November 2016

Guidelines and Expectations of Players and Parents at North Pine Netball

Parent and Player Handbook

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# WELCOME

*To all our returning players and their families welcome back. To our new players and their families welcome to North Pine Netball for season 2017, the committee hopes you all enjoy your season.*

*The NPNC (North Pine Netball Club) aims to provide opportunities for the development of all netballers within our club to reach their full potential both on and off the court in a safe, inclusive and supportive environment. We promote the development of teamwork, discipline and respect to make netball a positive experience for all who participate. We want every player to feels comfortable and supported in their endeavours*

*There are many opportunities to participate fully in netball, both social and sporting. Our committee are all volunteers and I would encourage everyone associated with North Pine Netball to assist wherever possible in making this a successful season for all.*

*This handbook should give you all the information that you need to enjoy a fantastic netball season.*

Cherie Brockwell

**Director of Netball**

Disclaimer:

Every effort has been made to ensure that the information in this handbook is correct and current, however it should be noted that details may be altered as a result of changes to the following:

* Rules for the North Pine Sports Club Inc.
* Rules, regulations and policies of:
* Netball Australia
* Netball Queensland
* Pine Rivers Netball Association

There are a number of procedures and policies which relate to netball. These are included in this handbook and are reviewed as deemed necessary by the Committee.

All procedures and policies will be developed with consideration to the following:

* Rules of netball
* Policies and procedures of Netball Queensland
* Committee mission statement
* Codes of Conduct
* Pine Rivers Netball Association by Laws

Below is a list of current procedures. The committee has the discretion to create others, however every effort will be made to ensure consultation with a broad cross section of members occurs prior to development.MISSION STATEMENT

## Our Mission is to create opportunities for people to have fun, become healthy, create friendships and inspire a sense of community.

We want to create a netball club that connects people who are passionate about netball and who want to be part of a great netball community. We want our players to love what we do as a club, how we do it and to be proud to part of it.

We are legally and morally bound to establish rules and guidelines for appropriate behaviour and provide a safe and respectful sporting environment for all its members. We have created and implementation of transparent and appropriate policies and procedures that are consistent and fair to all members

Our Committee expects high standards of behaviour from all people involved in netball and it is vital these expectations are met and the integrity of netball and our club are maintained.

We ask that each player, umpire, coach, other official, parent, and spectator adhere to our Codes of Conduct.

The commitment to these Codes is undertaken at the beginning of each season.

## 2017 Committee List

Director of Netball Cherie Brockwell

Netball Coordinator Janine Davies

Netball Operations Coordinator Jacqui Tizard

Netball Umpire Coordinator Samantha Brockwell

Netball Carnival Coordinator Catherine Dobell

Netball Events Coordinator Lesley Honeyford

Netball Media Support Team Samantha Brockwell, Catherine Dobell & Lesley Honeyford

## Junior Netball Development Procedures

The North Pine Netball Club believes that all young girls should have the fundamental right to be physically active and participate within netball. Our Club decisions are based on Netball Australia principles of equity so that individuals are not affected negatively by ability, body shape, disability, ethnicity, gender and sexuality, geographical location and socio-economic status.

Netball should be planned around the needs of young people to make it a positive and quality experience for them.

Young people want:

* To keep good friends and make new ones;
* Fun, excitement and enjoyment;
* To experience challenge, achievement and personal responsibility;
* To be personally satisfied;
* To use and improve their skills and to be healthy.

Early netball experiences will impact greatly on the uptake and continued participation of juniors in the sport. It is important to motivate and encourage our young to stay involved. As such our programs need to be developed and conducted in a way that best caters for their development.

We are aware that young people develop both physically and psychologically at different rates. We will endeavour to recognise and accommodate different stages of learning and development within young people and aim to give them the opportunity to reach their potential, regardless of their current level of ability

The North Pine Netball Club is committed to helping:

* Create a safe and supportive environment for enjoyable participation
* Encourage lifelong involvement
* Provide an environment for the development of skills
* Foster social interaction and encourage good sporting behaviour
* Provide equal opportunities for all young people to participate in netball programs and competitions
* Encourage and actively cater for talented young sports peopled
* Develop a consistent and coordinated approach to all netball programs within our Club

North Pine Netball Club supports the development of all junior players by encouraging each and every individual to play at a level appropriate to their ability.

## Communication

The Netball committee believes that to act out the Mission Statement it is important to provide accurate, clear and regular communication with our players and their families.

This Handbook provides one means of this communication.

Other means of communication to parents and players may include:

* Committee members
* Team coach
* Team manager
* Club website
* Club Facebook
* Newsletter
* Emails
* Other notices

The Club believes in two-way communication and encourages constructive questioning and feedback. Please feel free to provide feedback to any committee member

## Parental and Family Involvement

The Netball committee welcomes all parental and family involvement at all levels of the club. If you wish to share your skills and attributes with the Club please speak to any member of the committee.

## North Pine Netball Uniform

The netball committee will approve the netball uniform taking into account the latest information and the costs involved.

The uniforms are at an additional cost to players and are not currently included in the price of player registration.

The Club will make uniforms available for purchase for all players.

There are expectations outlined for what uniform will be required to be work for training and match days as well as general grooming expectations. Please see the below sections.

