

## Appendix 3: Child Safe Commitment Statement

Each of the Relevant Organisations are committed to ensuring the safety and wellbeing of all Children/Young People that are involved in Netball. Our policies and procedures seek to address risks to Child/Young Person safety and to establish practices and a culture for safeguarding Children/Young People.

1. **We are committed to keeping Children/Young People safe**
  - (a) Through our Safeguarding Children & Young People Policy, we document our clear commitment to keeping Children/Young People safe from abuse and neglect.
  - (b) The Relevant Organisations take a risk-based approach to ensuring that Activities are Child/Young Person safe and will undertake regular risk assessments, including for Activities that may involve contact with Children/Young People. These risk assessments will consider the following: contact with Children/Young People and levels of supervision, risk factors, mitigation factors and management strategies.
  - (c) We communicate our commitment to all our staff and volunteers and give them access to a copy of our commitment statement.
2. **We promote equity and respect diversity**
  - (a) We actively anticipate Children/Young People's diverse circumstances and respond effectively to those with additional vulnerabilities.
  - (b) We give all Children/Young People access to information, support, and a complaints process.
  - (c) We consider the needs of all Children/Young People, particularly First Nations, Aboriginal and Torres Strait Islander Children/Young People, Children/Young People with a disability, LGBTQI Children/Young People and Children/Young People from culturally and linguistically diverse backgrounds.
3. **We involve Children/Young People**
  - (a) We will seek to consider and involve Children/Young People in decisions that affect them and providing them with information about their rights. We will do this by a number of mechanisms which may include:
    1. establishing a Youth Advisory Committee/Youth representative position on committees and boards;
    2. obtaining feedback from Children/Young People through surveys or focus groups;
    3. providing a Child/Young Person-friendly version of the Safeguarding Children & Young People Policy and other procedures; and
    4. displaying child-friendly posters about Children/Young People's rights and how to raise a concern at local sports clubs/venues.
4. **Our staff and volunteers know the behaviour we expect**
  - (a) We ensure that each person involved in our delivery of services to Children/Young People understands their role and the behaviour we expect in relation to keeping Children/Young People safe from abuse and neglect through application of our Child Safe Practices.
  - (b) We utilise clear position descriptions which clearly state relevant Child/Young People safe requirements.

- (c) We have Child Safe Practices, which are approved and endorsed by Sport Integrity Australia and the NA Board that outlines our expectations for behaviour towards Children/Young People.
  - (d) Our staff and volunteers are given a copy of and have access to the Child Safe Practices.
  - (e) Our staff and volunteers acknowledge (as far as practicable), in writing, that they have read and are committed to the Child Safe Practices.
- 5. We minimise the likelihood of recruiting a person who is unsuitable**
- (a) We have appropriate measures in place to minimise the likelihood that we will recruit staff or volunteers who are unsuitable to work/volunteer with Children/Young People.
  - (b) We will meet the requirements of the relevant state or territory WWCC regulations.
- 6. Induction and training are part of our commitment**
- (a) We will provide all new staff, volunteers, and participants with information about our commitment to child safety including our Safeguarding of Children & Young People Policy, Child Safe Practices and Responding to Risk of Abuse and Harm to Children & Young People.
  - (b) We support ongoing education and training for our staff and volunteers to ensure child safety information is provided and updated as required.
  - (c) We ensure that our staff and volunteers have up-to-date information relevant to specific legislation applying in the state or territory they are based in or where they may travel to as a part of their duties.
  - (d) We will also:
    - 1. undertaking regular performance appraisals;
    - 2. appointing a Child Safety Officer;
    - 3. provide access to online resources about issues concerning Child/Young Person safety and wellbeing; and
    - 4. providing professional development opportunities to build knowledge and skills regarding the wellbeing and development of Children/Young People.
- 7. We encourage the involvement of Children/Young People and their parents**
- (a) We involve and communicate with Children/Young People and their families in developing a safe, inclusive, and supportive environment. We will provide information to Children/Young People and their parents/carers (such as brochures, posters, handbooks, guidelines) about:
    - 1. our commitment to keeping Children/Young People safe and communicating their rights;
    - 5. the behaviour we expect of our staff and volunteers and of themselves;
  - (b) our policy about responding to Child/Young Person Abuse.
  - (c) We have processes for encouraging two-way communication with Children/Young People and families.
  - (d) We seek their feedback and have a process for responding.

- (e) We respect diversity and seek to facilitate effective communication and involvement.
- 8. Our staff and volunteers understand their responsibility for reporting Child/Young People Abuse**
- (a) Our policy for responding to Child/Young People Abuse is approved and endorsed by the NA Board and applies to all our staff and volunteers. Staff and volunteers must:
1. immediately report abuse or neglect and any concerns with policies, practices or the behaviour of staff and volunteers;
  2. meet any legislated mandatory or other jurisdictional reporting requirements;
  3. follow a specified process when reporting abuse or neglect.
- (b) Our staff and volunteers are given a copy of and have access to the Complaints, Disputes and Discipline Policy and understand the implications of the policy for their role.
- (c) We document any allegation, disclosure or concern regarding Child/Young People Abuse and monitor responses to all allegations, disclosures, or concerns.
- 9. We maintain and improve our policies and practices**
- (a) We are committed to maintaining and improving our policies, procedures, and practices to keep Children/Young People safe from neglect and abuse.
- (b) We have assigned responsibility for regularly maintaining and improving our policies and procedures to (insert name or person or group).
- (c) We monitor our staff, volunteers, and external providers to ensure appropriate practice, behaviour and policies are followed.
- (d) We require our staff and volunteers to disclose convictions or charges affecting their suitability to work with Children/Young People. We review police record and WWCC checks regularly.
- (e) We have formally reviewed our service delivery to identify and document potential risks to Children/Young People.
- (f) We undertake formal reviews, at least annually, to identify and document potential risks to Children/Young People associated with our service delivery.
- 10. We make information accessible**
- (a) We are committed to promoting a Child-safe sporting environment. We do this by:
1. having a dedicated, easy to access child-safe area on the NA website;
  2. through the Netball Organisations, provide information about the Safeguarding Children & Young People Policy, Child Safe Practices and Recruitment and Screening requirements as part of membership and event registration, Affiliation agreements and accreditation programs;
  3. utilising social media channels to promote the Safeguarding of Children & Young People Policy and the value that netball places on Child/Young Person safety; and
- (b) displaying posters about Child Safe Practices and how to make a complaint or provide feedback at local sports clubs/venues.