

1. PURPOSE

- 1.1. JNA is committed to providing a child-safe environment where children and young people are protected from harm, abuse and exploitation.
- 1.2. This policy sets out how JNA promotes the safety and well-being of children and young people and how child safety risks are prevented, identified and responded to.
- 1.3. This policy aligns with the Child Safe Standards and with the child safeguarding frameworks of Netball Australia and Netball Queensland.

2. SCOPE

- 2.1. This policy applies to all participants involved with JNA, including:
 - » Children and young people
 - » Parents and carers
 - » Volunteers
 - » Coaches and team officials
 - » Umpires and officials
 - » Board and committee members
 - » Employees and contractors
- 2.2. This policy applies to all JNA activities, including training, competition, events, travel, representative programs and online environments.

3. POLICY STATEMENT

- 3.1. JNA has zero tolerance for child abuse, neglect or exploitation.
- 3.2. The safety, well-being and best interests of children and young people are central to all decisions, activities and behaviours at JNA.
- 3.3. JNA recognises that child safety is a shared responsibility and requires leadership, clear expectations, safe practices, and a culture that encourages concerns to be raised and addressed.

4. PROCEDURES

4.1. Child-safe culture and leadership

(Child Safe Standards: leadership, governance and culture)

- 1.1.1. JNA promote a culture where children and young people feel safe, respected and heard.
- 1.1.2. The Committee provides oversight of child safety and ensures that child-safe principles are embedded into governance, policies and decision-making.
- 1.1.3. Leaders, coaches and officials 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)

- 4.2.1. JNA takes active and reasonable steps to prevent harm to children and young people by:
 - » Setting clear child-safe expectations through Codes of Behaviour
 - » Promoting professional boundaries and appropriate conduct
 - » Implementing risk-based screening and eligibility checks, including Blue Cards where required
 - » Appointing a trained Member Protection Officer
 - » Providing information and guidance to volunteers, employees and parents
 - » Identifying and managing child safety risks in activities, environments and programs
- 4.2.2. These measures reflect the preventative approach required under the Child Safe Standards and promoted by Netball Australia and Netball Queensland.

4.3. Appropriate and inappropriate behavior

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

- 4.3.1. JNA expects all participants to behave in ways that promote the safety and well-being of children.
- 4.3.2. Appropriate behaviour includes:
 - » Treating children with dignity and respect
 - » Maintaining professional and age-appropriate boundaries
 - » Using positive and inclusive communication
 - » Ensuring supervision is appropriate to the activity and setting
- 4.3.3. 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)

- 4.4.1. JNA support children and young people to understand their rights, feel safe to speak up and know who they can talk to if they are worried or uncomfortable.
- 4.4.2. Children and young people are encouraged to raise concerns with a trusted adult, coach, official or the Child Safety Officer.

4.5. Raising child safety concerns

(Child Safe Standards: reporting and responding)

- 4.5.1. Any person who becomes aware of a child safety concern must take action.
- 4.5.2. Concerns may be raised:
 - » Directly with the Child Safety Officer
 - » With a coach, official or Committee member, who will escalate the matter appropriately
- 4.5.3. Concerns may relate to suspected abuse, unsafe behaviour, boundary issues, screening concerns or breaches of child-safe practices.
- 4.5.4. Concerns should be raised as early as possible.

4.6. Responding to child safety concerns

(Child Safe Standards: responding and managing incidents)

- 4.6.1. JNA respond to child safety 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
- 4.6.2. Responses may include immediate protective actions, role adjustments, internal management, referral to external authorities and notification to Netball Queensland where required.
- 4.6.3. Action may be taken even where no formal complaint has been made.



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Child Safety Policy

4.7. Reporting obligations and external referral

4.7.1. While not all participants are mandatory reporters under Queensland law, all participants have a responsibility to act on concerns about child safety.

4.7.2. JNA will take a precautionary approach where there is uncertainty.

4.8. Queensland criminal reporting obligations

4.8.1. In addition to other reporting responsibilities, Queensland law imposes a positive legal duty on all adults 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 not to do so. Failure to report this information to the police is a criminal offence under the Queensland Criminal Code and may attract significant penalties.

4.8.2. This obligation applies to all adults in Queensland, including volunteers, parents, carers, employees, contractors and Board members, irrespective of whether the information was obtained in a sporting or community setting.

