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VERSION 1 – Draft 3

TOWNSVILLE CITY NETBALL ASSOCIATION INCORPORATED

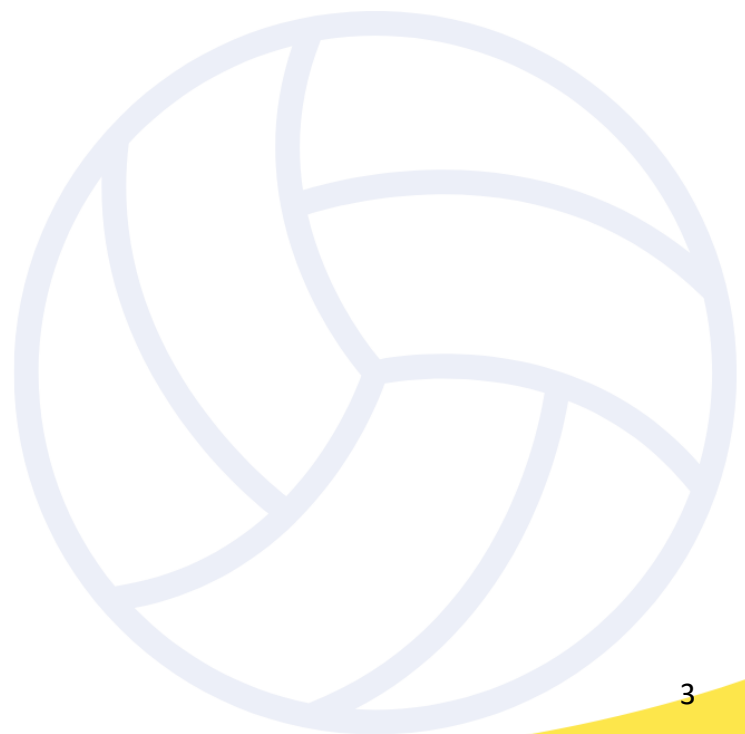
CHILD SAFEGUARDING POLICY



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SECTION 1 – GOVERNANCE & COMMITMENT

1.1 POLICY STATEMENT & COMMITMENT

Townsville City Netball Association Incorporated (TCNAI) is committed to providing a safe, inclusive and supportive environment for all Children and Young People participating in netball.

TCNAI has zero tolerance for child abuse, grooming, exploitation, harassment, discrimination, neglect or harm in any form.

This commitment applies to all TCNAI activities, whether:

- On-court or off-court
- During representative programs, camps or travel
- At carnivals and events
- Online or via digital communication
- In any activity connected to TCNAI

Child safety is embedded into TCNAI governance, leadership, and operational decision-making.

1.2 PURPOSE OF THE POLICY

This policy exists to:

- Protect Children from harm and abuse
- Establish clear behavioural standards
- Set prevention, reporting and response procedures
- Ensure compliance with Queensland child protection laws
- Promote a consistent safeguarding framework across all affiliated clubs

This policy is preventative, protective and responsive.

1.2 SCOPE

This policy applies to:

- TCNAI Board Members
- Employees and Contractors
- Coaches and Assistant Coaches
- Team Managers
- Umpires and Officials
- Volunteers and Working Groups
- Representative team personnel
- External service providers
- Affiliated clubs and their committee members
- Parents, carers and spectators when participating in TCNAI activities
- It applies at all times when Children are involved in TCNAI activities.

Affiliated clubs must adopt and maintain a child safe framework consistent with this policy and report serious safeguarding matters to TCNAI within 24 hours.

1.3 ACKNOWLEDGEMENT OF CHILDREN'S RIGHTS

TCNAI acknowledges that Children have fundamental rights as outlined in the [United Nations Convention on the Rights of the Child \(UNCRC\)](#).

TCNAI recognises that all Children have the right to:

- Feel safe and be protected from harm
- Be treated with dignity, respect, and fairness
- Participate, be heard, and have their views taken seriously
- Access information and raise concerns without fear

Safeguarding decisions will prioritise the best interests of the Child.

SECTION 2 – DEFINITIONS & LEGAL CONTEXT

2.1 DEFINITIONS

Child / Children

A person under the age of 18 years.

Participant

Any person involved in or engaged by TCNAI, including Board members, employees, volunteers, coaches, officials, contractors, authorised providers, and any other person participating in or delivering TCNAI activities.

