



## Child Safe Policy

**Date of implementation:** January 2026

### 1. Purpose

Mernda Netball Club is committed to providing a safe, inclusive and supportive environment where all children and young people feel respected, valued and protected from harm.

This policy outlines the club's commitment to child safety and wellbeing and the expectations of all individuals involved with the club.

### 2. Commitment to Child Safety

Mernda Netball Club:

- Has zero tolerance for child abuse, harm or neglect
- Actively works to promote the safety, wellbeing and inclusion of all children
- Takes all child safety concerns seriously and responds appropriately

### Statement of Commitment

*Mernda Netball Club has zero tolerance for child abuse, or abuse of any kind and is committed to protecting children from harm. The club will act in the best interests of children at all times and take appropriate action when concerns are raised.*

### 3. Scope

This policy applies to:

- Players under the age of 18
- Coaches
- Team Managers
- Committee members
- Volunteers
- Parents and carers while engaged in club activities

### 4. Child Safety Principles

The club is committed to:

- Providing a safe and positive sporting environment
- Promoting respectful behaviour and fair play

- Ensuring children are heard and taken seriously
- Supporting children to feel safe to speak up if something does not feel right

## **5. Code of Conduct**

All adults involved with Mernda Netball Club must:

- Treat children with respect and dignity at all times
- Act as positive role models
- Maintain appropriate professional boundaries
- Avoid being alone with a child where possible
- Never engage in behaviour that could be perceived as inappropriate or against the behaviours outlined in the Code of Conduct

Unacceptable behaviour includes, but is not limited to:

- Physical, emotional or verbal abuse
- Bullying, harassment or discrimination
- Inappropriate language or gestures
- Unnecessary physical contact

## **6. Supervision and Safety**

Mernda Netball Club will:

- Ensure appropriate supervision during training, games and events
- Support coaches and team managers to understand their child safety responsibilities
- Encourage safe practices in changing rooms, travel and communications

## **7. Complaints and Reporting**

Any concerns related to child safety must be reported immediately.

- Concerns should be raised with the Team Manager or Coach in the first instance, where appropriate
- Serious, urgent or sensitive matters should be reported directly to the President at [info@merndanetballclub.com.au](mailto:info@merndanetballclub.com.au)

All child safety concerns will be handled respectfully, confidentially where possible, and in line with the club's Complaints and Grievances Policy.

## **8. Confidentiality**

All child safety concerns will be treated seriously and handled with sensitivity. Information will only be shared with those required to manage or respond to the concern.

## **9. Responsibilities**

### **Committee**

- Promote and uphold this policy

- Ensure child safety is prioritised across club operations

#### **Coaches and Team Managers**

- Act in accordance with this policy
- Promote safe and respectful behaviour
- Report any concerns immediately

#### **Parents and Players**

- Support a positive and safe club environment
- Raise concerns promptly and respectfully

#### **10. Review**

This policy will be reviewed regularly by the Mernda Netball Club Committee to ensure it remains current and effective.

*All policies designed and created by Mernda Netball Club is able to be translated into multiple languages.*

## **Appendix 1 – Alignment to Child Safe Standards**

Mernda Netball Club is committed to upholding the Child Safe Standards to ensure the safety, wellbeing and inclusion of all children and young people involved in the club.

The club recognises that child safety is a shared responsibility and that creating a child safe environment requires clear expectations, safe practices and ongoing awareness.

In line with the Child Safe Standards, Mernda Netball Club commits to the following:

### **1. Child Safety and Wellbeing is Embedded in Club Culture**

- Child safety is prioritised in all club activities, decision-making and interactions
- The club promotes respectful behaviour, fair play and positive role modelling
- Children are encouraged to speak up and feel confident that their concerns will be taken seriously

### **2. Children are Empowered and Their Voices are Heard**

- Players are supported to express their views and raise concerns
- Children are treated with respect and encouraged to participate safely and confidently
- Feedback from players and families is valued and considered

### **3. Families and the Community**

- Families are provided with clear information about child safety expectations
- The club encourages open communication between families, coaches and committee members
- Concerns can be raised without fear of disadvantage or reprisal

### **4. Codes of Conduct**

- Coaches, team managers, committee members and volunteers are expected to follow the club's Code of Behaviour
- Behaviour that does not align with child safety expectations is addressed promptly
- Unacceptable behaviour is not tolerated

### **5. Reporting and Responding to Concerns**

- All child safety concerns are taken seriously and responded to appropriately
- Clear pathways exist for raising complaints or concerns
- Serious or sensitive matters are escalated to club leadership immediately

### **6. Risk**

- The club considers child safety risks in training, games, events and travel
- Supervision is actively managed to support safe participation

- Steps are taken to minimise situations where children may be at risk

## **7. Roles and Responsibilities**

- Committee members are responsible for oversight of child safety
- Coaches and team managers are responsible for implementing safe practices
- Parents and players are encouraged to support a safe and respectful environment

## **8. Ongoing Review and Improvement**

- Child safety practices are reviewed regularly
- Policies are updated as required to remain current and effective
- The club remains committed to continuous improvement in child safe practices