4.8.3. Reporting must be made to the police as soon as reasonably practicable after the belief is formed.

4.8.4. Serious concerns, or concerns involving risk of significant harm, may be referred to police, Child Safety Services, Blue Card Services Queensland or Netball Queensland. Reporting a concern internally to JNA or to the Child Safety Officer does not replace an individual's legal obligation to report suspected child sexual abuse to police.

4.8.5. Where a concern involves child sexual abuse or a risk of significant harm, reports should be made to police as soon as reasonably practicable, in addition to notifying JNA so that appropriate protective action can be taken.

How to report a child safety concern (Queensland)

If you believe a child has been, is being, or is at risk of being sexually abused, you must take action.

Immediate danger

If a child is in immediate danger, contact Queensland Police Service on 000.

Reporting suspected child sexual abuse to police

Under Queensland law, all adults have a legal duty to report suspected child sexual abuse by another adult to police, unless they have a reasonable excuse not to do so.

Reports can be made to the Queensland Police Service by:



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Child Safety Policy

- attending a local police station, or
- calling Police Link on 131 444, or
- submitting information online via Police Link (where appropriate).

Reporting should occur as soon as reasonably practicable after forming a reasonable belief.

Reporting child safety concerns to child protection authorities

Concerns about a child's safety or well-being (including neglect or harm) may also be reported to Child Safety Services Queensland.

Reports can be made through the local Child Safety Service Centre or via the Queensland Government child protection intake service.

Reporting Blue Card-related concerns

Concerns about a person's suitability to work with children, including breaches of Blue Card conditions, should be reported to Blue Card Services Queensland.

Reporting within JNA

In addition to external reporting, concerns should also be reported to JNA so appropriate steps can be taken to protect participants. Concerns can be raised with:

- The Child Safety Officer
- a coach or Committee member (who will escalate the matter appropriately)

Reporting a concern to JNA does not replace any legal obligation to report to police or child protection authorities.

Important reminder

If you are unsure whether a concern meets the threshold for reporting, it is always safer to seek advice or make a report. Acting in good faith to protect a child is strongly supported.

5. ROLE OF THE MEMBER PROTECTION OFFICER

(Child Safe Standards: clear roles and responsibilities)

5.1. JNA appoints a Child Safety Officer (CSO) to support child safety and well-being.

5.2. The Child Safety Officer:

- » Promotes child-safe environments
- » Provides information and guidance about child safety
- » Receives and coordinates child safety concerns
- » Supports appropriate responses and referrals
- » Liaises with the Committee and external agencies where required

5.3. The Child Safety Officer 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 QUEENSLAND AND NETBALL AUSTRALIA

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

8. SUPPORTING DOCUMENTS AND LINKS

- » Codes of Behavior
- » Member Protection Policy
- » Criminal History Screening procedures *(in Employee and Volunteer Management Manuals)*
- » Photography Policy
- » Feedback and Complaints Procedure
- » Netball Australia Child Safeguarding Framework
- » Netball Queensland Child Safety guidance

APPENDIX 1 - CHILD SAFE STANDARDS ALIGNMENT (SUMMARY)

This policy supports the National Child Safe Principles as follows:

Principle 1 – Child safety and well-being are embedded in organisational leadership, governance and culture

Reflected through Committee oversight, leadership expectations and the promotion of a child-safe culture.

Principle 2 – Children and young people are informed about their rights, participate in decisions and are taken seriously

Addressed through empowering children to speak up and encouraging concerns to be raised early.

Principle 3 – Families and communities are informed and involved

Supported through clear expectations for parents, carers and participants and transparent communication.

Principle 4 – Equity is upheld and diverse needs respected

Embedded through inclusive practices, respectful behaviour expectations and recognition of individual needs.

Principle 5 – People working with children are suitable and supported

Addressed through screening requirements, Blue Card processes, Codes of Behaviour, and role clarity.

Principle 6 – Processes to respond to complaints and concerns are child-focused

Reflected in reporting pathways, precautionary responses and proportionate action.

Principle 7 – Staff and volunteers are equipped with knowledge, skills and awareness

Supported through guidance, induction information and ongoing reinforcement of child-safe practices.

Principle 8 – Physical and online environments minimise the risk of harm

Addressed through supervision expectations, behaviour standards and management of online conduct.

Principle 9 – Implementation is reviewed and improved

Supported through Board oversight, review of practices and responsiveness to emerging risks.

Principle 10 – Policies and procedures document how child safety is maintained

Met through this policy and related supporting documents.