Person in a Position of Authority

A person who, regardless of age, can exercise power, control, or influence over a Child through their role or involvement in sport.

Approved Person

A family member, guardian, carer, or other person approved by a Child's parent/guardian who has an established relationship with the Child.

Relevant Organisation

Any organisation bound by child safeguarding obligations, including national, state, association, club or team entities.

Child Abuse

Any act or omission that causes, or is likely to cause, harm to a Child's physical, emotional, psychological, or sexual wellbeing, including grooming, neglect, and exposure to family violence.

2.2 LEGISLATIVE & FRAMEWORK CONTEXT

This policy operates alongside and in compliance with relevant legislation and frameworks, including but not limited to:

- [Working with Children \(Risk Management and Screening\) Act 2000 \(Qld\)](#)
- [Child Safe Organisations Act 2024](#)
- [Criminal Code Act 1899 \(Qld\)](#)
- [Family and Child Commission Act 2014](#)
- [National Integrity Framework – Netball Australia](#)
- [Netball Australia policies](#)

SECTION 3 – CHILD SAFE STANDARD & INCLUSION

3.1 – CHILD SAFE STANDARD

TCNAI implements the 10 Child Safe Standards across all governance and operations, including:

- Leadership accountability
- Child participation and voice
- Family engagement
- Cultural safety for Aboriginal and Torres Strait Islander Children
- Inclusion of Children with disability
- Support for culturally and linguistically diverse Children
- Inclusion of LGBTQIA+ Children
- Safe physical and digital environments
- Continuous improvement

3.2 IMPLEMENTATION OF CHILD SAFE STANDARD

TCNAI will implement the Child Safe Standards through the following actions:

1. Leadership, Governance & Culture

Child safety is embedded into TCNAI governance structures. The Board is accountable for ensuring appropriate policies, resources, and oversight are in place.

2. Children's Participation & Voice

Children are informed of their rights and encouraged to express concerns. Their views are respected and considered in decisions affecting them.

3. Families & Community Engagement

Parents, carers, and the community are informed and supported in understanding child safety expectations and reporting pathways.

4. Equity, Diversity & Inclusion

TCNAI ensures all Children are treated with respect and fairness, regardless of background or personal characteristics. Particular attention is given to the cultural safety of:

- Aboriginal and Torres Strait Islander Children
- Children with disability
- Children from culturally and linguistically diverse backgrounds
- LGBTQIA+ Children

5. Suitable & Supported People Working with Children

TCNAI maintains robust recruitment, screening, induction, supervision, and support processes for all child-related roles.

6. Child-Focused Reporting & Complaints

Accessible, confidential, and child-friendly reporting processes are in place for Children, families, staff, and volunteers.

7. Training & Education

All relevant personnel must complete child safeguarding training and other relevant training on induction and refresher training at least annually or as required.

8. Safe Physical & Online Environments

Facilities, activities, transport, accommodation, and digital environments are risk-assessed and managed to minimise harm.

9. Continuous Improvement

Safeguarding systems and practices are regularly reviewed and improved based on feedback, incidents, and legislative changes.

10. Documentation & Transparency

Accurate records are maintained for screening, training, incidents, investigations and policy reviews.

3.3 INCLUSION & CULTURAL SAFETY

TCNAI is committed to creating a culturally safe, inclusive environment where all Children feel welcome, valued, and supported.

Discrimination, exclusion, or harassment of any kind is not tolerated.

Safeguarding responses must consider individual circumstances and vulnerabilities, including cultural, linguistic, disability-related, or identity-related needs.

SECTION 4 – CODES OF CONDUCT & BEHAVIOURAL EXPECTATIONS

4.1 CODE OF CONDUCT (SAFEGUARDING)

All Participants must:

- Act in the best interests of Children at all times
- Maintain appropriate professional boundaries
- Treat all Children with dignity, respect, and fairness
- Comply with this policy and all related safeguarding procedures
- Immediately report any safeguarding concerns

Failure to comply with this code may result in disciplinary action, including suspension or removal from TCNAI activities.

4.2 PROFESSIONAL BOUNDARIES

Participants must act within the scope of their role when working with Children.

Participants **must not**:

- Provide personal support outside their role (e.g. babysitting, accommodation, financial assistance) without approval
- Exhibit favouritism toward a Child
- Participants must not engage in private, secretive or unsupervised one-on-one contact with a Child.

