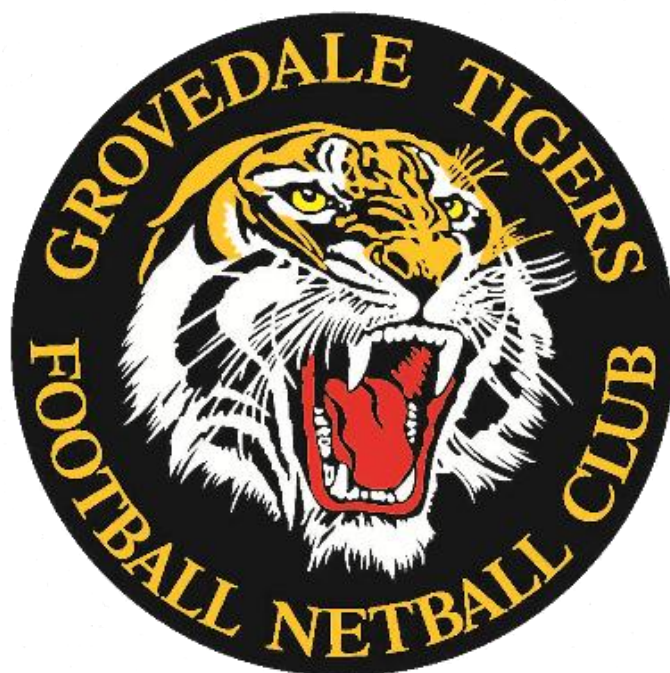


GROVEDALE TIGERS

Football & Netball Club
"One club for everyone"



NETBALL SECTION **CLUB HANDBOOK**

2026

OUR VISION

Number One Community Sporting Club of Choice, known for our professional and inclusive culture, welcoming atmosphere and the way we respect and care for each other.

The Grovedale Tigers Football Netball Club aims to provide an opportunity for the youth and young adults of our community to participate in Australian Rules Football and Netball to enhance their health and wellbeing through organised sport. We know that sport and recreation helps to build communities through social inclusion and a sense of connection to a community and we work hard to ensure that our club helps to facilitate this.

We pride ourselves on being a community club and are proud that through our hard work, young people have the opportunity to establish new friendships, learn the value of teamwork and respect for coaches and officials. Skills and attributes that are not only relevant for sports, but also incredibly important life skills.

The Club will always strive to:

- Provide for the health, welfare and wellbeing of its players, supporters and spectators
- Maintain a sense of social and community values
- Create an environment to nurture the physical and mental development of youth
- Provide competent coaches and assistants
- Provide accountable leadership and management of the club
- Ensure regular communication and consultation with players and parents
- Provide equal opportunities for everyone
- Support those that support the club
- Be respectful of officials, opposition players, supporters

OUR VALUES

RESPECT

Respect for opposition/teammates/coaches/officials

- Respect for our facilities and equipment
- Respect for each other

DISCIPLINE, COMMITMENT, EFFORT

- Train to improve
- Train with intent
- Arrive at training on time and ready to give 100%
- Listen to coaches

PRIDE

- Have pride in your performance
- Have pride in the performance of your team and teammates
- Have pride in our facilities and equipment
- Have pride in your effort

HONESTY

- Be honest with your coaches and each other
- Be honest in your effort

CONTINUOUS IMPROVEMENT

- We are here to have fun and get better
- Everything we do at training requires effort in order to get better on game day

INCLUSION

- We are an inclusive team (club)
- We make new teammates feel welcome

OUR MISSION

Where do we want to be in 2026 and beyond?

- Successful both on and off field
- Embraced by the community with a positive identity
- Strong community presence in sport and beyond
- Focal point for the community of Grovedale
- Building partnerships with local schools in junior football and netball whilst supporting and encouraging the transition to senior grades
- High retention rate of playing members
- Our youth aspire to be senior football and netball players with the club

COMMITTEE / CLUB CONTACTS

The Grovedale Tigers Football Netball Club is governed by an overall club committee, with the support of two sub-committees - netball and junior football. Our committee makes decisions on behalf of the club and takes on duties to ensure everything runs smoothly. Its purpose is to serve our club members.

It consists of several members who hold responsibility for different portfolios as well as the Presidents of both the netball and junior sub-committees. Each member brings a unique skill set to our club and as a whole, the committee provide a range of skills and expertise to support the broad range of governance and development needs of the club.

