



Gosford Netball Association

General Policy

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1. GENERAL POLICIES OF THE ASSOCIATION

1.1 GENERAL POLICIES OF THE ASSOCIATION – Sun-Smart Policy

The prevention of skin damage and skin cancer to players, officials and supporters is of key concern to Gosford Netball Association.

Excessive exposure to the sun can have an immediate negative impact on performance and hydration, and can cause painful sunburn. Exposure to ultraviolet (UV) radiation from the sun also increases the risk of skin damage or skin cancer. Gosford Netball Association recognises that Australia has the highest rate of skin cancer in the World. Gosford Netball Association also recognises that skin damage and skin cancer are preventable and, with an effective preventative strategy, the instances of occurrence can be reduced among its players, officials and supporters. Gosford Netball Association will actively seek to promote and support sun protection at the games (both at training and competition levels) and venues its players, officials, and member Affiliated Clubs utilise. However, this policy does not absolve the personal responsibilities players, officials and spectators have to protect themselves from the effects of the sun.

Where possible, Gosford Netball Association will:

- Encourage the use of SPF30+ sunscreens by players, officials and spectators. Prior to games in peak UV periods, players and officials will be encouraged to apply sunscreen to exposed skin areas. Gosford Netball Association will also provide a recommended sunscreen for use by players, officials and spectators at its venues where alternative supplies are unavailable;
- Promote to all players and officials, the importance of covering exposed skin areas at times (1) before games, (2) during game breaks and (3) after games to minimise exposure time;
- Encourage players, officials and spectators to maximise the use of natural shade provided from buildings, trees and other structures;
- Encourage the proper maintenance of shade facilities at its courts by Gosford City Council (GCC);
- Encourage GCC to investigate environmentally sustainable methods of providing, improving or maximising the use of existing shade facilities around the court facilities. Where shade areas are inadequate, Gosford Netball Association will seek to work with relevant authorities, the community, Affiliated Clubs and sponsors to provide improved shade areas or equipment;
- Encourage senior players, officials, parents and supporters to be Sun-Smart role models;
- Promote sun safety awareness to players, officials and supporters through the Gosford Netball Association newsletter and website;
- Provide approved sun visors for purchase;
- Identify or improve sun protection strategies associated with the design and use of both Gosford Netball Association and Affiliated Club uniforms;
- Consult with relevant cancer prevention organisations on a regular basis for information on updated skin cancer prevention methods; and
- Review this policy regularly to ensure it remains current and practical to Gosford Netball Association's requirements.

2. MEMBER PROTECTION POLICY

2.1 Member Protection Policy

This Policy aims to ensure Gosford Netball Association Inc core values, good reputation and positive behaviours and attitudes are maintained. It assists Gosford Netball Association Inc. to ensure that every person involved in the sport is treated with respect and dignity, and is safe and protected from abuse. This Policy also ensures that everyone involved in the sport is aware of his or her legal and ethical rights and responsibilities. This Policy reflects Gosford Netball Association Inc support and implementation of the sport industry principles and values outlined in *The Essence of Australian Sport – principles of fairness, respect, responsibility and safety*.

This Policy is accompanied by a Complaints Handling Policy, NSW Child Protection Regulations, Codes of Behaviour and various reporting, educational and support documents. These resources provide the Association procedures that support Gosford Netball Association Inc's commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, *Gosford Netball Association Inc.* can take disciplinary action against any person or organisation bound by this Policy if they breach it.

Member Protection Contents:

- a. Member Protection 2010 – Preface
- b. Part B Child Protection Policy
- c. Part C Complaint Handling Policy
- d. Part D Code of Behaviour
- e. Part E Reporting Forms
- f. Anti-Discrimination and Harassment Policy
- g. Sexual Relationships Policy
- h. Pregnancy Policy
- i. Gender Identity Policy
- j. Anti-Doping Policy

3. ASSOCIATION AWARDS

3.1 ASSOCIATION AWARDS – Club of the Year

- 3.1.1 The Association Small and Large Clubs of the Year is determined by the allocation of points as per the table below with the total being divided by the number of teams registered. The highest score in each category is awarded Small or Large Club of the Year.
- 3.1.2 Clubs with a minimum of 2 and a maximum of 14 registered teams is eligible for the Small Club of the Year. Clubs with a minimum of 15 registered teams is eligible for the Large Club of the Year.