## Training

### Training Venue Address

All training is conducted at North Pine Sports Club

Bob Brock Park (Netball Courts), Marsden Road, Dakabin

### Dates - Training

All players during the selection process will be training in squads

* Squad Training 11/12
* Squad Training 13/14
* Squad Training Inters/Seniors

Dates and time to be confirmed

### Training Procedures

Permanent training times will be announced after teams and coaches have been finalised. These times will be dependent on court, coach and team member availability. All Players will be notified of their training times.

* Players of our Club at all levels are required to attend training sessions as notified by their coach. If unable to attend training or match days, a player must notify the coach via the team manager.
* Players need to be at training on time ready to start at on time. This means that if necessary, please arrive early to be settled and prepared to warm up.
* From the commencement of training through to the end of training, the player is the responsibility of the coach. All parents, guardians and caretakers must remain outside of the courts throughout the duration of training.
* At the conclusion of training, once the coach or manager has left the courts, parents may approach the coach or manager. This should not occur on the courts as other teams are preparing for training.
* It is important that players come prepared for training and have sufficient water to hydrate themselves during training.

### Uniform - Training attire

Sponsored training attire, if and when provided, must be worn by the requested players. On occasions this has been whole Club sponsorship and on occasions just for juniors.

Players are expected to show support for our sponsors and this is one way of doing so.



Training attire should always be appropriate to netball.

It is a Club expectation that the training singlet is worn to all training sessions held by the club. In addition, the following expectations apply:

* Players will wear safe and appropriate footwear. Skate shoes or “volley” type shoes are not considered suitable to either play or train in.
* Nails should be cut short
* Jewellery is not permitted to be worn during any training session
* Players may choose what they wear on their bottom half, however clothing such as jean shorts is not considered appropriate.

Players are to attend training and demonstrate a commitment and a positive attitude. The same codes of conduct apply to training as they do to games. Respect and courtesy are to be shown to all members of our Club including teammates, umpires, coaches and officials.

No player is to leave a training session without first getting approval from their coach.

## Match Day

### Match Day Procedure

Players must be courtside at least 30 minutes prior to commencement of their game, ready to take part in warm up.

Players with braces or taping requirements should arrive earlier than the recommended times for matches to ensure they are ready to begin on time.

Strapping of pre-existing injuries prior to a game is the responsibility of the player.

* From the commencement of warm up (30 minutes prior to the game) and throughout the game, the player is the responsibility of the coach.
* Players must sit on the official bench. At each break and until warm down after the game, players are to stay with the coach only.
* Parents and spectators are not permitted on the official bench.
* Post match, players are required to cool down, stretch and listen to the coach for a game debriefing.
* Junior awards will be presented post match.

After the post match debrief and presentation of awards (where relevant), players may then return to their parents.

### Signing the match sheet

It is a requirement that all players complete a signature card at the beginning of the season. Managers are responsible for ensuring each player signs the scorecard prior to the commencement of each game.

The players are responsible for ensuring that their signature matches what is held on record by PRNA on the signature card.

### Fruit & Scoring Roster

Each week two parents will be allocated to provide fruit and a scorer for the game. The Team Manager will provide a roster in advance so you can prepare for this and you will also be reminded by text prior to the game.

If you are unable to do fruit or scoring on the allocated days, it is your responsibility to find someone else to do this.

### Match Day Uniform

It is a Club expectation that uniforms will be worn correctly and appropriately at all times. These expectations include:

* Players will wear safe and appropriate footwear. Skate shoes or “volley” type shoes are not considered suitable to either play or train in.
* Players hair should be tied back out of the face and, in accordance with netball rules
* Nails should be cut short
* Jewellery is not permitted to be worn during any training session or game



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#### Bike Pants

During the 2017 season, we will be transitioning from our old green bike pants to black bike pants. Each player is able to purchase their own black bike pants to wear under their uniform as long as there is limited branding and no other colours on the bike pants

### Rotation of Players

The NPNC fully supports the Netball Australia Junior Netball Policy.

In accordance with this Policy the Club believes in full rotation of Under 8, Under 9, Under 10 and Under 11 players. This involves equal court time in every position on court throughout the home and away season. Equal court time means that where practical, each player will play every position on the court an equal amount of time. Coaches or their managers will keep a record of this.

Equal court time will be given to all players. Under 12, Under 13 Under 14, Inters and Seniors players can expect to have equal court time throughout the home and away season with the development of specialised skills.

It should be noted that equal time and rotation applies to all players who are fit and available for all games. If for example players are absent through injury, illness or other unavailability, this may result in less court time overall.

Under 11 – Seniors’ Teams.

During the finals series, coaches will select the best available team in order for the team overall to progress through. This may mean that some players get more time on the court than others during the finals series.

### Awards

Sponsorship is usually obtained for weekly awards for junior players. These awards are in addition to the Club trophies which are usually given to players by the coach and announced at the end of the season. When the weekly awards are available, they will be given by coaches (or nominees) at their discretion for a variety reasons.

These reasons include but are not exclusive to:

* Skill
* Dedication
* Perseverance
* Following instruction
* Team player
* Attitude & Commitment
* Good sportsmanship &Encouragement

The purpose of these awards is to encourage and reward any or all of the attributes that the Club promotes within our sporting community. A player that persists on game day to perform a set play that the coach has given them at training deserves recognition, just as a skillful player deserves recognition from time to time to encourage them.