Each of our committee members shows:

- a commitment to the club
- sufficient time to devote to the Committee.
- an understanding of the role of the Committee and their role within it
- leadership skills and willingness to accept responsibility.
- listening skills
- the ability to use the technology the club uses to communicate to its members.

Together, we operate as a team and we draw on the skills and talents of each member, as we work toward common goals to ensure club success.

To find out more about joining our committee, please contact the President of the relevant section:

Club Presidents	Simon Hose 0425 873 936 and Michael Schulze 0455 154 624
Junior Football Coordinators	Daniel Emond 0407 938 920
Senior Women's Football Coordinator	Lynda McDonald 0427 616 242

Netball Section Executive 2026

President	Kelly McCarthy	0401 679 763
Vice President	Michelle Ford	0414 552 285
Secretary	Sherryn Vessey	0408 359 149
Co-Treasurer	Lainnie Thornton	0419 664 404
Co-Treasurer	Kate Leigh	0404 151 144
Junior Coordinator	Amanda Dawber	0414 356 916

General Committee: Jessica Winter, Tania Jensen, Regan Leach, Lisa Horne, Melinda Irvine, Sheena Walters, Chelsea Hart, Alisha Nurnaitis

Child Safety officer: Lisa Horne grovedalenetball@gmail.com

COMMUNICATION

It is important to provide accurate, clear and regular communication with members and families to ensure the Club Mission Statement is achieved.

Our means of communication are:

- This Handbook
- Committee Members
- Coach
- Team Manager
- STACK Team App (Please download this from the App store, and request to join GROVEDALE TIGERS NETBALL). **When your child moves age groups you will need to request access to that Age group
- Social Media – GROVEDALE TIGERS and GROVEDALE TIGERS FOOTBALL NETBALL CLUB – JUNIOR SECTION

VOLUNTEERS

The success of the club is reliant on parent/family involvement. Without the relentless work of our volunteers, more than 600 players would not have the opportunity to represent the Grovedale Tigers each week.

They would also miss out on the opportunity to establish new friendships, learn the value of teamwork and respect for coaches and officials. These skills and attributes are not only relevant for sports but are incredibly important life skills.

We request your support and ask that you or your family consider by assisting in the canteen and other duties.

- Tuesday/Friday night competition families
 - Required to volunteer in the kitchen on a Thursday evening (5.30pm- 8pm). Roster will be posted on Stack team app for you to put your name down. Grab another family and complete it together! (must be over 14 years of age)
Involves helping serve meals, cleaning up.
- Saturday families/Senior Players (rosters provided to teams)
 - Saturday canteen duties
 - Scoring duties
 - Set up/Pack up

FUNDRAISING & EVENTS

Throughout the year the club will ask you to assist with fundraising. This may entail selling chocolates, raffle tickets, working at a BBQ or other items as determined by the committee. Fundraising assists with the ever-increasing costs involved in running a club and us being able to make netball an affordable sport for participation.

We will also hold our annual Ladies Day, and another club social function throughout the season. There is an open invite to all club functions, please come along and support any way you can.

SPONSORS

Sponsorship is critical to the sustainability of our club and investing in one of our sponsorship packages not only offers you the chance to be an important part of the Grovedale Tigers but also enables you to receive wide advertising exposure at every opportunity whilst enjoying all club benefits.

We have partnership opportunities available ranging from \$500 - \$5000 and would welcome the opportunity to discuss the best option for you and your business.

If you have a lead of a business we can talk to, please reach out to the club committee.

All references to “PLAYER” in this booklet are applicable to all SENIOR & JUNIOR PLAYERS in ALL DIVISIONS of all GROVEDALE TIGERS FOOTBALL NETBALL CLUB competitions.

PLAYING AGE GROUPS

Players must compete in the age group in which they are eligible. Any exceptions must be approved by the Club President, Club coach &/or Junior coordinator. Participant age is determined as at 31st December of that year – 2025

COACHES

A Grade	Rachel Randall Asst. Sam Dugan	B Grade	Rachel Randall Asst. Sam Dugan
C Grade	Sam Dugan	D Grade	Regan Leach
E Grade	Alisha Nurnaitis	19 & U	Alisha Nurnaitis
17 & U Div 1	Ellie Murrant & Morgan Byrne	17 & U Div 2	Peta Nicholls
15 & U Div 1	Rachel Randall	15 & U Div 2	Emily Vincent
13 & U Div 1	Molly Varcoe Asst. Milly Varcoe	13 & U Div 2	Ruby McCarthy

