



BAYSIDE & DISTRICT
NETBALL ASSOCIATION INC.

Bayside & District Netball Association Inc

Induction Pack for Employees & Volunteers

All members, staff and volunteers at Bayside & District must understand their responsibilities to children and how to create a safe environment for them. This induction pack outlines your role and your responsibilities at Bayside & District Netball Association Inc (BDNA) to enable you to fully understand your responsibilities to children and how to create a safe environment for them.

At BDNA a child safe culture is championed and modeled at all levels and is understood to be the responsibility of everyone in our netball community.

BDNA adopts and supports the following Netball Victoria Commitment to Child Safety

Netball Victoria Commitment to Safeguarding Children & Young People

- *Every person in the netball community has a responsibility to understand their role in ensuring the safety and wellbeing of all children and young people in our care.*
- *Netball Victoria is committed to promoting and protecting the rights of children, and preventing abuse from occurring by fostering a culture where children feel safe and empowered.*
- *We also seek to ensure the cultural safety of First Nations children, children from culturally and/or linguistically diverse backgrounds and children with a disability.*

Child Safeguarding Policy

The Netball Australia Child Safeguarding Policy outlines the expected behavior for interactions within Netball in Victoria. The primary aim of the Policy is to protect and safeguard Children and Young People.

All people involved in Netball should:

Bayside & District Netball Association Inc Policy Manual

(Date Dec 2022 – Review Child Safety Review 2024)



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- Provide a safe environment for Children and Young People in Netball and comply with this Policy.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development within Netball.
- Refrain from intimate relations with persons with whom you have a position of authority over.
- Report breaches of the Policy to the appropriate Person(s) in a Position Responsibility and of Authority.

This Code is to be followed at all times by all Members and all people involved in any way with Netball and includes the following items:

- Positive Guidance
- Adhering to Role Boundaries
- WWCC
- Use of language and tone of voice
- Supervision of young people
- Use of electronic communications
- Giving gifts to children and young people
- Photographs of children and young people
- Physical contact with children and young people
- Sexual misconduct and relationships
- Change room arrangements
- Use, possession or supply of alcohol or drugs
- Transporting Children

To read more information about each of these topics [click here](#) to download the Netball Australia Child Safeguarding Policy



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Child Safety Cultural Respect & Diversity

At Bayside & District there is an expectation that all members and all people involved in any way with Netball adhere to our organisation's commitment to respecting and valuing aboriginal children.

This includes that :-

Staff and volunteers must encourage and support children to express their culture and enjoy their cultural rights

Staff and volunteers must actively support and facilitate participation and inclusion within the organisation by aboriginal children and their families

Staff and volunteers must understand that racism will not be tolerated with our organisation

Child Safety in Netball Complaints Process

Where a complaint, incident or matter arises which may be dealt with under this Child Safeguarding Policy, then it is to be resolved in accordance with the processes in this Policy, to the exclusion of all other NV or Netball Australia disciplinary or grievance policies or processes.

For the avoidance of doubt, this means that where a complaint relates to Child Safety and falls within the scope of this Policy, this Policy will prevail and any such complaint shall be dealt with in accordance with this Policy and not the NV Member Protection Policy (or any other NV / Netball Australia policy).

Please refer to our website for full details pertaining to Child Safety at Bayside. If at any times you have concerns in relation to Child Safety please

Complete one of the forms on our [website](#) OR



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Email our child safety officer Trinette Charelson BDNAchidsafety@gmail.com



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Other Resources

NV Child Safeguarding Resource Hub – <https://vic.netball.com.au/child-safety-netball>

Commission for Children & Young People - <https://ccyp.vic.gov.au/resources/>

Sport & Recreation Fair Play Code -
<https://sport.vic.gov.au/publications-and-resources/community-sport-resources/fair-play-code>

Department of Health & Human Services – Child Protection -
<https://services.dffh.vic.gov.au/child-protection-contacts>

Education & Training Opportunities

Play By the Rules – Child Protection Online Training
<https://www.playbytherules.net.au/online-courses/child-protection-and-safeguarding-course>

Netball Victoria Child Safety Webinars
<https://vic.netball.com.au/child-safeguarding-training>



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