This includes:

- Private text messages, direct messages, emails or phone calls without inclusion of a parent/guardian or approved TCNAI communication channel
- Meetings in isolated or closed environments
- Situations where the interaction cannot be observed by others
- Accept private social invitations from Children
- Transport Children without written parental approval. – Refer to 5.3 Transport of Children
- Give gifts other than official awards

Court-side coaching conversations are permitted, provided that:

- They occur in open, visible areas (e.g. sideline, bench area)
- Other adults and/or participants are present in the vicinity
- The interaction is directly related to netball performance, wellbeing or safety
- The conversation is professional, time-limited and transparent
- Where extended individual support is required (e.g. welfare concerns), the coach must:
 - Inform the Team Manager or another adult
 - Ensure visibility and proximity of others
 - Notify the parent/guardian where appropriate

At no time should a coach create an environment where a Child is isolated from the group or where the interaction could reasonably be perceived as secretive. If a Child requires support beyond a Participant's role, the matter must be escalated to TCNAI.

4.3 USE OF LANGUAGE & TONE

Language and tone used with Children must be:

- Age-appropriate, respectful, and encouraging
- Clear and supportive

Language must **not** be:

- Discriminatory, racist, or sexist
- Derogatory, belittling, threatening, or humiliating
- Profane or sexualised

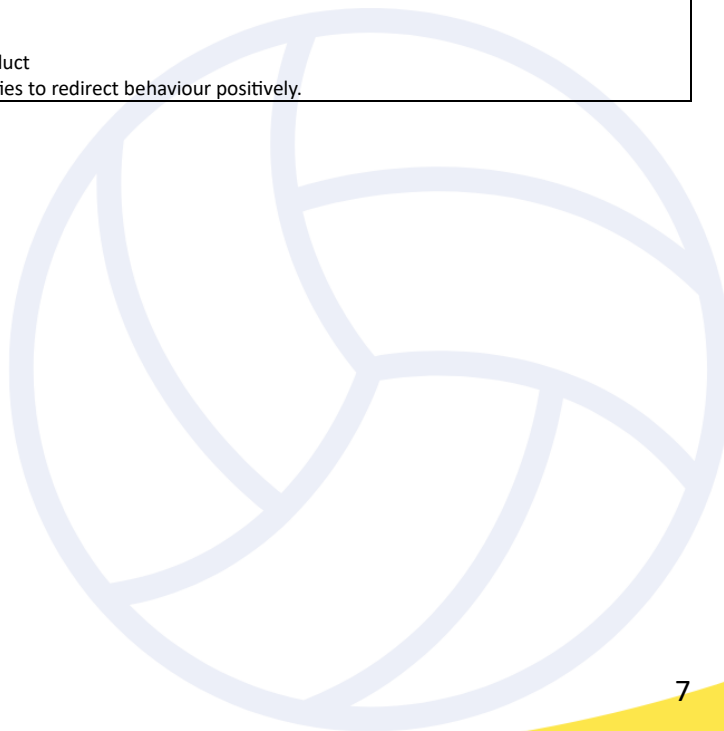
4.4 POSITIVE GUIDANCE AND DISCIPLINE

Participants must use positive, developmentally appropriate behaviour management strategies.

Under no circumstances may Participants:

- Use physical punishment
- Engage in degrading, cruel, or frightening conduct

Children must be given clear expectations and opportunities to redirect behaviour positively.



4.5 PHYSICAL CONTACT WITH CHILDREN

All physical contact must strictly comply with TCNAI Child Safeguarding guidelines.

Physical contact must be:

- Appropriate to the activity, coaching purpose or role
- Based on the needs of the Child, not the adult
- Transparent and observable by others
- Conducted in open and visible environments
- Explained beforehand, where reasonably practicable

Where physical contact is required (for example, demonstrating technique, injury management or safety intervention), the Participant must:

- Seek the Child's permission before initiating contact
- Explain the purpose of the contact in age-appropriate language
- Check that the Child is comfortable
- Reassess and seek ongoing confirmation if contact continues
- Immediately cease contact if the Child indicates discomfort verbally or non-verbally

Children have the right to refuse physical contact.