Tuesday & Friday night competitions as determined post selections.
Net Set Go Coordinator - TBC

NETBALL GAME TIMES 2026

Approved 2026 GFNL Schedule – SATURDAY MATCHES				
Start Time	Court 1	Concluded	Court 2	Concluded2
8:15am	13U Div 1	9:02am	13U Div 2	9:02am
9:10am	15U Div 1	9:57am	15U Div 2	9:57am
10:05am	17U Div 1	10:52am	D Grade	11:00am
11:10am	C Grade	12:05pm	19U	12:05pm
12:15pm	B Grade	1:26pm	17U Div 2	1:02pm
1:45pm	A Grade	2:56pm	E Grade (1:15pm)	2:00pm

TEAMS/AGE GROUPS

AFL Barwon offers non-competitive, development-focused U9 & U11 netball, emphasizing skill acquisition, participation, and fun rather than ladders or finals. There are no ladders, finals or best-player lists/voting.

Overflow 13&U, 15&U, and 17&U will participate at Kardinia Park (outdoor courts) and additional venue/s on a Friday and Tuesday afternoon following a fixture that will be devised according to the number of teams entered. Tuesday & Friday night competitions times range from 4:20pm through to 7:40pm.

SUMMER COMPETITION

Whilst the club will enter Grovedale teams for the summer competition, there is no formal training sessions over this season. Girls may want to continue with their Winter team or play with another Grovedale team. There are no match awards, votes or Presentation night for the summer season. Summer games and goaling are not counted towards club milestones.

PLAYING UNIFORM

We must nominate our official club playing attire at the beginning of each season. This will be adhered to by all umpires, from U11 all the way to A grade. Points can be taken off and players not allowed to take the court in some circumstances.

The Grovedale playing uniform is

- A Netball Dress or a Playing top. (only available for purchase through Netball club)
- Black bike shorts, appropriate length, with NO pockets are to be worn with both options.
- Long sleeve black tops can be worn under playing dresses or playing tops.
- White or black socks only. (Tigers socks available from the club)
- All long hair is to be tied up neatly off the face. Black & gold ribbons will be accepted.

CLUB APPAREL AND MERCHANDISE

Dresses, playing tops and the netball training up top are only available to order via the netball committee. A small selection of dresses & playing tops are available in the netball rooms for purchase, however, these may also need to be ordered.

Training tops, which can be personalised, are placed as a large order at the beginning of each Winter season. These can still be ordered past this time; however, you will need to wait until the club has the minimum number required (5) to submit this or pay and additional fee.

The club have a range of merchandise (Hoodies, jackets etc) available online through Promote It:

<https://promote-it.com.au/grovedale-tigers/>

Please note that payment is required at time of order and there are no exchanges or refunds (unless faulty), so we'd recommend dropping into the main clubrooms during the season on a Thursday night between 5:30 and 7:00 to find your right size prior to ordering online.

When ordering you will need to include your name and mailing address, but all orders will come through to the club for collection on a Thursday night. We expect a 6-week turnaround from time of order to collection. Caps, Stubby Holder, Scarves, Beanies can all be purchased from the Clubrooms each Thursday night during the football/netball season.

It is an expectation that all players will wear their club attire with respect and pride, wearing at least one item of club apparel on game day. It is important to remember, when wearing the club merchandise in the community you are representing Grovedale Tigers Football Netball Club and abide by its policies.

CLUB MEMBERSHIPS & PLAYER REGISTRATION

All registration details and links will be posted on Stack Team App. There will be 2 parts.

1. Netball Connect (VNA, fee applies)

Each player, coach and umpire must have VNA before they step on the court. VNA must be paid before commencement of the season.

2. Play HQ (League registration and club membership, additional AFL BARWON/Netball Australia fee applies)

Club membership fees:

On court (winter season) Senior \$295 Junior \$240 U9 & U11 \$185

Inclusions: Umpire fees, AFL Barwon affiliation fees, entry into all Home & Away games, Buckleys Membership, access to club trainers (Saturday only), end of season trophies (winter season only)

<https://www.playhq.com/netball-australia/register/1e4314>

These are to be paid via PlayHQ when registering for the season. Payment options Standard credit/debit card; Mastercard Click to Pay; PayPal; Pay-In-4 (offered through PayPal); Apple Pay (available when using Safari browser); Google Pay

Any netball player that is not fully registered and financial in both Play HQ & Netball Connect will not be permitted to take part in any game.

