



## Child Safeguarding Policy

Reviewed March 2022

### INTENT OF POLICY

1. To fulfil the duty of care that Eaton Netball Association (ENA) has to keep children and young people (those aged under 18 years) safe from harm.
2. Protect children and young people from abuse, discrimination and harassment while participating in the ENA Competition and related events.
3. To ensure every person involved in netball at ENA is treated with respect, dignity and fairness.
4. This policy is based on the [Netball Australia Member Protection Policy](#), and any situation not covered by this general policy will be dealt with in accordance with the Netball Australia Member Protection Policy.

### WORKING WITH CHILDREN CHECK

#### 1. Requirements:

- 1.1 The Working with Children (WWC) Check is a compulsory screening strategy in Western Australia and the Christmas and Cocos (Keeling) Islands for people who engage in certain paid or unpaid work with children, described as “child-related work” under the Working with Children (Criminal Record Checking) Act 2004 (the WWC Act). Full details can be found at <https://workingwithchildren.wa.gov.au/>
- 1.2 Members of ENA have an obligation to comply with the WWC Act and remove volunteers from their roles as necessary.
- 1.3 It is the responsibility of ENA to ensure that they maintain accurate records of all individuals with a current WWC Check and periodically check the validity of these documents.

#### 2. Procedures:

- The ENA Registrar (or other committee member) will be appointed WWC Check Registration Officer
- The child-related work categories at ENA will be identified (Category 4 – coaching, Category 12 – Sporting Association)
- Volunteers undertaking child-related work will be identified
- Exemptions, category of work, WWC numbers and card expiry dates will be recorded for each volunteer on the *WWCC Record Keeping Spreadsheet*
- Periodically checking card validity and notifying volunteers when cards need to be renewed
- Informing volunteers that their work with ENA is ceased in the event that an Interim Negative Notice or a Negative Notice has been issued
- Reviewing these procedures and updating the *WWCC Record Keeping Spreadsheet* each season

### PHOTOGRAPHY AND VIDEOGRAPHY

1. Photography and filming at sporting events is a legitimate activity however, it is unlawful for photos and film to be taken that is indecent, defamatory, used for cyber-bullying, used for voyeurism, sexual in nature or protected by a court order.
2. If a team official/ parent/ supporter wishes to take photographs or video footage of a match (involving players under the age of 18) permission is to be obtained from the opposition team official/s (coach or manager) or the child’s parent/guardian and the purpose for use of the images should be made clear.
3. If permission is not given, ENA require that people respect and observe the request of the opposition team members and do not proceed with photography or video footage.
4. If there is any dispute or disagreement in relation to photography and videoing on a game, the game should not commence, and an ENA Committee Member should be approached to resolve the situation.

## **UNIFORMS**

To encourage inclusiveness in our netball community, ENA supports the Netball WA position on uniforms as follows;

1. Playing uniforms may consist of a playing dress or skirt/shorts (no pockets) and a shirt or singlet
2. Head coverings (such as a Hijab) must be tight and non-flowing and must not cover the player's bib. Non-sharp pins/clips are to be used to fasten the head covering if necessary.
3. Long sleeve top and/or leggings that are tight fitting and are black or team colours may be worn under the uniform.
4. Individual teams can offer options within their registered uniform to their players as long as all players are easily identifiable as belonging to the same team, i.e. some players can opt for a shorts/singlet option while others choose a dress, as long as the design and colours etc. of both options are the same.
5. ENA will, wherever possible, make exceptions for other items of clothing that are work for religious, cultural, medical or other inclusive reasons. Requests are to be made in writing to the Committee before a player can take the court in this instance, stating the reason for the non-standard uniform.
6. Our position on uniform inclusiveness is in addition to our other uniform requirements as outlined in our By-Laws.

## **RELATED NETBALL WA POLICIES**

[NWA Working With Children Policy Member Entity](#)

[Netball WA Photography and Videography Policy](#)

[NWA Uniform Position Statement](#)

[NWA Member Screening Guidelines](#)