End of Year Player Awards

* Player of the Year
* Coaches Award
* Most Improved

The awards winners are selected by the Coach (or nominee)

## Playing Venue Address

Les Hughes Sporting Complex, 119 Francis Road, Lawnton

### Dates – Fixtures

|  |  |
| --- | --- |
| March 18, 25, April 1 | Rounds 1 - 3 |
| April 22, 29, May 6, 13, 20, 27 | Rounds 4 - 9 |
| June 3, 10, 17 | Rounds 10 – 12 |
| July 15, 22, 29 | Rounds 13 – 145 |
| August 12 | Semi Finals |
| August 26 | Preliminary Finals |
| September 2 | Grand Finals |

Game times to be confirmed once teams have been selected.

# TEAMS

## Team Selection Procedures

### Our Commitment

North Pine Netball is committed to providing a safe, enjoyable, inclusive environment to maximise individual participation. Our club believes that sport should be a positive experience that will contribute to developing a lifelong love of sport.

### Aim

The aim of our Selection policy is to ensure an open and fair process to form teams that have a balanced group of players of similar levels of ability across all playing positions.

Selection will be based on clear criteria outlined in this procedure.

### What is Selection?

Selection is the process of establishing the composition of our teams to participate in the Pine Rivers Netball Association (PRNA) Saturday competition that runs from approximately March to August.

Selection will be influenced by the number and ages of players registered with the Club each year. E.g. 16 registered players in a particular age group will form two (2) teams of 8 players each, whereas 18 registered players would mean two (2) teams of 9 players each.

The PRNA Saturday competition includes:

Non-Competitive:

* Net Set Go – Net – Tier (5 – 7 years)
* Net Set Go – Set – Tier (8 – 10 years)

Competitive:

* Junior (Under 11, 12, 13, 14 years)
* Intermediate (15, 16, 17 years)
* Seniors (16 years – adults)

### Why do we select our teams?

Selection of players is an important part of ensuring the best chance of success for all our teams and the greatest level of enjoyment and development for our players. Stronger players always enjoy the challenge of harder, faster competition and do not develop to their potential if placed in a lower team to be kept with a friend.

Similarly, players who are placed in teams above their ability will not develop to their potential when being constantly overshadowed by more talented players around them. In such situations, these players can quickly become disheartened and lose self-esteem.

Players and parents should also be aware that success for a team one year does not always ensure they will remain together the following year. Due to the nature of change, new registrations and differing development rates of all players from season to season, player movement in and out of such teams may still occur.

Players and parents are urged to be objective and reasonable in their expectations, and to encourage their children to be happy in their chosen sport no matter what team they are ultimately placed in.

### The selection panel

All selections is undertaken by a Selection Panel consisting of the Coaching Coordinator and other selectors as appointed year to year.

At least two members of the Selection Panel will be appointed to each age category. Where a conflict of interest exists (i.e. the selection session involves the child of a Selection Panel member) that member of the Selection Panel shall grade a different age category.

### Grading of each age group

NON‐COMPETITIVE

Net Set Go is an initiative of Netball Australia and is a play-based motor skills program. Players playing Net Set Go are not selected and are placed in teams based on age groups and friend requests.

COMPETITIVE

The number of practical grading sessions required for each age group will be determined on an annual basis. All players must attend as many of the practical selection squad training as possible.

### Playing with friends

Requests to play with friends in the non-competitive category will be accommodated where possible, within their correct age group. Also depending on the overall number of registrations in each age group. Requests must be made on the Player Registration Form on sign on day.

Please be aware, that such requests in competitive ages will only be considered by the Selection Panel provided both players are of a similar ability.

In the case of senior players wishing to submit a social team to play in the Saturday season, they will be required to submit a full team of eight (8) players.

### Players playing out of their age group

The Club Policy is that all players play within teams of their own age group, however, on occasions there may be exceptions to this rule.

During selection, should the Selection Panel identify a player of exceptional talent, then that player may be offered the opportunity to play in a higher age group. The player and parent (if under‐age) will be approached prior to any final decisions.

In addition, should the Club have insufficient player registrations in adjacent age groups to form full teams, players may be requested to play up an age group in order to form a team of composite age. In such instances, the players asked to play up an age group will be selected based on them being of similar ability to the other players in the team in which they will be placed.

### The selection process

In order to form teams, the Selection Panel will take into consideration the Coaches’ Evaluation and the performance at the Practical selection session (squad training) and the number of players registered within each age group prior to determining the final placement of each player. All selection decisions of the Selection Panel are final.

### Coach’s Evaluation

At the end of the season, each coach is asked to provide an evaluation of each player in their team. This evaluation covers areas such as:

* Skills
* Attendance at training and games
* Teamwork, and
* Attitude.

All such reports will remain confidential and be viewed only by the Selection Panel and the Club’s Coaching Coordinator.

### Practical selection

A minimum of 4 squad-training sessions will be held (weather permitting). Each session shall be watched by at least two (2) members of the Selection Panel.

Squad training will include a number of activities including various netball training drills as listed in the Selection

Criteria and on-court play.

Players will grade in age group squads prior to forming into teams for the purposes of this on court game.

Players shall trial in two (2) positions that they have nominated, but may be asked to trial in other positions, either to make up a team, or because the Selection Panel would like to see how they perform in those positions.