If you are having difficulties paying these fees, please don't hesitate to contact the Club and we can assist

SOCIAL MEMBERSHIPS

The club offer an affordable off-court Social membership for \$60. This includes entry into all Home & away matches, Members happy hour, Members only function, Buckleys membership.

By purchasing a membership to the Grovedale Tigers, you are helping us to provide high quality facilities, programs and equipment for every player involved at our club.

COACHES

Players will have access to the best available coaching. Where possible the club will provide sessions to develop our coaches. Our coaches are expected to adhere to the Club Mission Statement and Vision.

COACHING COURSES

All coaches MUST have completed a minimum FOUNDATION course before the season starts. Online link to Coaching Course is available through the Netball Victoria Website.

<https://vic.netball.com.au/coaches>

The club will reimburse any pre-approved coaching course fees.

TEAM MANAGER

All teams require a Team Manager.

Team Managers have a very important role ensuring the successful management of the team and the players by:

- Supporting the coaching staff to make sure the required administrative and support arrangements are in place so that coaches and players can concentrate on the game.
- Liaising with all team members, parents, coaches and officials to ensure the players are appropriately dressed and informed of training, competition and functions.
- Acting as liaison officer between the club and the team.
- Ensuring all equipment is safe, the first aid kit is ready for use and the players have their own drink bottle.
- Ensuring the scoresheet and any other rules/regulations of the competition are carried out.
- Ensuring all welfare and safety requirements for the team are met.
- Athletes under 18 years must be supervised at all times.
- Ensure all votes are completed by coaches and handed to the club (13&U and above)
- Distributing to players and coaches any communication (i.e. newsletters, notices) from the club.

SCORING/TIMEKEEPER

Each team must provide a scorer/check scorer/timekeeper each match. Home team is the scorer (named first on the team sheet) and the check scorer (or timer) is the away team. The scorer must be over the age of 14.

The home team scorer is to record on the official scoresheet and will track home team changes. The away team scorer is to act as check scorer and timekeeper and will track away team changes. The timekeeper will sound siren/horn at the conclusion of each quarter and as directed.

The timekeeper will notify the umpire by sounding the horn/siren when there are 30 seconds and 10 seconds remaining prior to the start of the game and each interval stoppage. The official scoresheet and timing device must, at all times, be placed in full view of both scorers for the duration of matches.

Team managers will be able to share with your team what responsibilities are required of the role that you are performing, as these vary from U9/U11; U13 – U17 weekday competition and Saturday Div 1 & 2 teams.

PRIMARY CARER

All teams require a Primary Carer who MUST wear the fluoro vest and be on the bench. The Primary Carer is the designated person permitted on court to assess a player's medical condition. They are responsible for providing basic first aid, coordinating with officials, and determining if a player can be safely moved within 30 seconds, or if further assistance is required.

The Primary carer must be fully aware of the following rules as per the AFL Barwon rule book:

- Blood Rule – Direct player swap
- Injury Rule – injured player must call for Time – 30 seconds to change players – can rotate players on the court.
- Serious Injury – common sense rule

PLAYING BENCH

The only people allowed on your bench are the Coach, Primary Carer, Players, Team Manager, Assistant Coach. NO parent's children are allowed on the bench or in the Scorer/ Timing booth; nor should they approach the players/coach huddle during the match. No children are allowed on the bench.

Coaches please note: You CANNOT coach along the side lines you must stay on the bench. Players MUST sit on the bench if they are not on court. No phones should be used by players or coaches whilst on the bench.

TRAINING

- Players are expected to attend **ALL** training as requested by the coach.
- Players should arrive 10 minutes prior to training, or as required by their coach.
- Players should dress appropriately for training.
- If unable to attend training, players should contact their coach or team manager ASAP. Do not pass on messages via other children or families
- If training is to be altered or cancelled a notification will come out via STACK TEAM APP
- Under no circumstances should any player leave the club premises during training without permission from coach or team manager.
- Parents or Guardians are requested to collect players at the completion of training. Please ensure pick up is in a timely manner.

GAME DAY/NIGHT EXPECTATIONS

- Players must be courtside at least 30 minutes prior to commencement of their game, or as required by the coach, 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.
- Trainers are available on Saturdays for strapping however it is recommended that prior arrangements be made, directly with the trainer.
- From the commencement of warm up 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 coaching bench.
- In accordance with the Rules of Netball 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.