Physical contact must not:

- Be sexualised or inappropriate in any way
- Cause pain, fear or emotional distress
- Involve roughhousing, tickling or unnecessary restraint
- Occur in isolated or private settings
- Be used as punishment or behavioural control

Any physical contact that is inappropriate, excessive, misunderstood, or causes concern must be reported immediately in accordance with TCNAI reporting procedures.

SECTION 5 – OPERATIONAL STANDARDS

5.1 SUPERVISION

Children participating in TCNAI activities must be supervised at all times.

Supervision must be:

- Active, diligent, and appropriate to the age and activity
- Structured to ensure Children can be observed and assisted immediately

One-on-one unsupervised situations must be avoided. Where unavoidable (e.g. medical treatment), the situation must:

- Be documented

Be reported to TCNAI within **24 hours**

5.2 CHANGE ROOM ARRANGEMENTS

Children must be supervised in change rooms while respecting privacy.

Requirements:

- A minimum of two Participants of the same gender group present when supervising
- No one-on-one situations in change rooms
- Adults must not shower or change at the same time as Children

Phones, cameras, or recording devices must **not** be used in change rooms.

Public change rooms must be supervised to prevent risk from members of the public.

5.3 TRANSPORT OF CHILDREN

Children may only be transported where the travel is directly related to authorised TCNAI activities.

Except in genuine emergencies:

- Written consent from a parent or approved guardian is required prior to transport.
 - Written consent may be provided via email, official team communication platform, signed form, or text message from the parent or approved guardian.
- Transport details must be clearly communicated in advance, including:
 - Purpose of travel
 - Destination and expected route
 - Names of driver and passengers
 - Type of transport

Participants transporting Children must:

- Hold a current, valid unrestricted driver licence
- Not be under the influence of alcohol or drugs, or impaired by medication
- Comply with all applicable road safety, seatbelt and restraint laws
- Ensure the Child is seated in the rear seat of the vehicle at all times, unless the vehicle design makes this impracticable (e.g. utility vehicle or bus)
- Avoid one-on-one transport wherever reasonably practicable

Where one-on-one transport cannot be avoided, the driver must:

- Obtain written parental or approved guardian consent in advance
- Inform the Team Manager or another authorised TCNAI representative
- Ensure the trip is direct and limited strictly to the approved purpose

All transport arrangements must comply with TCNAI Child Safeguarding guidelines.

5.4 DROP OFF & PICK UP'S

Participants must:

- Ensure parents or approved guardians are clearly informed of all activity start and finish times
- Arrive prior to the scheduled start time where supervision is required
- Remain on site until all Children have been collected by a parent, approved guardian, or authorised person
- Maintain access to current emergency contact details at all times

If a parent or approved guardian is late:

- Reasonable attempts must be made to contact them using the emergency contact details provided
- The Child must remain supervised in an open and visible area
- Participants must not transport a Child home without prior written consent from the parent or approved guardian

Written consent may be provided via signed form, email, official team communication platform, or text message from the parent or approved guardian.

Where transport becomes necessary due to unforeseen circumstances:

- Written consent must be obtained before departure
- Another authorised TCNAI representative must be informed
- Transport must comply with TCNAI transport safeguarding requirements

All arrangements must align with TCNAI Child Safeguarding guidelines.

5.5 USE OF ELECTRIC OR ONLINE COMMUNICATION

TCNAI adopts a two-deep communication model:

- A parent/guardian and/or organisational account must be included in all communication with Children.

Online communication must:

- Be directly related to TCNAI activities
- Be professional, appropriate, and transparent
- Never be sexualised or personal

Private messaging with Children is prohibited.

5.6 PHOTOGRAPHY & MEDIA

Children may only be photographed or filmed for TCNAI purposes where:

- Written consent from a parent or approved guardian has been obtained, and
- The Child has been informed and given the opportunity to agree in an age-appropriate manner

Children should be included in the decision-making process.

If a Child indicates they do not wish to be photographed or filmed, their wishes must be respected, even where parental consent has been provided.

If a Child indicates they are comfortable, but a parent or approved guardian has not provided consent, the parent or guardian's decision prevails, and no image is to be taken.

Photographs or video must:

- Relate directly to authorised TCNAI netball activities
- Depict the Child appropriately dressed and posed
- Be taken in open and observable environments
- Not be shared directly with Children via private or one-to-one messaging
- Be stored securely
- Be used only for approved and legitimate TCNAI purposes

Images must never be sexualised, exploitative, or used in a way that compromises a Child's safety, dignity or privacy. Parents and spectators are permitted to photograph or film their own child only.