### Selection criteria

In assessing the overall skills of a player within an age group, the Selection Panel will take into account:

Skills

* Footwork
* Speed and agility
* Ball handling skills
* Attacking skills
* Defending skills
* Perception/cognition skills

Values

* Sportsmanship
* Positive attitude
* Gives 100% of her ability

Behaviour

* Confidence
* Abides by club’s Codes of behaviour

### Failure to Attend Squad Training

If a player is unable to attend squad training, the player or parent/guardian must notify the Netball Coordinator prior to selection. Placement into a team for this player where applicable will be based upon the Coach’s Evaluations. All players are strongly encouraged to attend squad training to avoid disappointment.

### Procedure for disputes

Any parent / player wishing to question the grading of their daughter should first discuss with the coaching coordinator.

The Committee may then discuss the issue with the relevant coach and make a decision regarding the matter. The Coaching Coordinator shall inform the parent / player involved of their decision either verbally or in writing. If the parent/player are still unsatisfied, a formal meeting to discuss and resolve the dispute will be convened.

### Nomination of teams to Pine Rivers Netball Association (PRNA)

Following the formation of teams, the Selection Panel will determine an appropriate grade under which to submit the team for registration with PRNA (E.g. Inters 2).

Whilst the Selection Panel determines these grades based on their assessment of the team during the selection process and with the team’s best interests and abilities in mind, these are only recommended grades for PRNA nomination purposes.

Ultimately, PRNA will determine the final grading of a team and will make this decision by assessing the merits and ability of teams from our Club versus those submitted by all other clubs where necessary.

## Umpires

### Umpire Courses

Umpiring Courses are held throughout the season when determined by Pine Rivers Netball Association.

### Umpires Procedures

The Umpire Co-ordinator’s role is to support, mentor and develop umpires for North Pine Netball.

This includes rostering umpires for all games, organising payments and training young umpires to undertake exams and badge grading.

The Co-ordinator will allocate each umpire to an appropriate level game but will challenge and encourage each one to improve and extend her skills.

Assessment for umpires is based on theory exams, practical evaluation and self-reflection.

As a Club we fully support the development of our umpires and expect that all players, coaches, parents and supporters will behave in an appropriate and acceptable manner during games. Harassment, negative criticism and abuse are not acceptable. Trainee umpires and all umpires deserve tolerance and respect.

We need to remember that without our umpires we have NO GAMES.

All members of the Club will support our umpires and the development of our umpires.

## Coaching

### Coaching Courses

* Coaching Courses: Foundation
* Coaching Courses: Development
* Other Coaching workshops as required
* Other Coaches Meetings as required

Players will have access to the best available coaching. Coaches will be given opportunities to obtain or extend their coaching qualifications.

## Team Managers

* Team Manager Workshops as required
* Team Manager Meetings as required

Team Managers are expected to attend meetings or workshops as determined by the club relating to their role as Team Manager. Team Managers are expected to adhere to the Club Mission Statement and the Codes of Conduct supported by the Club.

All Team Manager appointments will be approved by the Netball Committee.

# 

# OTHER INFORMATION

## Social & End of Year Presentation

The Club will conduct a number of social activities throughout the season involving netballers. Some of these events may be deemed compulsory for senior players. Other social events are held for junior members and are age appropriate.

On occasions throughout the season, teams and age groups hold social events which are approved by the Committee, to develop and encourage team building and interaction between and across age groups. Your participation in these activities is encouraged and welcomed.

North Pine Netball hold a Junior Presentation Day and a Senior Presentation Night.

## Working with Children Check (Blue Card)

The Queensland Government has introduced the ‘Working with Children Act 2005’ which has distinct implications for the conduct of all sporting organizations.

The WWC (Working with Children) Check applies to adults who work with children or are engaged in volunteer roles involving children (under 18 years of age). The WWC Check applicable in Queensland is the mandatory minimum standard for a range of child related industries. The WWC Check now covers all areas of administration, officiating, coaching and overnight supervision at camps and clinics. People working or volunteering in connection with the North Pine Netball Club are required to apply for WWC Checks.

If a WWC Check application has not been lodged, it is an offence to undertake any child-related work, paid or voluntary in connection with NPNC.

The Club will require any person volunteering to work with the juniors to provide full name and WWC Check card number and expiry date. A photocopy of the card will be required to be kept with the register maintained by the Club.

It is a requirement of Netball Australia that NPNC must enquire into the background of those applying for, undertaking or remaining in any work (paid or voluntary) that involves direct and unsupervised contact with people under the age of 18 years.

As such all volunteers working with children under the age of 18 years of age will be required by the Club to complete a Blue Card Application.

## PRNA – Club Duty

Approximately twice each netball season, North Pine Netball will be on duty on a Saturday. Each team will need to complete selected duties to do at the conclusion of the game. It will be up to the Team Manager to remind the parents of those duties and to ensure that they arrive early (if on set up), or can stay post the game to complete the expected duties.

North Pine Netball club will be fined if these duties are not completed on the day or if the club is repeatedly called to deal with issues that have not been addressed. The fine will be passed on to the Teams to pay.

If every team does what they need to then it ensures an equal split of responsibilities throughout the day. As a parent and player, you play a key role in ensuring that as a club we meet our obligations and responsibilities as a member of the PRNA.