INJURY

It is the responsibility of all players (or their parents/guardians) to ensure they are fit to play. Players must advise the team coach of any of any illness and injuries that may affect their ability to play. It is the player's responsibility to make the coach or team manager of any injury that occurs during training or on game day. Grovedale Football Netball club will provide a registered trainer on game day (Saturday).

The club recommends that private medical insurance and/or ambulance cover be taken out by all parents. If your child is injured during a game or at training and you are not present, an ambulance will be called if deemed necessary. Any associated costs if you have no ambulance cover will be at your expense.

MEDICAL CONCERNS

If your child has a physical disability, ongoing health issue or any particular medical need such as Asthma, please ensure that you inform your coach and team manager directly.

It is not the responsibility of the coach or team manager to administer medication to your child. If your child requires medication during training or games (such as asthma puffers) it is your responsibility to attend games to administer the medication correctly and have this at the bench area on a game-day.

If you have ongoing concerns about your child's health and safety, please ensure you discuss it with your coach or team manager on a regular basis.

PHOTOGRAPHY

No game photography is allowed unless it has been AFL Barwon approved, and a personal waiver has been signed. If you see anyone taking photos please report to an Official.

MILESTONES

The club keep games played records for each season and recognise key milestone events. We do not count any summer or social team games towards player milestones.

BEST & FAIREST VOTES

U9 & U11 Competitions - There are no ladders, finals or best-player lists/voting.

U13 - Seniors: Best & Fairest votes will be awarded in each match throughout the **WINTER** season. We recognise the need to ensure that the integrity of the Best and Fairest voting process is maintained through a definitive and structured process.

Procedure:

- 2 Voting slips will be issued to each team per game.
 - **A & B Grade** - Coach and Assistant Coach will do a voting card each.
 - **U13 to C Grade** - Saturday Competition will completed by Coach and Club Umpire
 - **Midweek U13s to U17s** – To be completed by Coach and one rotating parent each week (this must be rotated evenly throughout the season amongst all the parents)
- Each voting slip will have provision for the 3 best players (in order from 1st best = 3 votes, down to 3rd best = 1 vote) to be recorded.
- Votes should be reflective of the best and the fairest players on the day of the game.
- The voting slips are to be all placed in an envelope by the Coach and other party voting, sealed and signed across the seal before returning them to the Team Manager at the completion of the game.
- The envelope will have the age group, opposition and round number recorded on the front
 - *Midweek competition - voting will be done throughout the grading rounds as well.*
- The sealed envelopes will be handed over to the person collating all votes for the season. They are the only person to tally the votes at any time.
- Any discrepancies discovered in this process over the season will be reported to the Netball President/Junior Coordinator immediately.

Best & Fairest votes will be read out and tallied at age group vote count/presentation nights at the end of the winter season. An award will be presented to the Best & Fairest and Runner Up for each team.

Paper Votes: Best players are advertised in the paper & on PlayHQ however they do not contribute to the Club best and fairest votes.

WORKING WITH CHILDREN CHECK


The Victorian Government, through the Department of Justice, administers the **Working with Children Act 2005**, which has significant implications for the operation of all sporting organisations. The **Working with Children (WWC) Check** applies to adults who work with children or who undertake volunteer roles involving children under the age of 18. In Victoria, the WWC Check is the mandatory minimum standard for individuals engaged in child-related work.

As part of our legal obligations, **GTFNCC is required to maintain a register of all volunteers and personnel who have contact with players Under the age of 18.** This requirement applies to all teams at Grovedale and includes **Coaches, Senior Players, Team Managers, Primary Carers, and Scorers.**

Obtaining a WWCC is **completely free** and can be completed online via the link below:

 [Apply for a Working with Children Check](#)

Once obtained. please upload your information (including VIT registration details) here:

 [Submit your WWCC details](#) or email them directly to grovedalejuniornetball@gmail.com.

CHILD SAFETY COMMITMENT STATEMENT

Child safety and wellbeing is a key priority of the Grovedale Football Netball Club, and we hereby declare our commitment to creating an environment that is safe and welcoming for all children and young people to participate in Netball.

To achieve this, our Club is committed to implementing the Victorian Child Safe Standards through our Commitment Statement on Child Safety, Safeguarding Children and Young People behavioural standards, Code of Conducts, Complaints and Reporting Procedure policies.

