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Maitland District Netball Association Inc

Child Safe Policy

Review Dates	
Adopted	15 th February 2023
Amended	

Introduction

The Maitland District Netball Association actively encourages children to participate in netball. We want them to have a safe and happy experience and encourage them to reach their potential within the game. We support and respect our children, their families and our volunteers.

Child Safe Statement of Commitment

MNDA is committed to safeguarding and promoting the welfare of children in netball by providing a safe and inclusive environment and by ensuring that everyone involved in netball is educated and informed of their responsibilities to protect and look after children. We will ensure that child safety is embedded in our organisation’s culture, reflected in our policies and procedures, and understood and practiced within the Association. All children have the right to feel safe and protected from all forms of abuse, harm, and neglect. Children have the right to take part in netball in a safe, positive, and enjoyable environment.

Intent of Policy

The intention of this policy is to keep children safe from abuse, harm and neglect whilst participating in activities of MDNA. The MDNA acknowledges its obligations to children and will use the NSW Child Safeguarding Policy in full.

Scope of Policy

This policy applies to all affiliates, members and volunteers of the MDNA.

Children’s Participation	<p>Children are invited to participate in the MDNA by:</p> <ul style="list-style-type: none"> • Providing feedback • Completing surveys • Decision making input • Education sessions • Office Bearer position (TBC)
Recruitment	<ul style="list-style-type: none"> • Recruitment to volunteer or paid positions will follow the NSW guidelines. • All people are required to have a WWCC. The WWCC must be confirmed prior to appointment and completed annually.
Complaints Management and Reporting	<ul style="list-style-type: none"> • All complaints and reporting will follow the process set out by NSW. This can be found in the NSW Member Protection Policy. • All members have a responsibility to protect children from abuse, harm and neglect and must report all concerns.

<p>Training, support and supervision of volunteers/workers</p>	<p>All volunteers/workers appointed to a position by the MDNA will be informed of:</p> <ul style="list-style-type: none"> • Acceptable & unacceptable behaviours • Risk management strategies • Educational opportunities • Code of conduct • NNSW Policies • Their role and responsibility in the adherence and promotion of this child safe policy
<p>Other legislation, industry standards or internal policies</p>	<p>There are many relevant legislative and policy documents in relation to this child safe policy. These include, but are not limited to:</p> <ul style="list-style-type: none"> • NNSW Child Safeguarding Policy • NSW Child Protection Legislation • NNSW Member Protection Policy <p>Additional resources:</p> <ul style="list-style-type: none"> • Office of the Children’s Guardian • NSW Office of Sport • Netball NSW
<p>Communication</p>	<p>This policy and updates to it will be communicated:</p> <ul style="list-style-type: none"> • to clubs by email • to members and delegates at Council meetings • to members and the public via document accessibility on the website • from time to time by social media awareness campaigns
<p>Review Set a date to review and update your child safe policy for continuous improvement purposes.</p>	<ul style="list-style-type: none"> • This policy will be subject to annual review or sooner if deemed necessary. • Ratification is the responsibility of the Management Committee.

Risk Assessment & Management

Risk Register						
Setting	Risk	Likelihood	Consequence	Risk rating	Protective strategies	Outcome
Amenities	Amenities are a public access area where volunteers, personnel, umpires and coaches may enter the area while children are changing. Children are more vulnerable in a one-on-one situation with an adult and the vulnerability may be increased if children are undressing. If a child is alone in the change room with an adult there is a possibility they could be harmed or abused.	Possible	Extremely harmful	High	<p>Personnel, volunteers, umpires and coaches are educated on child safe behaviours and expectations.</p> <p>Appropriate change room etiquette signage is posted and ensuring the change rooms provide private areas for children to change and adults only enter when necessary.</p>	The community understand the MDNA's approach to child safety and know that the Association takes child safety seriously.