### Equipment Set Up & Pack Up

Please note that all equipment is located in the shed. This includes post pads, netta hoops, rubbish bins, tables, and chairs.

Bin liners and toilet paper can be found in the cleaning room (access is via the ladies toilets, door on the right as you enter.) Please ensure that all equipment is returned to its correct place at the end of the day.

### AM CLUB - DUTY FROM 7.00am –12.00noon

The team who has the 8.00am round will be responsible for the set up of the courts for the day.

BEFORE 7.30 they must ensure the following is set up:

* Post pads on all 20 courts.
* Modified hoops to be put on courts 1-10 for the first two rounds. Remove these hoops after 9.30 am game.
* Bin liners to be placed in all red wheelie bins.
* Red wheelie bins to be placed around the courts, one next to coffee van, one in front of canteen, one other under the veranda area.
* Tables - Place one in front of canteen area, two in front of ladies toilet window for umpires.
* Blue chairs put at umpires area.

The team playing at 9.30am is responsible for:

Removing the modified hoops on courts 1-10 . A hoop remover can be found in the equipment shed.

In addition this round will need to also complete the general activity for the morning (see below)

#### DURING THE MORNING, EACH TEAM IS RESPONSBILE FOR THE FOLLOWING AFTER THEIR GAME:

* Bins to be emptied if full. Full garage bags to be tied and put in Veolia industrial bin.
* Bins to be emptied and bin liners replaced before 12 noon.
* Rubbish to be picked up around the grounds –do not leave it for the afternoon club.
* Toilets to be checked for toilet paper supplies, rubbish on floor and sinks. (The club will be reported if there is any rubbish on the floors in the toilets)
* Any clogged toilets to be reported to the office

### PM CLUB - DUTY FROM 12.00pm – End of the Day

#### DURING THE AFTERNOON, EACH TEAM IS RESPONSBILE FOR THE FOLLOWING AFTER THEIR GAME:

* Bins to be emptied if full. Full garage bags to be tied and put in Veolia industrial bin.
* Rubbish to be picked up around the grounds –do not leave it for the afternoon club.
* Toilets to be checked for toilet paper supplies, rubbish on floor and sinks. (The club will be reported if there is any rubbish on the floors in the toilets)
* Any clogged toilets to be reported to the office

For the 2.00pm round and the 3.00pm round, there are to be post pads left on two free courts in case of injury where by a game needs to be moved to another court.

* Garbage bags to be replaced in wheelie bins when full during the afternoon. Do not let overflow. Full garbage bags to be tied and put in Veolia industrial bin. Ensure all rubbish is removed from the bin (rubbish falls down between liner and bin). Two bins with clean liners to be left in the breezeway.
* Rubbish to be picked up around the grounds during the afternoon.
* Toilets to be checked for toilet paper supplies, rubbish on floor and sinks.
* Any clogged toilets to be reported to the office
* All post pads to be taken down and put away NEATLY on hooks in shed.
* All bin liners to be tied and place in Veolia industrial bin.
* Emptied red wheelie bins to be placed back in shed.
* Tables in covered area to be folded down and put back in shed.
* Blue chairs at umpires table to be stacked and put in shed.

AFTER LAST ROUND, THE 3.30pm GAME NEEDS TO DO THE FOLLOWING:

* A final check to be done of all courts, court surroundings, grassed areas, undercover area, toilets and behind clubhouse.
* ALL rubbish is to be picked up.
* Ensure bin in disabled toilet is emptied. \*\*\*

A member of the Executive Committee will perform a patrol of the grounds at the completion of all rounds.

### Fines

Any club that fails to fulfil the above duties or is repeatedly called upon to fulfil grounds duty may be fined as per the Fees, Fines and Dates 2014/15 policy. Failure to fulfil assigned grounds duties - Per Duty Assigned - $150.00 (Note this is subject to change as the PRNA policy is updated)

# North Pine Netball Policies

## First Aid & Injury Policy

All coaches and managers will make every effort to ensure that all training and games will be the safest that is possible. It is the intention of the club that injuries will be kept to an absolute minimum. This includes age and skill appropriate training drills. However, given the nature of the game it is unrealistic to believe that there will be no injuries.

In the event of injury during training, an Incident Report is to be completed by the player and/or nominated first aid person. The completed report must be returned to the 1st Aid Coordinator at the end of the training session or as soon as practicable thereafter.

It is the responsibility of all coaches, parents / guardians and other officials to act on any information relating to an injury and to take necessary action.

### Major Injury

Any netball player who sustains a suspected major injury\* during a sanctioned NPNC training session or match will take no further part in training or match in which this injury occurred.

Any player with a major injury will be instructed to seek a registered health practitioner’s opinion and subsequently will not be able to resume training or playing with our Club until a written approval to recommence training and / or playing from a registered health practitioner is received by the Committee via your Team Manager.

\*Major Injury for the purposes of this Netball Handbook is defined as an injury causing such discomfort that the player is unable to continue physical activity within the match or training session. A Major injury usually results in the player being unable to move the injured area of body (e.g. not limited to the bone, muscle, ligament, knee, leg, ankle, arm, elbow, fingers or eyes) without assistance and/or further pain.

### Head and/or Neck Injuries

Any netball player who sustains a suspected concussive blow to the head and/or neck during a sanctioned NPNC training session or match will take no further part in training or the match in which the incident occurred.