These policies and procedures when applied ensures compliance with Safeguarding Children Standards and will:

- **Establish** a culturally safe environment in which diverse and unique identities and experiences of Aboriginal children and young people are respected.
- **Embed** child safety and wellbeing in organisational leadership, governance and culture
- **Empower** children and young people so they know their rights, participate in decisions affecting them and are taken seriously
- **Inform** and engage families in respect to child safety and wellbeing.
- **Ensure** that equity and diversity is upheld through our policies and practices.
- **Engage** volunteers and officials to ensure that they are suitable to work with children and young people.
- **Respond** to complaints and concerns promptly, thoroughly and with a child focused approach.
- **Educate** staff, game day personnel and volunteers to provide them with knowledge and skills how to create a safe and welcoming environment for children and young people at our Club.
- **Understand** and mitigate the risks to children and young people in physical and online environments.
- **Review** and improve our child safe policies, procedures and practices regularly.
- **Role model** behaviour and actions documented in policies, procedures and practices guiding how our Club is safe for Children and Young People

Our Club has zero tolerance to any form of child abuse or harm and will act quickly and in the best interest of the child or young person should an allegation of harm or abuse occur.

To meet the above expectations, our Club will:

Commit to:

- Discuss and sign this declaration as a committee to formally endorse our commitment.
- Promote this declaration and our commitment to creating a safe and welcoming environment for all children and young people through our Club network (Club notice board, social media pages, email and newsletter correspondence)
- Appoint a child safeguarding officer.

Implement:

- Regular discussion occurs at Club meetings to action Child safe standards

Learn and embed a culture of child safety in our club through:

- Discussion with children, young people and their families – everyone can “have a say”
- Education through awareness workshops and safeguarding resources
- Regular review of safeguarding policies and procedures with our club committee.

Grovedale Tigers FNC Netball section Child Safety Officer is **Lisa Horne**

Further information can be found on the Netball Victoria website.

<https://vic.netball.com.au/child-safety-netball-resources>

SOCIAL MEDIA POLICY

Policy Overview and Purpose

The purpose of this policy is to establish guidelines in relation to the expectations of The Grovedale Tigers Football Netball Club (GTFNC) regarding the use of social media by its members and to ensure that all parties are mindful of their responsibilities and obligations and do not breach any GTFNC expectations including confidentiality.

This policy applies to a GTFNC member personal use of social media which makes a direct or indirect reference or link to the Club. Social media includes but is not limited to TikTok, Facebook, X (formerly Twitter), LinkedIn, Skype, YouTube, Instagram and Snapchat.

Scope

This Policy applies to GTNFC players, parents/carers, members and committee members.

General

The GTFNC recognises social media as part of the private lives of its members. Responsible and appropriate use of social networking comes down to good judgment and common sense – think before you publish. If you are participating in social media and are in any way identifiable as being associated with GTFNC, your comments are subject to the GTFNC rules and regulations.

Use of social media by members must not bring the GTFNC into disrepute, compromise the GTFNC and its players and sponsors in any way, imply the GTFNC's endorsement of the individual's personal views or disclose, without authorisation, confidential information. No individual may use any GTFNC intellectual property including logo's, etc. in personal content on social media without the consent of the GTFNC.

Consequences

All individuals are responsible for the content they post on their personal social media accounts. Where a members personal use of social media contravenes this policy it may be appropriate for the GTFNC to officially respond.

If a complaint is received about content on a personal account, the GTFNC will **not** accept responsibility for the content and will investigate the matter accordingly.

The GTFNC views a breach of social media expectations and this policy extremely seriously. Breaches of this policy may lead to outcomes including; issue of a related warning, direction to make a verbal or written apology, imposing a ban on participation in any GTFNC activity, match suspension, termination and deregistration of membership, or forwarding to AFL Barwon for further investigation.

GROVEDALE TIGERS FOOTBALL NETBALL CLUB – NETBALL SECTION CODE OF CONDUCT

Grovedale Tigers Football Netball Section is committed to creating a safe, respectful and positive club environment where players, officials, members and families can thrive. Players, officials, parents/guardians and associate members or others have agreed to abide by our club's Code of Conducts and policies and those of our governing bodies being Netball Victoria and AFL Barwon. Those who have behaved inappropriately, may face disciplinary action.

