity.

Child Abuse

Any emotional harm, physical, sexual, or neglect to a child that is outside what may reasonably be expected as part of participation in netball or involvement in a club activity ancillary to that participation having regard to the child's age and circumstances.

Discrimination

Any treatment of a person(s) less favourably than others due to their personal or group characteristic, religious or sexual orientation, nationality or any other determination intending to impose an unreasonable requirement, condition or practice that is the same for everyone, but which has an unequal or disproportionate effect on individuals or groups with particular characteristics.

Harassment

Is any type of unwelcome behaviour towards another person that a reasonable person would recognize as being likely to cause the person to feel offended, intimidated or humiliated.

Club Official

Any person who is a volunteer or otherwise is employed by the MJNC as a coach, umpire, team manager, primary carer, committee member or sub-committee member. *(Does not include persons used on a casual basis to assist on match days or at club functions. A club official shall be nominated to supervise these persons)*

Criminal Record Check

A criminal record check conducted by police as the result of a formal application which results in a police clearance certificate that is made available for inspection by the club.

Club President, Club Secretary and Club Child Safety Officer

Persons appointed in accordance with the club constitution or person nominated to act in the position during the absence of the incumbent.

6. CLUB RESPONSIBILITIES

- Make amendments to our constitution, rules or other guidelines to reinforce this policy.
- Implement and comply with the policy.
- Promote the policy to everyone involved in the Club.
- Promote and model appropriate standards of behaviour at all times.
- Respond to breaches or complaints made under the policy promptly, fairly, and confidentially.
- Review the policy every 3 years.
- Seek advice from or refer serious issues to relevant authorities.

Serious issue includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) or any other issue that regulating authorities in netball require referral to them.

7. INDIVIDUAL RESPONSIBILITIES

Everyone associated with the Club shall:

- Comply with the standards of behaviour outlined in the policy;
- Treat others with respect;
- Place the safety and welfare of children above other considerations;
- Accept responsibility for their behaviour;
- Follow policy guidelines about make a complaint or reporting a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.
- Comply with the policy requirements and rules of other netball associations or governing bodies relevant to the Club's involvement in netball.

8. PROTECTION OF CHILDREN

8.1 Child Protection

The MJNC is committed to the safety and wellbeing of all children and will act to maintain a child safe environment through information sharing, regulation, training and support to all players, club officials, volunteers and supporters involved in club activities as highlighted under separate headings as follows:

- *Identify and Analyse Risk of Harm*

The MJNC will endeavour to develop and implement a risk management strategy to identify any steps that can be taken to minimise and prevent the risk of harm to children because of the actions of an employee, volunteer or another person.

- *Developing Codes of Conduct for Adults and Children*

The Club will ensure that it has codes of conduct that specify standards of conduct and care when dealing or interacting with children. The Club will also implement a code of conduct to address appropriate behaviour between children.

- *Employees and Volunteers*

All club officials shall be required to have a current police clearance certificate to undertake their role. Police clearance certificates are valid for 3 years from their date of issue and shall be updated prior to their expiry date in liaison with the Club Child Safety Officer. Club officials appointed to their role for the first time without a police clearance certificate are required to make an application for a certificate as soon as possible following their appointment and complete a Member Protection Declaration for file pending the process of their police clearance application (Attachment A). Confirmation of their appointment is dependent on receipt of a suitable police clearance.

- *Support, Training, Supervision and Enhanced Performance*

The Club will ensure that volunteers and employees who work with children or their personal records have ongoing supervision, support and training such that their performance is developed and enhanced to promote the establishment and maintenance of a child-safe environment. The Club Child Safety Officer shall maintain a record of any training and shall keep club officials and players informed about changes to legislation or other information relevant to child safety, as required.

- *Reporting and Responding Appropriately to Suspected Abuse and Neglect*

The Club will ensure that volunteers and employees are able to identify and respond to children at risk of harm. The Club will make all volunteers and employees aware of their responsibilities under the

Children's Protection Act 1993 to make a report to the Child Abuse Report Line (13 14 78) if they have suspicion on reasonable grounds that a child has been or is being abused or neglected. Club officials, players and supporters are encouraged to report circumstance where they believe the safety of a child is threatened. The President shall ensure police are advised whenever there is a child safety report to the Club involving allegations of child abuse.

8.2 Supervision

Members under the age of 16 years must be supervised at all times by a responsible adult. The Club will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 16 years is unsupervised they should assume responsibility for the member's safety until the relevant parent/guardian or supervisor can be found.

Parents are encouraged to turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected.