AREA	POINTS	REASON
Umpires	1 pt	Beginner/Experienced Netballer Umpire Course
	5 pts	Foundation Umpire Education Course
	5 pts	White Award
	5 pts	Gosford Award
	5 pts	Umpires who umpire at Selections or carnivals
	10 pts	Upgrade to National Badge
	3 pts per day	Umpire at State or State Age
Coaching	5 pts	Foundation Course
	10pts	Upgrade to Development Course
	15 pts	Upgrade to Intermediate Course
	20 pts	Representative Manager
	20 pts	Representative Assistant/Development Coach
	30 pts	Representative Coach
Executive		
	50 pts	Each Executive Member
	30 pts	Each Convenor
	20 pts	Each Committee Member
	10 pts	Reserve Committee Member
Competition		
	40 pts	1st Place
	30 pts	2nd Place
	20 pts	3rd Place
	10 pts	4th Place
	5 pts	Per Club Team

- 3.1.3 Small and Large Club of the Year will be notified at the AGM and the award will be presented at the season opening ceremony for the following year.

3.2 ASSOCIATION AWARDS – Presidents Service Award

- 3.2.1 This award shall be presented annually to an Association member at the discretion of the Association President.
- 3.2.2 The recipient of this award shall be announced at the Annual General Meeting.

3.3 ASSOCIATION AWARDS – Rachael Richardson Senior Achiever Award

3.3.1 This award is presented annually to a senior member to recognise the efforts, achievements and commitment to netball and Gosford Netball Association.

3.3.2 The following criteria should be used as a guide to select a recipient:

- is a registered Association member 18 years or over;
- is the recipient of Club award for Senior Clubperson for the previous season;
- is the recipient of Club award for Umpire or Coach of the Year for the previous season;
- contributes to GNA representative activities, eg Representative Player/Coach/Manager;
- is a member of GNA Executive or committees;
- has outstanding achievements at Club and/or Association level or higher;
- demonstrates a passion for netball that deserves both recognition and further encouragement.

3.3.3 The selection criteria, is a guide and by no means a checklist. A member may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Suitable nominations for the Rachael Richardson Senior Achiever Award should be submitted in writing by a Club or Association Executive to the GNA Secretary as per GNA Calendar each year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of club nominations received the Executive Committee shall determine a recipient for the award. If there is no nominee deemed worthy of receiving the Rachael Richardson Senior Achiever award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.4 ASSOCIATION AWARDS – Marissa McKeon Junior Achiever Award

3.4.1 This award is presented annually to a junior member to recognise the efforts, achievements and commitment to netball and Gosford Netball Association.

3.4.2 The following criteria should be used as a guide to select a recipient:

- is a registered Association member 17 years or younger;
- is the recipient of Club award for Junior Clubperson for the previous season;
- is the recipient of Club award for Umpire or Coach of the Year for the previous season;
- contributes to GNA representative activities, eg Representative Player/Coach/Manager;
- is a member of GNA Executive or committees;
- has outstanding achievements at Club and/or Association level or higher;
- demonstrates a passion for netball that deserves both recognition and further encouragement.

3.4.3 The selection criteria, is a guide and by no means a checklist. A member may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Suitable nominations for the Marissa McKeon Junior Achiever Award should be submitted in writing by a Club or Association Executive to the GNA Secretary as per GNA Calendar each

year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of club nominations received the Executive Committee shall determine a recipient for the award. If there is no nominee deemed worthy of receiving the Marissa McKeon Junior Achiever award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.5 ASSOCIATION AWARDS – Senior Umpire of the Year

3.5.1 This award is presented annually to recognise the efforts, achievements and talents of an umpire; encouraging their future development and involvement within Gosford Netball Association.

3.5.2 The following criteria should be used as a guide to select a recipient:

- is an umpire 18 years or over;
- strives to improve their knowledge and skills as an umpire;
- accepts both praise and constructive feedback and demonstrates an ability to learn from their experiences;
- is well presented and takes pride in themselves as an umpire;
- treats players and officials with respect;
- contributes to GNA events such as umpiring at Representative carnivals, selections or Finals Series;
- contributes to GNA Umpiring activities, eg badging panels, course presenter, umpire training;
- has umpired at any Netball NSW competition and represented GNA with pride;
- may be a member of GNA Umpires Committee;
- demonstrates a passion for umpiring that deserves both recognition and further encouragement;
- shares their passion and experience with others through coaching and/or mentoring other umpires not necessarily from their own club;
- is always seen to be doing their best when umpiring and setting the best possible example to other umpires both on and off the court.

3.5.3 The selection criteria, is a guide and by no means a checklist. An umpire may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Clubs are to submit suitable nominations for the annual GNA Senior Umpiring Award in writing to the GNA Secretary as per GNA Calendar each year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of suitable club nominations received, the Umpires Committee shall nominate a recipient for the award. If there is no nominee deemed worthy of receiving the Senior Umpire of the Year award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.6 ASSOCIATION AWARDS – Junior Umpire of the Year

3.6.1 This award is presented annually to recognise the efforts, achievements and talents of a young umpire, encouraging their future development and involvement within Gosford Netball Association.