GTFNC NETBALL SECTION PLAYERS CODE OF CONDUCT

- Play by the rules, don't be rough or have dangerous play
- Play for your own enjoyment, fun and benefit. Don't play to just please others, your parents or coach.
- Do not criticise or abuse others including teammates, officials, coaches, managers or parents.
- Never argue with an official. If you disagree, your Captain may approach the official during a break or after the competition, with your coach's permission.
- Manage your temper and body language.
- Netball is a team sport. Work equally hard for yourself and/or your team. Your team's performance will benefit, so will you.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition. Be a fair gracious winner and loser.
- Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Respect and co-operate with your Coach, team-mates and opponents. Without them there would be no competition.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Arrive punctually to training sessions and games properly attired (i.e. no jewellery, nails short or taped, and hair tied back if necessary. Appropriate footwear and shorts)
- If unable to attend due to illness or other commitment, advise the coach or team manager as soon as possible.
- Encourage and assist all players

GTFNC NETBALL SECTION PARENTS/GUARDIANS CODE OF CONDUCT

- Remember this is a game, these players, officials and coaches are people first
- Allow your players to participate for their enjoyment and benefit, not yours.
- Encourage children / players to participate, do not force them
- Focus on the players' efforts and performance rather than winning or losing.
- Encourage players always to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a player for making a mistake or losing a match.
- Remember that players learn best by example.
- Applaud all good performances and skilful plays by all participants on both sides.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach players to do likewise.
- Show appreciation for coaches, officials and administrators. Without them, the players could not participate.
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Acknowledge that the officials' decisions are made for the team. I agree not to interfere.
- Raise concerns respectfully with the appropriate person.
- Always be respectful and supportive

GROVEDALE TIGERS FOOTBALL NETBALL CLUB COMPLAINTS & REPORTING PROCEDURE POLICY

POLICY STATEMENT

Grovedale Tigers Football Netball Club – Netball Section is committed to providing an environment where all players, coaches, officials and parents can feel safe, are shown respect, be fairly treated and have a right to be heard.

While we endeavour to consult, collaborate and be overt in our decision making we respect the right of our members to lodge a complaint should they have issue with a decision or process undertaken by the Club. If a grievance does arise we recognise the importance of dealing with complaints in a confidential, professional and timely manner.

Any issue, regardless of who is involved, will be addressed promptly in a professional manner and contained to the relevant people involved, so not to affect other players or parties within club or any external parties.

SCOPE

This policy applies to all players, coaches, team managers, Committee members and parents/guardians of registered netball players at the Grovedale Tigers.

PURPOSE

1. To provide an avenue through which all players, coaches, team managers, committee members and parents/guardians of registered netball players at GTFNC can provide feedback, make a complaint and resolve issues if and when they arise.
2. To clearly outline the roles and responsibilities of all parties involved in the dispute/ conflict.
3. To clearly describe the role of the Committee in the resolution of conflict or disputes.
4. To clearly describe the process by which a complaint can be made to the relevant association on match day.

PROCEDURE

In resolving grievances and complaints, the Club will use the following general principles and guidelines:

1. Feedback, grievances or complaints should be brought to the attention of the Club as soon as practicable.
2. Feedback, complaints and grievances should be in writing, addressed to the Secretary at grovedaletigers@gmail.com and clearly setting out the issue or problem.
3. If the complaint concerns a breach of child safety, it should be addressed to the Child Safety Officer
4. If it is not appropriate to send the complaint to the Secretary or Child Safety Officer, then the complaint may be forwarded to the President.
5. The Secretary, Child Safety Officer or President will acknowledge receipt of the feedback or complaint within 48 hours.
6. The Executive Committee will determine the most appropriate person and method of dealing with the feedback or complaint.
7. The Club will endeavour to resolve the complaint in a timely, fair and transparent way.
8. The Club will keep the complainant informed of the progress and likely time for resolution.
9. If the grievance relates to a person, they will be informed of the complaint and have the right of reply.
10. If the complaint concerns a breach of child safety, involving alleged child abuse or sexual misconduct, it will be reported to Victoria Police and/or relevant Child Protection authorities (refer Child Safe Policy). If you believe a child is at immediate risk of abuse or danger, call 000. Any person who is the subject of a grievance, cannot be involved in the investigation of the complaint.
11. The Club's preferred method is to deal with the matter informally through mediation and discussion, subject to both parties being amicable to this.
12. In more serious cases, the matter may be considered by the Committee or other bodies as directed by the Committee.
13. Where a written response to a complaint is requested, the response will be reviewed by the Committee prior to issue of the response.
14. Where a complaint may involve criminal or unlawful issues, the Committee will refer the matter to the relevant external agency for assistance.
15. In dealing with complaints, the Club will ensure that the principles of natural justice are adhered to including the right to be heard, treated with respect, confidentiality, unbiased and no conflict of interest as well as keeping all parties informed.
16. The Club will securely maintain records of complaints as appropriate.