8.3 Taking Images of Children

The Club acknowledges that under the *Summary Offences Act 1953* in South Australia a person must not engage in indecent filming and images of children or adults should not be used inappropriately or illegally. The MJNC requires that members obtain permission from a child's parent/guardian before taking an image of a child that is not their own and ensure that the parent knows how image will be used. The club also requires respect for privacy and disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

If the Club uses an image of a child it will avoid naming or identifying the child or it will, wherever possible, avoid using both the first name and surname unless parental permission is granted. Personal information such as residential address, email address or telephone numbers or other information, which may be used to identify a child or children, will not be used without gaining consent from the relevant parent/guardian. Metro Jets will only use appropriate images of a child, relevant to netball and ensure that the child is suitably clothed in a manner that promotes our netball community. The Club will comply with the policy guidelines of all governing authorities or other netball associations relevant to its involvement in netball

9. HARASSMENT

The Club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic or imposing an unreasonable requirement which has an unequal or disproportionate effect on people with a particular characteristic and any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, gender, disability, pregnancy, sexual orientation, political or religious beliefs, race, and marital status. The Club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the Club by contacting the secretary at secretarymetrojets@gmail.com

10. INCLUSIVE PRACTICES

10.1 People with a Disability

Where possible the Club will include people with a disability and make reasonable modifications to equipment and rule to assist participation.

10. 2 People from Diverse Cultures

MJNC will support participation by people from diverse cultures and religions and will accommodate requests for flexibility (e.g. modifications to uniforms) where possible within the rules of the relevant governing authority.

10.3 Sexual & Gender Identity

All people, regardless of their sexuality, are welcome at the Metro Jets Netball Club. The Club will strive to provide a safe environment for participation and will take action over any discriminatory behaviour.

10.4 Pregnancy

Pregnant women should be aware that their own health and wellbeing, and that of their unborn children, should be of utmost importance in their decision making about the way they participate in sport. We recommend pregnant women to consult with their medical advisers, make themselves aware of the relevant facts about pregnancy in sport, and ensure that they make informed decisions about participation.

11. SOCIAL MEDIA

The Metro Jets Netball Club acknowledges the value of social networking websites to promote netball, relay information and celebrate personal and club achievements. However, members are required to conduct themselves appropriately when using social networking sites.

11.1 Cyber Bullying and Safety

Bullying and sexual harassment in all forms are unlawful and have the potential to cause anxiety and distress to the person targeted by hurtful or derogatory comments or statements. The use of social networking technology has increased the potential for people to be bullied through unwanted and inappropriate comment. MJNC will not tolerate abusive, discriminatory, intimidating or offensive statements being made online. Frustration involving club officials, teammates, the Club or other netball issues should not be communicated using social media. Instead, members are encouraged to use the complaint procedures outlined in this policy or raise issues verbally with a member of the Management Committee for attention.

11.2 Social Networking Websites

Members using social networking sites are responsible for ensuring their communication is factual, does not breach confidentiality requirements and laws and is respectful towards individuals and the communities (in all aspects of netball) with which there is interaction. Members shall ensure that:

- Offensive, provocative, or hateful language is not used.
- Communication is not misleading, false or injures the reputation of another person.
- Maintains and respects the privacy of others.
- Promotes the Club and netball generally in a positive way.

12. RESPONDING TO COMPLAINTS

12.1 Complaints

Any member may make a complaint verbally to any club official or in writing to the Club Secretary at secretarymetrojets@gmail.com. Any club official receiving a verbal complaint shall encourage documentation of the complaint by the complainant and refer the matter to the Club Secretary as soon as practicable. The Club will handle complaints based on the guidelines set out in the MJNC Grievance Policy. More serious complaints may be escalated to the relevant governing body in netball or to the appropriate authorities if required.

12.3 Disciplinary Measures

Our club will 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 based on the evidence and information presented and the seriousness of the breach;
- Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- Withdrawal of any awards, records, achievements bestowed in any tournaments, activities or events held or sanctioned by the 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 as deemed by the club.
- Any other form of discipline that our club considers reasonable and appropriate.

12.4 Appeals

The complainant or respondent may lodge an appeal to a relevant governing authority against decisions or disciplinary measures imposed by the Club. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measures being imposed, or on the grounds that the decision was not supported by the available information/evidence.

13. SUMMARY

The club has a duty of care to provide a safe work, playing and training environment for all its club officials players and supporters bearing in mind limitations imposed by the hiring of premises or playing and training on courts not managed by the Club. This duty of care applies particularly to children who are more vulnerable to threat due to their maturity. In particular, are threats involving physical or emotional abuse outside of what may be considered reasonable as part of their participation in netball or other club activities.

The appointment of a Club Child Safety Officer is intended to reinforce the club's duty of care by consolidating safety issues within one position. The Club Child Safety Officer is responsible for coordinating a system for auditing and reporting safety issues as part of their role. Any persons associated with the club either as club official, player, family member or supporter are encouraged to report circumstances where they believe the safety of children is threatened.

Reports can be made direct to the police or the child abuse report line without further advice within the club where considered warranted or a report can be made to the Club Child Safety Officer who has responsibility to inform the President. The President has discretion about immediate or longer term action as the result of a report but the action should be decided in consultation with the Child Safety Officer and person originally reporting the circumstance. The police shall be advised in all cases where a there is a report involving allegations sexuality or child abuse.

14. REFERENCES

Child Protection Act SA 1993
Member Protection Policy Netball Australia
Member Protection Policy Netball SA
Play By The Rules
Metro Jets Netball Club Constitution
Metro Jets Netball Club Policies
Childsafe Environment Policy