



PMNC Child Safe Policy

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Approved by Committee on	15 January 2020
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1 Introduction and scope

PMNC is committed to ensuring that children and young people who participate in its activities have a safe and happy experience. PMNC supports and respects children, young people, staff, volunteers and participants.

The aim of this Policy is to protect the safety of children in our care and prevent abuse from occurring, and in the event that allegations are raised in relation to child abuse, to ensure that the allegations are properly addressed. All complaints will be treated seriously and fully investigated and handled with maximum confidentiality and discretion.

This Policy applies to participants, parents, spectators, volunteers, officials, coaches, umpires and staff throughout all PMNC events and activities.

In this Policy:

- a “**child**” is any person under the age of 18 years old; and
- a “**person in a position of authority**” is a person over the age of 18 that is a member of the PMNC Committee, a coach, team manager or other volunteer that undertakes a role at PMNC in an official or semi-official capacity.

In addition to this Policy, PMNC has adopted the Netball Victoria Child Safety in Netball Code of Conduct, available [here](#). All members of PMNC must comply with this Code of Conduct.

2 Policy Statement

PMNC is committed to the Child Safe Standards under the *Child Wellbeing and Safety Act 2005 (Vic)*. PMNC considers that the health, safety and well-being of children take priority over all other competing considerations. PMNC considers that this is necessary to ensure the health, safety and welfare of all members.

PMNC has a zero tolerance approach to child abuse and is committed to promoting and protecting children from abuse and neglect to the greatest extent possible.

Child protection is a shared responsibility between PMNC, officials parents/guardians, coaches, spectators, volunteers and members of the PMNC community. Everyone that participates in PMNC’s activities is responsible for the care and protection of children.

PMNC supports the active participation of all children. It listens to their views, respects their views and involves them when making decisions, where appropriate, especially about matters that will directly affect them (including their safety).

PMNC is also committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

3 Implementation

APPOINTMENT OF CHILD SAFE OFFICER AND JUNIOR CHAMPION

PMNC will appoint a Child Safe Officer to the Committee. The Child Safe Officer will be responsible for particular tasks as set out in this Policy and in the position description for that role.

PMNC will also endeavour to appoint an older player or coach (15U or above) to be a junior champion, subject to availability of suitable candidates. The purpose of the junior champion is to be a point of contact for players that may feel more comfortable discussing child safety issues with a person closer to their own age.

The contact details for the Child Safe Officer and junior champion (where appointed) will be published on the PMNC website, on posters at the clubhouse at RF Julier and through other appropriate communication methods.

REQUIREMENTS FOR A PERSON IN A POSITION OF AUTHORITY

Any person in a position of authority is required to:

- obtain and maintain a Working with Children Check and provide a copy to the Child Safe Officer.
- Undertake the "Play by the Rules" online training course and provide a certificate of completion to the Child Safe Officer

The Child Safe Officer will be responsible for maintaining a register of all persons in a position of authority and will keep a record of their current Working with Children Checks and certificates of completion.

ADDITIONAL ADULT AT TRAINING (only 13/U and younger)

For all teams in 13/U and younger, PMNC requires that there are at least two adults (including the coach) at each training session. This is to ensure that all players are adequately supervised if the coach needs to attend to an injury or issue with a particular player, or to supervise access to the toilets in the clubhouse at RF Julier.

If there are two teams training at the same time, then the coach of the other team fulfils this role. If a team is the only team training at a particular time, then the team manager will arrange for parents to support the coach, either through a roster or other arrangements.

For the purposes of this section of the Policy, a junior coach that (ie a coach that is under 18) can fulfil the role of one of the adults. However, if there are two teams training at the same time and both have junior coaches, then an additional adult must also be present.

PICKING UP AND DROPPING OFF CHILDREN

PMNC is committed to ensuring that young players are not left alone after practice or games. To assist with this:

- the coach or team manager will notify parents/guardians of the start and finish times of training and games;
- the coach or team manager will endeavour to arrive before the scheduled start time for training and games;
- coaches will be given contact details for parents/guardians;
- if a parent/guardian is late to collect their child, the coach will:
 - ask the second to last child and their parent/guardian to wait with the coach and the child; and
 - avoid transporting the child to their home unless permission has been given by the parent/guardian.

COACH RECRUITMENT PRACTICES

In addition to the requirements for a person in a position of authority, the PMNC Coach Selection Procedure will incorporate risk-based processes to screen new coaches.

4 Review

This Policy will be reviewed every two years.