

# CODE OF CONDUCT

## 1. STATEMENT OF COMMITMENT

Netball Revolution is committed to the protection of all athletes who attend our facility. Our team (including Directors, Coaches, Employees, Athletes and Parents) will treat all Netball Revolution athletes with respect and understanding *at all times*.

We will take reasonable steps to keep our athletes in our care safe from harm. Netball Revolution recognises that it is a privilege and great responsibility to work with athletes of all ages. Parents / guardians trust Netball Revolution to look after their athletes, to care for them both physically and psychologically, provide them with mentoring and leadership, and to keep them safe from harm.

Netball Revolution endeavours to safeguard our athletes by:

- Ensuring our coaches, employees and anyone in attendance at our facility are aware of Netball Revolution's Risk Management Policy and our Code of Conduct.
- Ensuring all coaches, employees, athletes and parents/guardians apply this Code of Conduct.
- Ensuring that our coaches and employees respond appropriately should abuse be discovered or disclosed, and that any reported incidents of abuse are recorded and reported to the appropriate third party authorities.
- Making information to our athletes, parents and guardians, coaches and employees about child protection and good practice strategies for working with children and young people.
- Ensuring all our coaches and employees have a current working with children card.
- Establishing compliance standards for our coaches, employees, athletes and parents through our Code of Conduct.

## 2. APPLICATION OF THIS CODE OF CONDUCT

This Code of Conduct applies to all our coaches, employees, athletes and parents/guardians, and any other individuals who come into contact with our athletes at Netball Revolution.

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### 3. COACH AND EMPLOYEE EXPECTATIONS

All Netball Revolution Coaches and Employees are expected to behave with the utmost integrity in all interactions with athletes and their parents and guardians. This includes

- Ensuring kind, honest and constructive feedback is provided to athletes and their parents on their development progression. Role model Netball Revolution's Vision and Mission at all times.
- Ensure every athlete is treated equally regardless of their skill level, race, gender, age, physical ability, religion or sexual practices.
- Identify and report any real or perceived instances of injury or abuse in accordance with Netball Revolution Risk Management Policy.
- Ensure their coaching approaches align at all times to Netball Revolution's Vision and Mission.
- Maintain up to date knowledge, understanding and skills relevant to foundation, representative and elite level netball coaching, and are able to teach those skills effectively.
- Ensure every session is planned to cater for the athletes in attendance, recognising the developmental needs and capacity of each athlete may be different.
- Ensure athletes and where relevant parents are asked permission before any filming of drills or skills takes place.
- Behave in a professional manner towards other netball coaches, athletes, parents or guardians. Avoid placing yourself in potentially compromising situations with athletes or their parents / guardians.
- Provide positive guidance to any athlete demonstrating challenging or unsupportive behaviour.
- Where a coach may be required to make physical contact with an athlete as part of teaching a drill or skill, the coach will ensure the athlete is comfortable with contact being made.
- Ensure athletes using Netball Revolution amenities are afforded privacy at all times.

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- At all times foster an environment of inclusivity and positivity, contributing to a facility or activity where all athletes, parents or guardians feel a sense of belonging, community, respect and dignity. Promote self-esteem and confidence and celebrate each athlete's achievements.

### 4. ATHLETE EXPECTATIONS

- Be honest with your coaches about your capacity to train including accurate information on physical or psychological preparedness to train. Athletes will not hide injuries from coaches.
- Ensure you are open to feedback and will take steps to implement coach feedback.
- As a Netball Revolution athlete, role model Netball Revolution's Vision and Mission at all times.
- Treat other Netball Revolution athletes as you wish to be treated.
- Understand Netball Revolution has a ZERO TOLERANCE policy towards any behaviour that is determined improper conduct or belittles or undermines a Netball Revolution coach or athlete.
- Understand that any improper conduct toward a coach or athlete at any Netball Revolution activity will result in the athlete be asked to leave, forfeiting current and future bookings, including any involvement with Netball Revolution indoor and/or academy programs.
- At all times foster an environment of inclusivity and positivity, contributing to a facility or activity where all athletes, parents or guardians feel a sense of belonging, community, respect and dignity. Promote self-esteem and confidence and celebrate each athlete's achievements.

### 5. PARENT / GUARDIAN EXPECTATIONS

Parents of athletes attending Netball Revolution facility or as part of a Netball Revolution team will:

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- Ensure you have read and understood Netball Revolutions Code of Conduct.
- Understand Netball Revolution has a ZERO TOLERANCE policy towards any behaviour that is determined improper conduct or belittles or undermines a Netball Revolution coach or athlete.
- Understand that any improper conduct toward a coach, athlete or parent / guardian at any Netball Revolution activity will result in the athlete and parent be asked to leave, forfeiting current and future bookings, including any involvement with Netball Revolution indoor and/or academy programs.
- Acknowledge:
  - Netball Revolution training facility is a safe place for all coaches, athletes and parents / guardians.
  - Parents / guardians may remain at the facility to observe training sessions however must respect the sanctity of the athlete session and will not interrupt or comment.
  - Any physical injury that may impact on the ability to complete a Netball Revolution session safely is reported to coach before commencement of the session.
  - All athletes progress skills in different development timeframes. A parent must not place undue pressure on an athlete to try skills they are not physically ready to complete.
  - The psychological well-being of an athlete should be placed before anything else.
- At all times foster an environment of inclusivity and positivity, contributing to a facility or activity where all coaches, athletes, parents or guardians feel a sense of belonging, community, respect and dignity. Promote self-esteem and confidence and celebrate each athlete's achievements.

## 6. VISITOR EXPECTATIONS



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All visitors attending Netball Revolution facilities or activities will be expected to abide by the same Code of Conduct requirements as coaches, athletes and parents. Any breach of Code of Conduct requirements will result in visitors being asked to leave.

### **7. IMPLEMENTATION OF THE CODE OF CONDUCT**

This Code of Conduct will form part of the contractual relationship between

- Netball Revolution and its coaches or employees,
- Netball Revolution and its athletes, and
- Netball Revolution and parents/guardians of athletes.

All coaches and employees, athletes and parents / guardians are expected to understand the nature of this Code of Conduct and agree to abide by it.

Athletes, parents or guardians may request a copy of the Code of Conduct. It will be provided to any athlete, parent or guardian prior to their commencing their first activity at Netball Revolution's facility or joining a Netball Revolution program.

Netball Revolution considers it an extremely serious matter if our Code of Conduct is breached.

### **8. CONFIDENTIALITY**

All matters relating to the behaviour of coaches, employees, athletes or parents/guardians (including alleged breaches of the Code of Conduct) should be kept confidential and not disclosed to the media or any third party without the prior written consent of Amanda Creevey and Kobie Clay. It will be considered a breach of this Code of Conduct to disclose any matter relating to Netball Revolution to the media.

### **9. EVALUTATION AND REVIEW**

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

This Code of Conduct will be reviewed annually and updated as required. Any changes to this Code of Conduct will be made available to all athletes and parents/guardians.