



CHILD PROTECTION POLICY

Tea Tree Gully Netball Club (TTGNC) is committed to child protection and providing a child safe environment for all our players, families, spectators.

A CHILD IS ANY PERSON AGED FROM BIRTH TO EIGHTEEN YEARS (UNICEF).

1.1 Reflects TTNC's philosophy, which can include values, ethics or code of conduct, job descriptions for management, children, families, spectators and volunteers within our netball community. ensuring availability via website and paper version.

1.2 TTGNC has an obligation to provide a child safe environment including risk management of courts/ events, child safe policy, appropriate screening of all volunteers (coaches, umpires, committee members, Team Managers, and other volunteers via Police Checks) and mandatory notification obligations of certain people in the organisation.

1.3 Has an allocated Child Safety Officer within the club, who attends updated education.

1.4 Maintains procedural fairness and natural justice concepts in all circumstances.

1.5 Identifies safe protective behaviours for all persons who access the TTGNC's premises, facilities and/or programs.

1.6 Abides by Federal and South Australia Legislation.

1.7 Demonstrate a commitment to ongoing professional development for all volunteers within TTGNC IE: Coaches/umpires/team mangers/ committee members/ other volunteers by undertaken 2 compulsory on line education sessions provide by 'PLAYING BY THE RULES" : PBTR- Harassment & Discrimination and PBTR- Child Protection

1.8 Identifies and details the procedure for reporting/complaints/ grievances and disciplinary actions for when an adult harm a child, a child harms another child or an adult harms another adult in the Tea Tree Gully Netball Club

2. REPORTING & RESPONDING TO INCIDENTS

2.1 **Allegation of Child Abuse** - Advise person with concern to contact

- Call 000 if child is in danger, then report to Child Abuse report Line (CARL) 13 14 78. If TTGNC are aware or have been informed will notify relevant Committee members, coach, and volunteers to they can provide meet and support the child & family concern to provide a normal routine whilst undertaking a sport. Confidentiality of the victim's identity must



always be kept confidential. TTGNC will monitor social media to try and protect the child/children/parents as much as possible and if other players/coaches/volunteers are affected by incident will provide them with strategies to minimise further issues and professional support groups. If a TTGNC coach/player/member/volunteer raise the concern written record of all conversations relating to the allegations will be made (refer to appendix 3 for form) and stored securely on our records. All volunteers should be made aware that they may be called to give evidence in court proceedings.

NOTE: ALL state sport and recreations organisations that receive sustainability funding through the Office for Recreation and Sport are requested to notify the Manager, Industry Support on 8457 1451 if one of their members is accused of misconduct against a child.

2.2 If TTGNC becomes aware that one of our members / volunteers is being accused/investigated for/charged with misconduct towards a child. -

This needs to be investigated by appropriate members initially President, Vice-President, Child Safety Officer, Pubic Officer. Confidential statement of record of child abuse (see appendix3 as an example to use) needs to be completed to gather facts only from abused, the accused, and any witnesses in a safe and confidential place within 12-24 hours of notification. On gathering all relevant information this group needs to decide if an offence has occurred and police & CARL need to be notified or a member has breached TTGNC Code of Conduct (refer to Appendix 4 for example of form to use). For either its important the accused person is formally notified of any decisions regarding their involvement in TTGN. If guilty of abuse once police have been involved, no one from TTGNC should attempt to undertake further investigation of the allegation or matter being investigated. and confidentiality is always maintained. If TTGNC considers that protective action is necessary then we can enforce control/supervise contact between the accused person & children, decide no contact between the accused person and children or remove the accused person from all duties a TTGNC until the outcome of the investigation or charge is known. If TTGNC decide to keep person away from club then SADNA Need to be notified to assist with preventing them attending the courts. Accurate records/emails/snap shots of all meetings and contact made with all people involved must be kept stored securely.

TGNC have the duty to risk assess the risk to a child/child on the presumption that the allegation has merit.

If a TTGNC Coach/Team Manager is taken away from a team the General Committee need to enable alternative arrangements be made as soon as possible to minimise disruption with



activities IE training routines, match games, player/team communication. This will assist with minimising the gossip and uncertainty.

A Letter will be sent out to all families/care givers of team members impacted by the suspected abuse preferably by post or email on letterhead paper to highlight the significance of the concern and protect the club from any repercussions. (Refer to Appendix 2 for examples of letters to send). TTGNC and others involved in the situation must be informed that it is not appropriate to use social media to discuss the issue, TTGNC Media Coordinator will be monitoring for any inappropriate postings on Face Book or Twitter related to the incident and remove.

If an inquirer requests additional information from TTGNC, it should be directed to the President / Child Safety Officer, they should receive a neutral response with no disclosure regarding the offence. If rumours and misinformation are being spread TTGNC may need to send out additional letter to the broader community, but advice should be sought from SA Police.

2.3 If child harms another child or another adult harms another adult - TTGNC does not tolerate any actions such assault, Verbal/Physical/Sexual Abuse, Bullying and any form of Harassment or deliberate misconduct. If an incident cannot be dealt with by the coach, parents, or TTGNC volunteer immediately and a resolution has not occurred, then call for backup. All incidents need to be reported to TTGNC Secretary at sec@teatreegullynetball.org.au Your email will be acknowledge in writing within 10 business days, unless it warrants an urgent response.

The General Committee when necessary, will take appropriate action against any persons who places the health, safety and wellbeing of another person at risk, including referring the matter to relevant Statutory Authorities and /or expulsion from the CLUB.