Any player with suspected concussion will be instructed to seek a registered health practitioner’s opinion and subsequently will not be able to resume training or playing with our Club until a written approval to recommence training and / or playing from a registered health practitioner is received by the Committee via your Team Manager.

### Injury sustained by a Senior Player

It is the responsibility of a senior player to ensure that they advise their coach if they are injured and to not take further part in a game or training when they know they are injured.

If at any time a senior player seeks medical advice, then a medical release will be required before returning to NPNC match or training. The player will then be observed by Coach to assess their fitness for play.

### Injury sustained by a Junior Player

An injury to a junior player will be assessed in consultation with the Coaching Coordinator, junior player and their parent/guardian before they are able to resume match or training with NPNC.

If at any time a junior player seeks medical advice, then a medical release will be required before returning to NPNC match or training. The player will then be observed by Coach and Coaching Coordinator (if applicable) to assess their fitness for play.

It is the responsibility of all coaches and managers to act on any information relating to an injury and to take necessary action. It is the responsibility of a player to ensure that they advise their coach if they are injured and to not take any further part in a game or training when they know they are injured.

The Club strongly recommends that each player has private health insurance cover.

## Complaint, Grievance & Resolution Policy

The NPNC has adopted the Complaint, Grievance and Resolution Policy to provide members with a structured and fair system to resolve any grievances, complaints or concerns that may arise when they feel they have not been dealt with fairly and/or reasonably by another member of the Club, by the Association or where they have identified a concern regarding the welfare of another player.

The Club’s commitment to this policy is detailed below and all cases will be treated seriously and confidentially throughout the process. The NPNC is committed to providing all members with the following:

* A standard of behaviour as required by the organisation and individual codes of conduct to be accepted and signed by all members.
* Prompt action when a concern, complaint or allegation is made
* A documented Complaint, Grievance and Resolution procedure with simple clear steps, a set timeline and a detailed description of all parties’ responsibilities
* Confidentiality, respect, dignity, fairness and a common sense approach achieved by ensuring that:
* All members have the right to be informed of the details of a complaint whilst maintaining confidentiality of complainant if applicable
* All parties to a complaint have a right to be heard and respond
* Any party who has raised a concern around the welfare of a player/member has a right for confidentiality to be maintained
* Any party who has had a concern raised regarding their welfare has a right to be protected and offered mentoring if required
* All submissions and evidence will be impartially considered
* The decision maker will not be unduly influenced by any party to a complaint and will always uphold the rules of impartiality

If a conflict of interest arises during the process of resolution for any party, the matter will be referred to the committee for discussion while at all times maintaining confidentiality of the complainant.

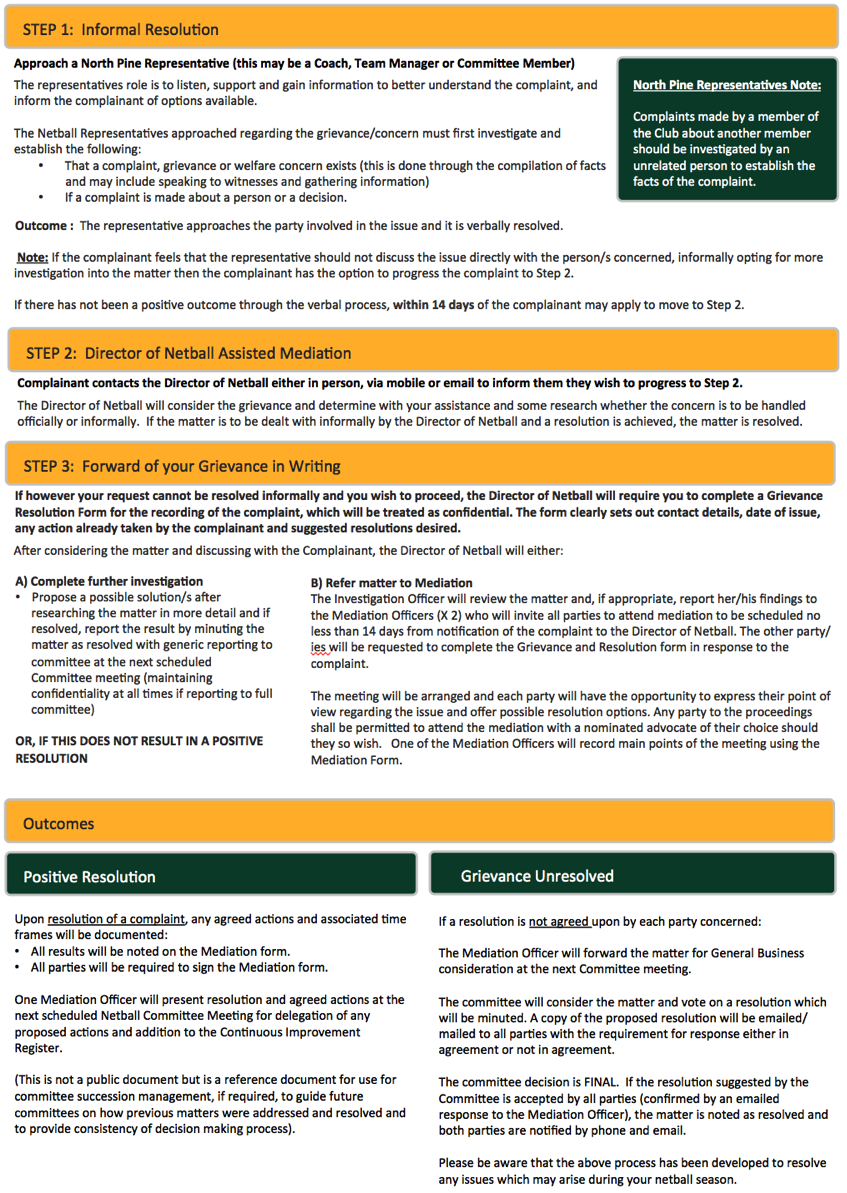
It is important that every member is aware that there are several options for grievance resolution and/or concerns raised, both formal and informal. The procedure provides a structure for handling any concerns in a confidential, impartial, professional and respectful forum.