Parents and spectators must not photograph, record, or intentionally capture images of other children without the express written consent of that child's parent or approved guardian.

Where concerns are raised about photography or recording, TCNAI reserves the right to direct that recording cease and may request deletion of images where appropriate.

All photography and media practices must comply with TCNAI Child Safeguarding guidelines.

5.7 OVERNIGHT STAYS AND TRAVEL

All overnight stays conducted under TCNAI authority must receive:

- Prior TCNAI approval, and
- Written consent from a parent or approved guardian

Detailed travel and accommodation information must be provided to parents in advance.

Accommodation Standards

The following standards apply at all times:

- No bedsharing is permitted under any circumstances.
This includes:
 - Adult and Child
 - Child and Child
 - Staff sharing with any participant
- Appropriate privacy must be provided for bathing, toileting and dressing
- Adults must not enter sleeping areas without another authorised adult present, except in genuine emergencies
- Children must not be exposed to adult content, inappropriate media, alcohol misuse or unsafe environments
- Supervision ratios must be maintained at all times

Communication

- Children must always have reasonable access to contact their parent or approved guardian.
- Parents or approved guardians may contact their child during overnight stays through the appropriate and supervised communication channels established by TCNAI.
- Communication arrangements must balance child wellbeing, supervision and team management requirements.

All overnight arrangements must comply with TCNAI Child Safeguarding guidelines and documents travel risk management procedures.

5.8 ALCOHOL, DRUGS & IMPARMENT

Participants responsible for Children must not:

- Use or be under the influence of alcohol or illicit drugs
- Be impaired by prescription or over-the-counter medication
- Supplying alcohol, drugs or tobacco to Children is strictly prohibited.

5.9 PARENT / GUARDIAN INVOLVEMENT

TCNAI will:

- Encourage parental involvement and promote transparency in all activities
- Permit parents and approved guardians to observe training sessions and matches, unless otherwise restricted for safety or operational reasons
- Require all parents, guardians and spectators to comply with TCNAI Policies and applicable Codes of Conduct

Any individual displaying inappropriate, unsafe or disruptive behaviour will have the matter addressed in accordance with:

- This Child Safeguarding Policy, and
- The relevant TCNAI Code of Conduct and disciplinary procedures

Where behaviour places a Child's safety, wellbeing or dignity at risk, immediate action may be taken, including direction to leave the venue, suspension from activities, or formal disciplinary measures.

TCNAI reserves the right to act where conduct undermines a safe, respectful and child-focused environment.

SECTION 6 – RECRUITMENT, SCREENING & TRAINING

6.1 CHILD RELATION POSITION ASSESSMENT

All roles within TCNAI must be assessed to determine whether they are child-related positions.

A child-related position is any role that involves, or may involve:

- Direct contact with Children
- Supervision, authority, or influence over Children
- Access to Children's personal information

Roles assessed as child-related must comply with the recruitment and screening requirements outlined below.

6.2 RECRUITMENT AND SELECTION

TCNAI will use fair, consistent, and transparent recruitment processes.

For child-related positions:

- Position descriptions must include child safety responsibilities
- Advertising must state TCNAI's commitment to child safety
- Applicants must participate in at least one interview

Interview questions must assess suitability to work with Children

6.3 WORKING WITH CHILDREN CHECK (BLUE CARD)

All Participants in child-related positions must:

- Hold a current, valid Blue Card (Queensland) or equivalent
- Provide evidence of their Blue Card prior to commencement
- Maintain currency of their Blue Card throughout engagement

TCNAI will:

- Maintain a Blue Card Register
- Verify and monitor Blue Card status regularly
- Not engage or retain any person who does not meet WWCC requirements

Participants must immediately disclose any charge, investigation, or conviction that may affect their suitability to work with Children.

6.4 CRIMINAL HISTORY & INTERNATIONAL CHECKS

Where required, TCNAI may conduct:

- National criminal history checks
- International criminal history checks for persons who have lived overseas

Failure to disclose relevant history is a serious breach of this policy.

6.5 REFERENCE CHECKS

A minimum of two referees must be checked for preferred applicants to child-related positions.

Referees must:

- Have known the applicant for at least 12 months
- Be able to comment on suitability to work with Children
- Not be related to the applicant

Written references alone are insufficient and must be verified through direct contact.