GROVEDALE TIGERS FOOTBALL NETBALL CLUB COMPLAINTS & REPORTING PROCEDURE POLICY (cont'd)

Responsibilities

Responsibilities for GTFNC Netball section Club officials, parents/guardians, coaches, and umpires in relation to making and responding to grievances are listed below.

- GTFNC Netball section Executive Committee aims to be aware of conflicts and grievance and treat all issues as "legitimate" and then will assess the merit of the grievance.
- GTFNC Netball section Executive Committee will assess the issue by speaking with relevant parties and seeking feedback and further information.
- GTFNC Netball section Executive Committee will decide what should be done, make a plan and carry out relevant actions to improve the situation.
- GTFNC Netball section President and/or nominee will act as mediator when required between two parties.
- GTFNC Netball section President and/or nominee will refer a selection grievance to the Selection Committee and will assist to resolve the issue.
- If the grievance remains unresolved the issue may be raised at the GTFNC Netball section Committee meetings in a confidential manner if the President and/or nominee deems appropriate where necessarily action will be taken.

Player/Guardian Responsibilities:

- The coach is the first person to approach if a player is unhappy with any situation related to selection, time on court/field, or position. **This approach should be courteous and polite. Any abusive communications will not be tolerated.**
- If the grievance is with a teammate, contact the coach to address the issue amicably.
- If the player feels that their concern has not been addressed, the player may contact the Secretary in writing at grovedaletigers@gmail.com for further guidance/support, whereby the Secretary will forward the dispute to the relevant area for escalation.
- Other grievances with a coach, umpire or the club in general should be addressed to the Secretary in writing (in a clear and factual manner).
- The person reporting the issue to the Club will be provided with feedback, support with mediator if required and a plan developed aiming to improve the situation or the correct procedures explained and enforced.
- At no time, should a parent / guardian engage in any defamatory or other similar conduct through email, social media (e.g. facebook) or similar.

Coach's Responsibilities

- Coaches should discuss issues with players in a friendly (age and comprehension appropriate level) and non-confronting way.
- If a player is unhappy with the position or team selected in, an explanation on why that decision has been made and feedback given on how they could meet their goals.
- Unresolved issues between coaches will be addressed by the appropriate Executive Committee members at the selection meeting, between the relevant parties or individually where a plan will be developed, or the correct procedures will be explained and enforced. All parties will have the opportunity to express their views.

Umpire's Responsibilities

- If an umpire needs support on match day, they should contact the Umpiring Coordinator.
- An umpire is encouraged to discuss any issues with the Umpiring Coordinator in the first instance.
- If further assistance to resolve an issue is required, the umpire should contact the Secretary in writing if appropriate, who will acknowledge receipt of the correspondence within 48 hours and forward to a committee member for action.
- The Club will undertake to resolve or mediate any issue in a timely manner.

Related policies and procedures

GTFNC Netball Section Code of Conduct

GTFNC Netball Section Child Safety commitment statement

FAIR PLAY CODE

There are 5 principles at the heart of the Fair Play Code.

- Integrity
- Respect
- Responsibility
- Safety
- Fairness

The Fair Play Code outlines a set of guiding principles on expected standards of behaviour for every person involved in sport and active recreation in Victoria. This includes every player, participant, coach, support person, official, administrator, club member, spectator, parent, volunteer or member of the public involved with sport and active recreation in Victoria. All should demonstrate the principles of integrity, respect, responsibility, fairness and safety in everything they do.

Organisations receiving Victorian Government funding must adhere to and promote the Fair Play Code.

NETBALL VICTORIA CODES OF CONDUCT

Netball Victoria has put together a series of Codes of Conduct that are expected of every person involved in the netball community, as well as identifying the types of behaviours that will not be tolerated.

These can be found on the Netball Victoria website by following the below link; as well as under the Document section in Grovedale Netball Stack TeamApp.

<https://vic.netball.com.au/code-of-conduct>

- Code of Conduct – Administrator
- Code of Conduct - Guardian
- Code of Conduct – Junior Player
- Code of Conduct - Player
- Code of Conduct - Spectator
- Code of Conduct - Umpire
- Code of Conduct - Coaches