



# CHILD PROTECTION & WORKING WITH CHILDREN

## 1. STATEMENT OF COMMITMENT

Netball Revolution is committed to the safety and wellbeing of children and young people who attend our facility or activities. We will take all reasonable steps to keep children and young people in our care (“our athletes”) safe from harm.

## 2. REFERENCES AND RELATED DOCUMENTATION

Commission for Children and Young People and Child Guardian legislation

Child Protection Act 1999

Risk Management Policy

Netball Revolution Code of Conduct

## 3. DEFINITIONS

**Blue Card** is a card issued by the Commission as a positive notice to an individual that they are safe to work with children. These cards are issued after investigation into whether a person has a criminal history and a consideration of their suitability to work with children. Relevant police information held by the Queensland Police Service and other Police Services in Australia are checked for any charges, convictions or child related criminal investigations.

**Commission** means the Commission for Children and Young People and Child Guardian formed under the legislation.

**Athlete** means a child under the age of 18 years or a young person enrolled in a Netball Revolution activity or program.

**Harm** to an athlete is anything that causes a detrimental effect of a significant nature to an athlete's physical, psychological or emotional well being. It is immaterial how the harm is caused. Harm can be caused by

- Physical, psychological, emotional abuse, neglect or coercion.
- Sexual abuse or exploitation.

## 4. APPLICATION OF THIS POLICY

This policy is applicable to all coaches, employees, athletes and parents/guardians who attend our facilities or activities. Coaches and employees are required to obtain a blue card prior to commencing employment with Netball Revolution.

## 5. BLUE CARD APPLICATION PROCESS

All coaches and employees over the age of 18 must ensure they have a current Blue Card at all times when working with Netball Revolution athletes.



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Any person/s over the age of 18 who spends longer than 1 hour at Netball Revolution whilst underage athletes are present must have a Blue Card.

Blue Card application forms are available through contacting Netball Revolution or by downloading a copy from the Blue Card Services (Commission) website.

The completed form must be lodged with the Commission. Payment for the Blue Cards (if any) is at the applicants expense.

### **6. REGISTER**

Netball Revolution will keep a copy of Blue Cards in a Blue Card register.

### **7. GENERAL INFORMATION**

- Blue cards are valid for a set time. Renewal of Blue Cards is required to continue working for Netball Revolution.
- Loss of blue cards by any Netball Revolution coach or employee will require a reapplication process, with any re-application fees being met by the individual.
- The application of Blue Card involves a criminal history check on the individual. It is an offence to employ or engage a person in a child-related employment where a Blue Card has not been obtained.
- Blue Card holders must notify Netball Revolution if there is any change in their criminal history.
- Where a persons Blue Card has been withdrawn or the Commission has advised they are unsuitable to be working in child-related employment, they will no longer be able to be employed by Netball Revolution.

### **8. MONITORING AND COMPLIANCE**

Netball Revolution has the responsibility for regularly checking coach and employee Blue Cards and for excluding any person who cannot produce a Blue Card.

### **9. BREACHES**

Any breaches of this Working with Children Policy will be dealt with in accordance with the breach procedure set out in the Risk Management Policy.

### **10. EVALUATION AND REVIEW**

It is the responsibility of the Directors of Netball Revolution to review this Working with Children Policy. Should any of our coaches, athletes or parents/guardians wish to provide feedback on changes to the Working with Children Policy, they should provide them via email to Netball Revolution.



## **CHILD PROTECTION & WORKING WITH CHILDREN**

This Working with Children Policy will be reviewed annually and updated as required. Any changes to this Working with Children Policy will be made available to all athletes and parents/guardians.