6.6 INDUCTION

All staff and volunteers must complete safeguarding induction before commencing in their role.

Induction includes:

- Child Safeguarding Policy
- Code of Conduct
- Reporting obligations
- Role boundaries

Participants must sign an Induction Acknowledgement.

6.7 TRAINING & ONGOING EDUCATION

All Participants in child-related roles must:

- Complete child safeguarding training on induction
- Complete refresher training at least every 12 months

Training records must be maintained by TCNAI.

SECTION 7 – REPORTING, COMPLAINTS & RESPONSE PROCEDURES

7.1 DUTY TO ACT

All Participants have a legal and ethical responsibility to act where they:

- Witness abuse or inappropriate conduct involving a Child
- Receive a disclosure from a Child or another person
- Form a reasonable suspicion that a Child is at risk of harm

Participants must report concerns in accordance with TCNAI reporting procedures and any applicable legislative requirements.

Failure to report a concern:

- Constitutes a breach of this Policy, and
- May result in disciplinary action under TCNAI Codes of Conduct

Depending on the nature and severity of the matter, failure to report may also expose an individual to legal consequences, including potential penalties under relevant child protection or mandatory reporting laws.

All concerns must be treated seriously. Protecting the Child is the priority.

7.2 WHAT MUST BE REPORTED

The following concerns must be reported immediately in accordance with this Policy and TCNAI reporting procedures:

- Physical, sexual or emotional abuse, or neglect
- Grooming, exploitation or predatory behaviour
- Bullying, harassment, discrimination or deliberate exclusion
- Boundary breaches, misuse of authority or abuse of power
- Unsafe environments, practices or supervision failures
- Inappropriate conduct by adults or older youth toward a Child
- Concerns relating to screening, Working with Children compliance, or supervision standards
- Any breach of applicable TCNAI Codes of Conduct that impacts, or has the potential to impact, the safety, wellbeing or dignity of a Child

All concerns must be treated as serious. Where there is uncertainty, Participants must err on the side of reporting.

Failure to report may constitute a breach of this Policy and relevant Codes of Conduct and may result in disciplinary or legal consequences.

7.3 IMMEDIATE RISK – EMERGENCY RESPONSE

If a Child is in immediate danger:

1. **Call 000** (Police / Emergency Services)
2. Ensure the Child is safe
3. Administer first aid if required

Notify TCNAI as soon as practicable

7.4 INTERNAL REPORTING PROCEDURE

All safeguarding concerns must be reported within 24 hours using the approved TCNAI reporting form.

Reports must be made to:

- The Safeguarding Officer (SO)

If the SO is unavailable, or the concern involves the SO:

- Escalate directly to the TCNAI Board President or Operations Manager

7.5 EXTERNAL REPORTING OBLIGATIONS

Where required, TCNAI will report matters to:

- Queensland Police Service
- Child Safety Services (Department of Families, Seniors, Disability Service and Child Safety)
- Blue Card Services
- Netball Queensland / Netball Australia

Internal reporting does not replace external reporting obligations.

7.6 RESPONDING TO DISCLOSURES

Participants must:

- Remain calm and supportive
- Listen without asking leading questions
- Reassure the Child they did the right thing
- Not promise confidentiality

Disclosures must be documented using the [TCNAI Child Safety Incident Report Form](#)

7.7 CONFIDENTIALITY & INFORMATION SHARING

All child safety concerns must be reported through the appropriate TCNAI reporting chain and escalated in accordance with this Policy. Information relating to a Child Safety concern must be:

- Shared promptly with those who have a legitimate need to know in order to protect the Child or respond appropriately
- Escalated to the designated Safeguarding Officer and/or relevant authority where required
- Stored securely and protected from unauthorised access
- Managed in accordance with applicable privacy and child protection legislation

While TCNAI respects privacy obligations, child safety and protection obligations take precedence where information sharing is reasonably necessary to prevent or respond to harm. Privacy laws do not prevent the lawful sharing of information where a Child is at risk.

Confidentiality must never be used as a reason to withhold information that is necessary to safeguard a Child.

7.8 INVESTIGATION & SUPPORT

TCNAI will:

- Manage matters fairly and promptly
- Prioritise the wellbeing of the Child
- Provide support to affected parties
- Implement interim protective measures if required

Disciplinary action may include suspension, termination, or referral to external bodies.