<p>Online Environment (Including, mobile phones, social media, email and any other electronic communications)</p>	<p>Personnel, including coaches and managers, may contact children to let them know of last-minute changes to games and competitions. This provides an opportunity to contact the child in a private setting and could potentially lead harm.</p>	<p>Unlikely</p>	<p>Extremely harmful</p>	<p>Medium</p>	<p>Leaders set clear expectation around child safety and ensure they are followed.</p> <p>There is governance in place that personnel, coaches and managers need to make sure they communicate messages using the designated media platform.</p> <p>Empower children to speak up by displaying details of who they should speak to if they are concerned.</p> <p>The MDNA fully acknowledges the NSW policies and stipulates that no adult is allowed to contact a child without also including another adult in the messages and sets out disciplinary and management action if breached.</p>	<p>Organisational culture creates an environment where it is difficult for abuse to occur.</p> <p>Online environment is safer for children.</p>
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<p>Physical Environment</p> <p>(Includes external spaces & internal offices)</p>	<p>Personnel, including coaches and managers, may spend significant amounts of time alone with children. This provides an opportunity to be alone or build relationships and potentially lead to harm.</p> <p>Visitors to the MDNA may access these areas and be alone with a child.</p>	<p>Unlikely</p>	<p>Extremely harmful</p>	<p>Medium</p>	<p>Leaders set clear expectations around child safety and ensure they are followed.</p> <p>There is governance in place that personnel, coaches and managers need to make sure they are not alone one to one with a child in an unsighted area.</p> <p>Post signage to promote child safety around the MDNA building.</p> <p>Empower children to speak up by displaying details of who they should speak to if they are concerned.</p> <p>The MDNA fully acknowledges the NSW policies and stipulates that no adult is allowed to be alone without also including another adult in the interaction and sets out disciplinary and management action if breached.</p>	<p>Organisational culture creates an environment where it is difficult for abuse to occur.</p> <p>Children speak-up about their safety and the safety of their friends.</p> <p>Physical environment is safer for children.</p> <p>Personnel appropriately respond to and report child abuse.</p>
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<p>Representative Training & Events</p> <p>(includes transport, parent pick-up & drop-offs, injury treatment)</p>	<p>Personnel, coaches and managers may be left alone with a child before or after scheduled training and carnival times. This provides an opportunity to be alone or build relationships and potentially lead to harm.</p>	<p>Possible</p>	<p>Extremely harmful</p>	<p style="text-align: center; color: #dc3545;">High</p>	<p>Leaders set clear expectations around child safety and ensure they are followed.</p> <p>There is governance in place that personnel, coaches and managers need to make sure they are not alone one to one with a child in an unsighted area.</p> <p>Parents will be asked to follow the 2nd last rule to ensure that no adult is left alone with a child.</p> <p>Player treatments for injury or illness will be attended to in the presence of the manager or designated personnel.</p> <p>Personnel transporting a child for the purposes of attendance are to ensure there is another person accompanying or will contact the parent upon arrival and departure.</p> <p>Empower children to speak</p>	<p>Organisational culture creates an environment where it is difficult for abuse to occur.</p> <p>Risk of harm through treatment is minimised.</p> <p>Children speak-up about their safety and the safety of their friends.</p> <p>Personnel appropriately respond to and report child abuse.</p>
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<p>First Aid Treatment</p> <p>(includes MDNA competitions & rep events)</p>	<p>A person providing first aid has an opportunity to provide treatment in a private space. This could potentially lead to harm.</p>	<p>Possible</p>	<p>Harmful</p>	<p>Medium</p>	<p>The MDNA will ensure that the person providing first aid treatment on its behalf meets the WWCC requirements and this check is completed by the MDNA.</p> <p>The first aid door will remain open whilst in use.</p> <p>Leaders will ensure that first aid providers are aware of their responsibility to ensure no treatment takes place without another adult present.</p>	<p>Organisational culture creates an environment where it is difficult for abuse to occur.</p> <p>Risk of harm through treatment is minimised.</p> <p>Children speak-up about their safety and the safety of their friends.</p> <p>Personnel appropriately respond to and report child abuse.</p>
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