



Springfield Lakes Netball Club

SLNC Child Safety Policy

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1. Purpose

Springfield Lakes Netball Club (SLNC) is committed to providing a child-safe environment where children and young people are protected from harm, abuse and exploitation.

This policy outlines how SLNC:

- promotes the safety and wellbeing of children and young people; and
- prevents, identifies and responds to child safety risks and concerns.

This policy aligns with:

- Queensland's Child Safe Standards;
- Netball Australia Child Safeguarding Policy; and
- Netball Queensland child safety requirements.

2. Scope

2.1. This policy applies to all participants involved with SLNC, including:

- children and young people
- parents and carers
- volunteers
- coaches and team officials
- umpires and officials
- committee members
- employees and contractors (if applicable)

2.2. This policy applies to all SLNC activities, including training, competition, events, travel, representative programs and online environments.

3. Policy Statement

3.1. SLNC has **zero tolerance** for child abuse, neglect or exploitation.

3.2. The safety, wellbeing and best interests of children and young people are **central to all decisions, activities and behaviours** at SLNC.

3.3. Child safety is a **shared responsibility** and requires:

- strong leadership and governance

- clear expectations and boundaries
- safe recruitment and screening practices
- a culture where concerns are raised and acted upon.

4. Procedures

4.1. Child-safe culture and leadership

(Child Safe Standards: leadership, governance and culture)

- SLNC promotes a culture where children and young people feel **safe, respected and heard**.
- The SLNC Committee provides oversight of child safety and ensures child-safe principles are embedded into governance, policies and decision-making.
- Coaches, officials and volunteers are expected to **model child-safe behaviour** and reinforce safe practices across all netball environments.

4.2. Preventative approach

(Child Safe Standards: risk management, codes of conduct, recruitment and screening)

SLNC takes active steps to prevent harm by:

- setting clear expectations through the SLNC Code of Conduct
- promoting professional boundaries and appropriate behaviour
- requiring relevant screening (including Blue Cards, where applicable)
- appointing a Child Safety Officer and a Member Protection Officer
- providing guidance to volunteers, parents and members
- identifying and managing child safety risks in activities and environments.

These measures reflect the preventative approach promoted by Netball Australia and Netball Queensland.

4.3. Appropriate and inappropriate behaviour

(Child Safe Standards: codes of conduct and behavioural expectations)

- All participants must behave in ways that promote the safety and wellbeing of children.
- Appropriate behaviour includes:
 - treating children with dignity and respect
 - maintaining professional and age-appropriate boundaries
 - using positive, inclusive communication
 - ensuring appropriate supervision.

- Inappropriate behaviour includes, but is not limited to:
 - grooming or favouritism
 - inappropriate physical contact or language
 - isolating a child without justification
 - private or secretive communication with children
 - any behaviour that could reasonably make a child feel unsafe.

4.4. Empowering children and encouraging reporting
(Child Safe Standards: child participation and voice)

- SLNC supports children and young people to understand their rights and feel safe to speak up.
- Children are encouraged to raise concerns with a trusted adult, coach, official or the SLNC Child Safety Officer.

4.5. Raising child safety concerns
(Child Safe Standards: reporting and responding)

- Any person who becomes aware of a child safety concern must take action.
- Concerns may be raised:
 - directly with the SLNC Child Safety Officer; or
 - with a coach or committee member, who will escalate the matter appropriately.
- Concerns may relate to suspected abuse, unsafe behaviour, boundary issues, screening concerns or breaches of SLNC child-safe practices.
- Concerns should be raised as early as possible.

4.6. Responding to child safety concerns
(Child Safe Standards: responding and managing incidents)

- SLNC responds to concerns in a manner that is:
 - child-focused and precautionary
 - timely and proportionate
 - confidential, as far as possible
 - respectful and fair
 - consistent with legal and reporting obligations.
- Responses may include immediate protective actions, internal management, referral to external authorities and notification to Netball Queensland or Queensland Police Service (QPS) where required.

- Action may be taken even where no formal complaint has been made.

4.7. Queensland reporting obligations

- Under Queensland law, all adults have a legal duty to report to police where they form a reasonable belief that a child has been, is being, or is at risk of being sexually abused by another adult, unless they have a reasonable excuse.
- Reporting a concern internally to SLNC does not replace an individual's legal obligation to report to police or child protection authorities.
- If a child is in immediate danger, contact police on 000.

5. Role of the Child Safety Officer

(Child Safe Standards: clear roles and responsibilities)

5.1. SLNC appoints a Child Safety Officer (CSO) to support child safety and wellbeing.
The CSO:

- promotes child-safe environments
- provides guidance and information
- receives and coordinates concerns
- supports appropriate responses and referrals
- liaises with the SLNC Committee and external agencies where required

The CSO does not investigate criminal matters but supports safe and appropriate processes.

6. Protection from Victimisation

(Child Safe Standards: safe reporting culture)

- 6.1. No person will be disadvantaged for raising a child safety concern or participating in a process in good faith.
- 6.2. Victimisation is treated as a serious breach of this policy.

7. Alignment with Netball Australia and Netball Queensland

- 7.1. This policy is consistent with the Child Safe Standards and the safeguarding requirements of Netball Australia and Netball Queensland.
- 7.2. Where there is any inconsistency, the higher standard of child protection applies.

