

To all St Albans & Caroline Springs Netball Association Participants

A. Safe, Welcoming and Inclusive Practices Review - Background

Netball Victoria (NV) is committed to creating a safe, welcoming and inclusive environment for everyone to enjoy netball and thrive – particularly Children and Young People.

In doing so for the St Albans & Caroline Springs Netball Association (SACSNA), we want to review how NV, the SACSNA and its clubs can improve.

As such, we invite SACSNA participants to contribute to an independent review that seeks to understand:

1. How safe, welcome and inclusive the SACSNA environment feels to its participants;
2. What and how the SACSNA is doing to:
 - a) safeguard Children and Young People and ensure that the Netball Australia [Child Safe Practices](#) and [Safeguarding Children and Young People Policy](#), as well as the [Victorian Child Safe Standards](#), are promoted, understood, adhered to at all times and that concerns are appropriately managed if/as they arise; and
 - b) create welcoming, safe and inclusive environments for all its participants – including adults - more broadly; and
3. How the SACSNA can improve to make the SACSNA as welcoming, safe and inclusive for all, (Review).

B. Standards of Behaviour, Policies and SACSNA Obligations

The Netball Australia [Safeguarding Children and Young People](#) and [Member Protection](#) Policies outline clear standards of behaviour that must be upheld at all times. For Children and Young People, these standards centre around the [Child Safe Practices](#), some of which include:

- Persons in Positions of Authority establishing and maintaining **professional boundaries** when working with Children and Young People (eg, not taking images of Children/Young People, not transporting a Child/Young Person without parental/carer consent, not giving gifts, not having one-on-one contact with Children/Young People, etc);
- Using **age-appropriate language and tone of voice** with Children/Young People; and
- **Not contacting Children/Young People one-to-one via electronic or online communications** and ensuring that any online communication copies a representative of the Association and a parent/carer of the Child/Young Person when needing to communicate online about netball activities or competitions.

More broadly between adults, the [Member Protection Policy](#) and [NV Codes of Conduct](#) require respect towards others and strictly prohibit abuse, bullying, harassment, discrimination, vilification, victimisation and misconduct generally.

In addition, all NV Associations – including the SACSNA - have obligations under the 2025 [Netball Victoria Affiliation and Membership Policy](#) to (amongst others):

- Provide a safe, fair and inclusive environment for everyone involved in its Association;
- abide by the Netball Australia [Safeguarding Children and Young People Policy](#) and the [Victorian Child Safe Standards](#) and child safe legislation;
- Ensure that competition and program participants adhere to appropriate standards of behaviour, such as in the [Child Safe Practices](#) and [NV Codes of Conduct](#);
- Appoint a Child Safe Officer independent of Association committee and promote how that Child Safe Officer can be contacted; and
- Appoint a Complaints Manager that is independent of the Association's committee and has completed NV's online Complaint Management training.

(Affiliate Obligations).

C. Review Scope and Lead

Netball Victoria has engaged independent People, Integrity & Culture expert - [Laura Johnston](#) as **Review Lead**, to help us understand, over the past two years:

- the current SACSNA environment in terms of being safe, welcoming and inclusive;
- what the SACSNA is doing to meet its Affiliate Obligations, as outlined above; as well as
- how the SACSNA can improve in relation to the above,

(Review Scope).

We stress that this review is not a complaint process, nor an investigation. It does not seek to re-interrogate events that have already been appropriately addressed. Rather, by learning from your experiences and input, the Review Lead will seek to understand the current state, any themes arising in relation to the Review Scope, as well as what the SACSNA can do to create the most positive climate for its participants to thrive.

If further concerns or complaints are made during this Review process, they will need to be addressed on a case-by-case basis. Rumours or innuendo not supported by identified events and or behaviour/conduct will not be taken into account.

D. Review Process

To contribute to this review, we invite all SACSNA participants to do ONE of TWO things by **no later than Friday, 7 November 2025**:

- a) Complete an anonymous online survey via this [LINK](#) noting that your responses will go straight to the independent Review lead; OR
- b) Submit your answers to the Review Questions below via email directly to Review Lead, Laura Johnston, at laura@laurajohnston.net.au. Your answers may be submitted in writing or via video or audio recordings.

During the submission period between now and 7 November 2025, the Review Lead will conduct interviews with select representatives from the SACSNA and its clubs. The Review Lead may also invite and conduct further interviews based on submissions received.

Once all submissions have been received and interviews conducted, a report will be prepared summarising key themes and recommendations. A summary of recommendations will be shared with the SACSNA community upon completion.

Throughout, all submissions and interview responses will be treated with the utmost confidentiality. Individuals will not be identified.

E. NV Contact

If you have any questions about this review, please contact Sarah Rush from Netball Victoria at sarah.rush@netballvic.com.au or on (03) 9321 2228.

Review Questions*

Over the last two years:

- provide a rating on a scale of 1 (least) to 10 (most); and
- details as to supporting examples or specifics (eg, date(s), location(s), time(s), people involved, etc),

as to:

1. How safe, welcoming and inclusive the SACSNA has felt as a participant - _____ / 10

Examples (please provide details):

2. How the SACSNA has met its Affiliate obligations in terms of:

- a) abiding by the Netball Australia [Safeguarding Children and Young People Policy](#) and the [Victorian Child Safe Standards](#) _____ / 10

Examples (please provide details):

- b) Ensuring that competition and program participants adhere to appropriate standards of behaviour, such as in the [Child Safe Practices](#) and [NV Codes of Conduct](#); _____ / 10

Examples (please provide details):

- c) Ensuring that it has an independent Child Safe Officer and an independent Complaints Manager and that participants are aware of who these people are? _____ / 10

Examples (please provide details):

3. Generally, please your comments as to how can the SACSNA improve to become as safe, welcoming and inclusive as possible?

* Note – Online (anonymous) survey is similar but varies slightly to gather more specific information where possible