7.9 FALSE OR MALICIOUS REPORTS

All reports will be taken seriously.

Deliberately false or malicious reports may result in disciplinary action, without discouraging good-faith reporting.

SECTION 8 – RISK MANAGEMENT & SAFE ENVIRONMENTS

8.1 RISK MANAGEMENT

TCNAI will maintain a [Child Safety Risk Assessment](#) & [Child Safety Risk Register](#) covering all activities, including:

- Training and competition
- Events and carnivals
- Travel and transport
- Camps and overnight stays
- Digital communication and social media

Risk assessments must:

- Be reviewed at least annually

Be updated following incidents or near misses

8.2 SAFE PHYSICAL ENVIRONMENTS

TCNAI will ensure:

- Facilities are age-appropriate and well maintained
- Change rooms, toilets, and common areas are safe and supervised
- Equipment is fit for purpose
- Emergency procedures are in place and communicated

8.3 DIGITAL SAFETY

TCNAI will:

- Use approved platforms for communication
- Limit access to Children’s personal information
- Store digital records securely
- Enforce photo, video, and consent requirements

SECTION 9 – GOVERNANCE, OVERSIGHT & RECORDS

9.1 BOARD RESPONSIBILITY

The TCNAI Board is responsible for:

- Approving and reviewing this policy
- Ensuring adequate resources for safeguarding
- Monitoring compliance and outcomes

9.2 SAFEGUARDING OFFICER (SO)

TCNAI will appoint a Safeguarding Officer responsible for:

- Receiving and recording reports
- Coordinating responses
- Maintaining registers and records
- Liaising with authorities where required
- Supporting training and awareness

The [Child Safeguarding Officer Response Procedure](#) applies

9.3 RECORDS & REGISTERS

TCNAI will maintain secure records of:

- Blue Cards / WWCCs
- Recruitment and screening
- Training and induction
- Incident reports and investigations

Access to records is restricted to authorised personnel only.

9.4 POLICY REVIEW & CONTINUOUS IMPROVEMENT

This policy will be reviewed:

- Annually
- Following any significant incident

In response to legislative or framework changes

SECTION 10 – RELATED DOCUMENTS & APPENDICES

- [Code of Conduct – Coach, Official & Volunteer](#)
- [TCNAI Netball Community Code of Conduct](#)
- [Children’s Charter of Safety & Respect](#)
- [Child Safeguarding Reporting Flowchart](#)
- [Child Safety – Speak Up Form – Child Friendly Report Form](#)
- [TCNAI Child Safety Incident Report Form](#)
- [Child Safety Risk Assessment Template](#)
- [Child Safety Risk Register](#)
- [Child Safeguarding Consent & Participation Form](#)
- [TCNAI Safeguarding Officer Response Procedure](#)

SECTION 11 – RELATED RESOURCES

| Document / Resource | Type | Link | Purpose / Use |
|---|------------------------|----------------------|--|
| Child Protection Act 1999 (QLD) | Legislation | Link | Legal framework for reporting and responding to child abuse. |
| Working with Children (Risk Management and Screening) Act 2000 | Legislation | Link | Outlines screening requirements for staff and volunteers. |
| Reporting Child Abuse – Community Support | Guidance | Link | Step-by-step instructions for reporting. |
| Netball Australia – Child Safeguarding Policy | Policy | Link | Netball Australia’s Child Safeguarding Policy & Framework |
| Netball Australia – Code of Conduct for Community Netball | Policy | Link | Netball Australia’s Code of Conduct for Community Netball |
| TCNAI Code of Behaviour Policy | Internal Policy | Link | |
| TCNAI Incident and Complaint Management Policy | Internal Policy | Link | |
| How to recognise Child abuse | Guidance | Link | |
| Children and Youth Management Strategies | Guidance | Link | |
| Aboriginal and Torres Strait Islander Children – Cultural Safety | Guidance | Link | |
| Working with Children Blue card Procedure – Queensland Government | Legislation & Guidance | Link | |
| Online Safety for Sports Parents | Guidance | Link | E Safety Commissioner guidelines for online safety in sport |

Implementation Notes:

- Staff, volunteers, and contractors must be familiar with all documents relevant to their role.
- Child safety laws override privacy constraints when reporting abuse. Information must always be:
 - Shared only with those who need to know
 - Stored securely
 - Managed in accordance with applicable privacy legislation