



## **About PBND Netball Skills and Clinics**

In 2019 there was a review of the game of netball; there are less than 1% of players whom identify as Aboriginal.

One common theme was shared by these two historic initiatives: the lack of Aboriginal and/or Torres Strait Islander athletes in netball's elite levels. First, the numbers. Registered players in 2019 who identified as being of Aboriginal and/or Torres Strait Islander descent totaled 20,849 (or approximately 5% of the total 2019 netball participants; compared with the nationally identified parity of 3.3% in the Australian population).

Through participation within the junior competitions within Randwick Netball Association and St George Netball Associations, it is the goal of the coaches to support players along side their normal training sessions to build their confidence, skills and self esteem.

These training sessions and development programs will provide access to an informed culturally humility approach to sharing information and resources with our participants and their parent/s. These sessions are an opportunity for the coaching staff to analyse current techniques, provide subject matter advice, expertise and input about the player individual development.

## **Accreditation and WWCC**

All our coaching members are involved in a voluntary position. They are required to hold a current and valid working with children check. A verification will be completed and placed on file to ensure adherence to the OCG WWCC standards.

## **Member Protection / Child protection policy**

PBND Netball Skills and Clinics holds in high regard the rights and protection of the children whilst in their care. Child Protection is everyone's business, and it is about keeping all children safe from abuse or harm. We take it very seriously when protecting them from people who are unsuitable to work with children. We do need to work together to ensure there isn't any complacency happens.

PBND Netball Skills and Clinics has adopt and governed by the NSW Netball Association Ltd Child Protection Policy.

The complete Member Protection Policy can be found on the website [www.nsw.netball.com.au/](http://www.nsw.netball.com.au/)

The complete Child Protection Policy can be found on [www.nsw.netball.com.au/](http://www.nsw.netball.com.au/) All coaches must read, understand and comply with this policy document.

Please note any concerns relating to any child protection matter will be reported to the required Child Protection Statutory body and/or police.

## **Duty of care**

The duty of care for all junior players remains with the parent/guardian. No coach/manager will be left with the sole responsibility of a child at any stage. For all juniors a parent and/or guardian should attend all times during all Club activities (including training, games and events) as recommended by Office of Children's Guardian.

## **Diversity, inclusion and anti-discrimination Policy**

PBND Netball Skills and Clinics is committed to providing a sporting environment where those involved in activities supported by PBND Netball Skills and Clinics are treated with dignity, respect and included without harassment or discrimination of any sort. PBND Netball Skills and Clinics will follow firstly PBND Netball Skills and Clinics's Diversity, Inclusion and Anti-discrimination Policy and the Anti-Discrimination and Harassment Policy of NSW Netball Association Ltd.

The complete policies can be found on the Netball NSW website [www.nsw.netball.com.au](http://www.nsw.netball.com.au)

## **Complaints Handling policy**

All complaints will be dealt with as promptly and confidentially as possible. PBND Netball Skills and Clinics understands the importance of ensuring due process, consistency and the principles of natural justice are followed correctly during the handling of complaints of any nature. If the matter is a child protection matter, this would be acted upon in accordance with our child protection policy

PBND Netball Skills and Clinics has adopted and governed by 2 policies – The Grievance policy of PBND Netball Skills and Clinics for internal matters including but not limited to committee members, players, coaches, managers and spectators at training and events. For external matters including but not limited to players during games or coaches on game day the Complaint Handling Policy of NSW Netball Association Ltd will be followed.

The complete policies can be found on the website and [www.nsw.netball.com.au/](http://www.nsw.netball.com.au/) .

## **Privacy and confidentiality**

PBND Netball Skills and Clinics is committed to maintain the privacy and confidentiality of all participants. We are committed to protecting their personal information. We collect personal information to help understand what services are required

## **Records and Information**

Whilst we will not sell members personal information to a third party, we may, at times, use a third party as a sponsorship to distribute information. Your permission will be sought prior to this happening.

All photographs and images of players and Officials remain the property of PBND Netball Skills and Clinics, and at times, PBND Netball Skills and Clinics may use photographs and or images of players and or matches for the purpose of publicity or promotion.

## **Clinic Registration Policy**

PBND Netball Skills and Clinics registration are available online. PBND Netball Skills and Clinics is in the process of registering for the Active Kids Vouchers.

## **Communications Policy**

PBND Netball Skills and Clinics is determined to ensure the clear and prompt communication between all of its participants through correspondence via email, phone, website and social media.

## **Social Media**

PBND Netball Skills and Clinics will be posted on social media platforms to promote skills sessions and clinics. Follow us on facebook and Instagram.