### Complaint, Grievance and Resolution Procedure

The NPNC Complaint, Grievance and Resolution Procedure step-by-step process is detailed below and has been established to assist the Club in managing issues, should they arise.

The procedures have been developed using information sourced from the Australian Sports Commission - Complaints Management Division, and Netball Queensland - Dispute Resolution Guides.

Once it has been established that a complaint exists then the step-by-step grievance procedures should be followed.



## Communication & Social Media Policy

### Our commitment

Electronic communication is essential for sharing club news and information with our members.

Our communication will be timely, appropriate and related to club business.

### What we will do

We use a range of electronic tools to communicate with our members.

* Our communication will protect members’ privacy, maintain clear boundaries and ensure that bullying and harassment does not occur.
* A webmaster will be appointed to provide accountability and control over material published on our club’s Website and any related discussion groups or social media websites, such as Facebook, YouTube or Twitter.

### Website

Our website will include current information on competitions, social events, committees, policies,

Constitution rules and by-laws.

* No offensive content or photos will be published.
* If we intend to publish a photo of a child, we will first seek permission from their parents and take care not to provide identifying information.
* We will seek feedback from members to improve the information available on the site.

### SMS and email

Committee members, coaches and team managers may use SMS and email to provide information about Competition, training, club-sanctioned social events and other club business, however:

* SMS messages should be short and about club/team matters.
* Email communication will be used when more information is required.
* Communication involving children will be directed through their parents.

### Social media websites

We treat all social media postings, blogs, status updates and tweets as public ‘comment’. Postings (written, photos or videos) will be family-friendly and feature positive club news and events.

* No personal information about our members will be disclosed.
* No statements will be made that are misleading, false or likely to injure a person’s reputation.
* No statements will be made that might bring our club into disrepute.
* Abusive, discriminatory, intimidating or offensive statements will not be tolerated.
* Offending posts will be removed and those responsible will be blocked from the site.

### What we ask you to do

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club.

### Electronic communication:

* Should be restricted to club matters
* Must not offend, intimidate, humiliate or bully another person
* Must not be misleading, false or injure the reputation of another person
* Should respect and maintain the privacy of members
* Must not bring the club into disrepute
* Coaches and others who work with children and young people must direct electronic communication through the child’s parents.

### Non-compliance

Members may face disciplinary action or expulsion from the club for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member, as outlined in our member protection policy or code of conduct.

Under certain circumstances, cyber bullying (e.g. bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or website) is a criminal offence that can be reported to the police.

In addition, members who publish false or misleading comments about another person in the public domain (e.g., Facebook, YouTube or Twitter) may be liable for defamation.

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

have read and understood the policy and will abide by it as a member of North Pine Netball Club.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If under 18 years of age, parent/guardian:

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Privacy Policy

North Pine Netball Club maintains a database of names, address and other information relevant to membership of the club. The Committee is committed to protecting the privacy of personal information it collects, hold and administers.

The club is bound by laws that impose specific obligations when it comes to handling information.

## Junior Netball Team Selection Policy

### Our Commitment

We believe that junior sport should be safe, enjoyable, inclusive and maximise individual participation. Our Club acknowledges that positive experiences in junior competition will contribute to a life-long love of sport.

### The Selection Process

The selection process occurs during squad training.

Members on the selection panels have been selected by the Netball sub-committee for their integrity, independence and integral knowledge of Netball as a team sport.

Each player will have the opportunity of detailing their two favourite positions and every attempt will be given to accommodate these requests over squad training period.

Children playing in the Under 11 age group are trialled through a variety of positions and as well as nominating favoured positions. The Club believes that at this early stage of a player’s involvement in Netball, it is unlikely a preference has been determined.

Some players may be requested during the selection process to fill positions that were not selected as their favourite positions - this may occur for one of two reasons:

The selection panel members identify skill areas during the squad-training period and wish to observe the player in those positions.

To assist with the team positioning dynamics as a whole. North Pine Netball Club encourages versatility in team sports and it is a great attribute to have during your participation in a sporting life.