8. Related Policies and Documents

- SLNC Code of Conduct
- SLNC Photography Policy

- SLNC Digital Communications Policy
- Netball Australia Member Protection Policy
- Netball Australia Safeguarding Children & Young People Policy
- Netball Queensland Child Safety Guidance

9. Roles and Responsibilities

(Child Safe Standards: leadership, governance, clear roles and accountability)

Child safety at Springfield Lakes Netball Club is a **shared responsibility**. All participants have a role to play in creating and maintaining a safe, inclusive and respectful environment for children and young people.

9.1 Players

All SLNC players are expected to:

- treat other players, officials and volunteers with respect and dignity;
- behave in ways that promote safety, inclusion and fair play;
- speak up if they feel unsafe, uncomfortable or worried about behaviour;
- respect the rights and wellbeing of other children and young people; and
- follow the SLNC Code of Conduct and this Child Safety Policy.

SLNC encourages players to talk to a trusted adult, coach, official or the SLNC Child Safety Officer if they have concerns.

9.2 Parents and Carers

Parents and carers are expected to:

- support and promote SLNC's commitment to child safety and wellbeing;
- model respectful behaviour at all SLNC activities;
- follow SLNC policies, including the Code of Conduct and Photography Policy;
- respect professional boundaries between adults and children;
- raise any child safety concerns promptly through appropriate SLNC channels; and
- cooperate with SLNC in responding to and managing child safety matters.

9.3 SLNC Volunteers

(including Coaches, Team Managers, Scorers, Canteen Helpers and Umpires)

All SLNC volunteers working with children and young people are expected to:

- place the safety and wellbeing of children above all other considerations;
- model child-safe, respectful and inclusive behaviour at all times;
- maintain professional and age-appropriate boundaries;
- comply with screening requirements (including Blue Cards, where applicable);
- follow SLNC policies, procedures and Codes of Conduct;
- provide appropriate supervision relevant to their role and activity;
- identify and manage risks in training, competition, travel and online environments; and
- **act on and report any child safety concerns** as early as possible.

Volunteers must understand that reporting concerns internally does not replace any legal obligation to report to police or child protection authorities.

9.4 SLNC Committee

The SLNC Committee is responsible for:

- providing leadership and oversight of child safety and wellbeing;
- embedding child-safe principles into SLNC governance, policies and decision-making;
- ensuring this policy and related procedures are implemented, communicated and reviewed;
- appointing and supporting a suitably trained Child Safety Officer;
- responding to child safety concerns in a timely, child-focused and proportionate manner;
- ensuring compliance with legal, regulatory and sport-integrity requirements; and
- fostering a culture where concerns are raised, taken seriously and addressed.

10. Breaches of this Policy

(Child Safe Standards: accountability, responding to concerns, procedural fairness)

10.1. All members of Springfield Lakes Netball Club (SLNC) are expected to:

- act in a way that prioritises the safety, wellbeing and dignity of children and young people;
- follow this Child Safety Policy, the SLNC Code of Conduct and related policies (including the Photography Policy); and
- support a club culture where concerns are raised and addressed respectfully.

Failure to meet these expectations may constitute a breach of this policy.

10.2. Breaches of this Policy

- Any failure to comply with this Child Safety Policy is treated seriously by Springfield Lakes Netball Club (SLNC).
- A breach may include, but is not limited to:
 - behaviour that places a child or young person at risk of harm or discomfort;
 - failure to follow child-safe practices, supervision requirements or professional boundaries;
 - misuse of photography or digital content involving children;
 - failure to act on, escalate or report a child safety concern;
 - behaviour that intimidates, harasses or victimises a person who raises a concern; or
 - conduct inconsistent with the SLNC Code of Conduct or other safeguarding policies.

10.3. How SLNC will respond

- SLNC has adopted and applies the following Netball Australia policies:
 - Netball Australia Member Protection Policy
 - Netball Australia Safeguarding Children and Young People Policy
 - Netball Australia Integrity Policy Framework, including Conduct and Disciplinary processes
- Where a breach of this Child Safety Policy is identified, SLNC will manage the matter in accordance with the relevant Member Protection, Integrity or Disciplinary process, depending on:
 - the nature and seriousness of the breach;
 - whether the matter involves child safety, misconduct or integrity concerns; and
 - any applicable legal or reporting obligations.
- This ensures that responses to breaches are:
 - child-focused and precautionary;
 - proportionate and consistent;
 - procedurally fair; and
 - aligned with Netball Australia and Netball Queensland requirements.

10.4. Possible Outcomes of a Breach

- Without limiting any action available under the Member Protection or Integrity frameworks, outcomes may include:

- a request to stop the behaviour or comply with policy requirements;
- education, guidance or clarification of expectations;
- increased supervision or changes to role responsibilities;
- formal warnings or behavioural agreements;
- suspension or removal from SLNC activities, venues or roles;
- escalation under the SLNC Code of Conduct, Member Protection or Disciplinary processes; and/or
- referral to external authorities (including police, Child Safety Services, Blue Card Services Queensland, Netball Queensland or Netball Australia), where required.

10.5.No formal complaint required

- SLNC may take action **even where no formal complaint has been made**, if this is necessary to protect the safety, wellbeing or dignity of children and young people.

10.6.Legal and External Reporting Obligations

- Managing a breach under SLNC or Netball Australia processes does not replace any individual's legal obligation to report suspected child sexual abuse to police or child protection authorities under Queensland law.

10.7.Protection from Victimisation

- No person will be disadvantaged for raising a concern or reporting a breach in good faith.
- Any form of victimisation will itself be treated as a serious breach and managed under the relevant Member Protection or Disciplinary process.