Highvale Netball Club (including the committee, coaches, players and volunteers) has a strong commitment to child safety and have provided an outline of the policies and practices we have developed to keep everyone safe from any harm, including abuse.

**Commitment to child safety**

All children who come to Highvale Netball Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and we have a zero tolerance to child abuse.

**Child Abuse**

Child abuse can take a broad range of forms including physical abuse, sexual abuse, emotional or psychological abuse and neglect. People to whom this policy applies need to be aware that child abuse can occur whenever there is actual or potential harm to a child, and these are circumstances that the Club is committed to reducing the risk of occurrence.

This policy was developed by the Highvale Netball Club Committee. It applies to all committee members, coaches, volunteers, children and individuals involved in our organisation.

We aim to create a child safe and child friendly environment where children feel safe and have fun.

**Children’s rights to safety and participation**

Highvale Netball Club committee members, coaches and volunteers encourage children to express their views. We listen to their suggestions, especially on matters that directly affect them. We actively encourage all children who use our services to ‘have a say’ about things that are important to them. We listen to and act on any concerns children, or their parents, raise with us.

**Valuing diversity**

We value diversity and do not tolerate any discriminatory practices. To achieve this we will:

 ■ support the participation and empowerment of Aboriginal children and their families

 ■ support the participation and empowerment of children from culturally and/or linguistically diverse backgrounds and their families

 ■ welcome and support children with a disability and their families

■ support involvement of players/parents/carers from diverse cultural backgrounds.

**Recruiting volunteers**

Highvale Netball Club applies the best practice standards in the involvement of committee members, coaches, players and volunteers. We require Working with Children Checks for relevant positions. We provide support and supervision so people feel valued, respected and fairly treated.

We have developed a Code of Conduct to provide guidance to our committee, coaches and volunteers, all of whom receive education on the requirements of the Code. A copy of the Code of Conduct will be provided, read and signed by all new committee members, coaches and volunteers.

**Reporting a child safety concern or complaint**

 The Highvale Netball Club Executive will have the specific responsibility for responding to any complaints made by committee members, coaches, volunteers, parents or children as per the Constitution. Our complaints processes are outlined in Appendix A.

**Risk Management**

We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this to inform our policy, procedures and activity planning. In addition to general occupational health and safety risks, we proactively manage risks of abuse to our children.

**Reviewing this policy**

This policy will be reviewed every two years .

Appendix A

Any child safety concerns

Disclosure of abuse or harm

Allegation, suspicion or observation

Breach of Code of Conduct

Environmental safety issues

Committee member or volunteer

Child

Parent

Who can report?

Relevant committee members, coaches, parents and child are notified of the outcome of investigation. Policies and procedures are updated if required

Outcome

The committee member or coach will:

Offer support to the child, the parents and the person reporting the concern

Refer the matter to the Highvale Netball Club Executive, who will initiate the internal processes to ensure the safety of the child and clarify the nature of the complaint and commence action (if required)

The Highvale Netball Club committee Executive will decide, in accordance with legal requirements and duty of care, whether the matter should/must be reported to police or Child Protection and make a report as soon as possible if required

To a committee member or coach via:

Face-to –face verbal report

Letter or email

Telephone call

Meeting

Call 000 if a child is in immediate danger

What happens next?

How?

What to report