

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. undertake regular performance appraisals;
 2. appoint a Child Safety Officer;
 3. provide access to online resources about issues concerning Child/Young Person safety and wellbeing; and
 4. provide 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.