The final teams will be announced at Team Announcement Day/Night prior to the first training session. Some movement by players may occur between teams as required due to injury or unavailability. Some older age players may be given the opportunity to be extended and play for a higher age group. In all cases, movement of any player/s will be at the discretion of the Coaching Coordinator and agreement of the player/s, parent and their coach

The following observations will contribute to the final selection of players to specific teams. Please note these are not in any specific order of importance:

* Participation in selection process
* Skills level – Defence, Attack and Mid-court
* Strategic positioning/thinking
* Agility and movement around the court
* Attitude/behaviour towards other players, coaches and the selection process
* Will be selected on their performance, commitment, values and behaviours

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### What we will do

* Emphasise to coaches and parents that junior sport is about participation, not just winning
* Try to match players with others of their own ability (e.g. if there are enough players, have more than one team in an age group)
* Provide players with a broad range of experiences (e.g. court positions)
* Provide fair and reasonable playing time for all children, regardless of their ability
* Only players who have actively attended practice sessions and played during the season will be considered for court time should their team reach the finals series.

### What we ask you to do

**Coaches**

* Focus on children getting the chance to play and rotate through positions and ensure fair and reasonable time for everyone
* Focus on participation, not winning and losing
* If you do coach your own children, treat them like everyone else in the team (e.g. rotations, playing time or participation)

**Parents**

* Help out the coach if required where possible at training and games
* Encourage your child and their team
* Respect the selection decisions

NPNC looks forward to a fun and competitive netball season and your support as players and parents makes our great Club the community based sports club it is, encouraging our youth to participate and compete in a healthy sports team environment. Any questions regarding the above should be directed to the Committee.

## Codes of Conduct

### Coach

In addition to Netball Queensland’s General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Coach.

1. Operate within the rules and spirit of netball, promoting fair play over winning at any cost.
2. Encourage and support opportunities for people to learn appropriate behaviour and skills.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual.
5. Display control and courtesy to all involved with the sport
6. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
7. Respect the decisions of umpires, officials, coaches and administrators in the conduct of the sport.
8. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people less than the age of 18 years.
9. Adopt appropriate and responsible behaviour in all interactions.
10. Adopt responsible behaviour in relation to alcohol and other drugs.
11. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
12. Ensure your decisions and actions contribute to a safe environment.
13. Ensure your decisions and actions contribute to a harassment free environment.
14. Do not tolerate harmful or abusive behaviour.
15. Place the safety and welfare of the athletes above all else.
16. Help each person (athlete, umpire etc.) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
17. Any physical contact with a person should be appropriate to the situation and necessary for the person’s skill development.
18. Be honest and do not allow your qualifications to be misrepresented.
19. Failure to comply with the code of behaviour could result in termination of Coach from North Pine Sports Club Inc.

### Junior Player

In addition to Netball Queensland’s General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Junior Player.

1. Participate because you enjoy it, not just to please parents and coaches.
2. Play by the rules

* Know the rules.

1. Participate fairly and safely.
2. Abide by decisions, without argument or bad temper

* Captains have the right to approach an umpire during an interval or after the game for clarification of any rule
* Approach the umpire in a courteous and polite way.

1. Co-operate with your coach, and other players

* Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/ damaging equipment is not acceptable or permitted
* Treat all players as you would like to be treated
* Ensure that at all times your behaviour is fair
* Be a patient and enthusiastic supporter of fellow players.

1. Applaud all good play, by your own team and opponents.
2. Be a responsible team member

* Always be on time
* Encourage and assist all players
* Attend all training sessions
* Ensure you always bring the appropriate uniform and equipment to training and/ or matches.

1. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
2. Respect and acknowledge the contribution of those who create the opportunity for you to play

* Volunteers (scorers, coaches, timekeepers, administrators and umpires).

### Senior Player

In addition to Netball Queensland’s General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Senior Player.

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as sexual or other Harassment.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care and respect the uniform and equipment provided to you.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper and punctuality.
7. Maintain a high standard of personal behaviour at all times.
8. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
11. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).

### Umpires

In addition to Netball Queensland’s General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as an Umpire.

1. Umpire in accordance with the Official Rules of the Game.
2. Treat all players, coaches, match officials and other umpires with respect.
3. Place the safety and welfare of the players above all else.

* Ensure the court and its surrounds are compliant with the rules.
* Take appropriate action to manage dangerous play.

1. Maintain a high standard of personal behaviour at all tes.
2. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
3. Be courteous, respectful and open to discussion and interaction.
4. Maintain or improve your current performance level and seek continual improvement.

### Parents, Guardians and Spectators

In addition to Netball Queensland’s General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Parent/Guardian.

1. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force him or her. Remember, children are involved in organised activity for their enjoyment, not yours.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/ her ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. Remember that children learn best from example. Applaud good play by all players.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgment and honesty in public.
8. Support all efforts to remove verbal and physical abuse.
9. Recognise and respect the value and importance of volunteer administrators, coaches and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be a model of good sports behaviour for children to copy.
11. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.
12. Support the use of age appropriate development activities and modified rules.

### Team Manager

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct during any activity held or sanctioned by Netball Queensland and persons identified in the Member Protection Policy Clause 3.

1. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
2. Be ethical, fair, considerate and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of the sport including national and state guidelines, constitution and policies which govern Netball Queensland and persons identified in the Member Protection Policy Clause 3.
5. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Queensland and persons identified in the Member Protection Policy Clause 3.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, as your words and actions are an example.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons less than 18 years of age, wherever possible.
9. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws
10. Refrain from any behaviour that may bring Netball Queensland and persons identified in the Member Protection Policy Clause 3 into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Netball Queensland role-specific codes of behaviour and understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.