3.6.2 The following criteria should be used as a guide to select a recipient:

- is an umpire 17 years or younger;
- strives to improve their knowledge and skills as an umpire;
- accepts both praise and constructive feedback and demonstrates an ability to learn from their experiences;
- is well presented and takes pride in themselves as an umpire;
- treats players and officials with respect;
- contributes to GNA events such as umpiring at Representative carnivals, selections or Finals Series;
- demonstrates a passion for umpiring that deserves both recognition and further encouragement.

3.6.3 The selection criteria, is a guide and by no means a checklist. An umpire may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Clubs are to submit suitable nominations for the annual GNA Junior Umpiring Award in writing to the GNA Secretary as per GNA Calendar each year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of suitable club nominations received, the Umpires Committee shall nominate a recipient for the award. If there is no nominee deemed worthy of receiving the Junior Umpire of the Year award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.7 ASSOCIATION AWARDS – Senior Coach of the Year

3.7.1 This award is presented annually to a coach of a senior club team to recognise the efforts, achievements and commitment to netball and Gosford Netball Association.

3.7.2 The following criteria should be used as a guide to select a recipient:

- is the recipient of Club award for Coach of the Year for the previous season;
- Team Coach position held of a club team Cadets to Seniors in the GNA competition in the previous season;
- Netball Australia Accredited Coach (minimum Foundation level attained);
- Attendance at GNA Coach development workshops or clinics;
- Demonstrated knowledge of the National Junior sport policies age groups guidelines;
- Demonstrated knowledge of the Netball Australia Rules;
- Demonstrated application of player skill development, senior level;
- Demonstrated achievements in competition aspects of senior netball;
- Demonstrated emphasis on player development opportunities & fostering a successful and positive team environment.

- 3.7.3 The selection criteria, is a guide and by no means a checklist. A member may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Suitable nominations for the Senior Coach of the Year Award should be submitted in writing by a Club Executive to the GNA Secretary as per GNA Calendar each year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of club nominations received the Executive Committee shall determine a recipient for the award. If there is no nominee deemed worthy of receiving the Senior Coach of the Year award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.8 ASSOCIATION AWARDS – Junior Coach of the Year

- 3.8.1 This award is presented annually to a coach of a junior club team to recognise the efforts, achievements and commitment to children in netball and Gosford Netball Association.

- 3.8.2 The following criteria should be used as a guide to select a recipient:

- is the recipient of Club award for Coach of the Year for the previous season;
- Team Coach position held of a club team 10yrs to 1J in the GNA competition in the previous season;
- Netball Australia Accredited Coach (minimum Foundation level attained);
- Attendance at GNA Coach development workshops or clinics;
- Demonstrated knowledge of the National Junior sport policies age groups guidelines;
- Demonstrated knowledge of the Netball Australia Rules;
- Demonstrated application of player skill development, junior level;
- Demonstrated achievements in competition aspects of junior netball;
- Demonstrated emphasis on player development opportunities & fostering a successful and positive team environment.

- 3.8.3 The selection criteria, is a guide and by no means a checklist. A member may demonstrate some or all of these qualities, and each nominee is to be judged on their merits as a whole.

Suitable nominations for the Junior Coach of the Year Award should be submitted in writing by a Club Executive to the GNA Secretary as per GNA Calendar each year. Candidates for this award nominated by clubs should be accompanied with supporting documentation stating reasons for nomination.

In the absence of club nominations received the Executive Committee shall determine a recipient for the award. If there is no nominee deemed worthy of receiving the Junior Coach of the Year award then it need not be awarded for that year.

The recipient of this award shall be determined by the Executive Committee. The award shall be announced and presented at the season opening ceremony for the following year.

3.9 ASSOCIATION AWARDS – Pat Craig Scholarship

- 3.9.1 The Pat Craig Scholarship is awarded to an athlete from the GNA 15 Years Representative team
- 3.9.2 The Scholarship value shall be of \$300
- 3.9.3 Criteria:
- Member of the 15 Years Representative team that year
 - Performed with distinction at State Age and Carnivals
 - Ideally but not necessarily selected into the Central Coast Academy of Sport in that year
 - Displayed expected outcomes in terms of:
Reliability
Attitude and behaviour
Work ethic
Valuable contribution to the team
- 3.9.4 Process:
- Recommendations by 15 years coach in consultation with Representative Coordinator
 - The recipient of this award will be determined by the Executive Committee. The award shall be announced and presented at the Representative Presentation.

4. UNIFORM

4.1 UNIFORM – General

- 4.1.1 Affiliated Clubs to register their colours and have uniform approved by the Association Council at any Council Meeting.
- 4.1.2 Individual players in each team may choose any combination of uniform items.
- 4.1.3 These items must be of similar designs to create continuity of uniforms throughout the team and assist umpires to officiate the game.
- 4.1.4 T-shirts, singlets or long sleeve t-shirts must be the same design as the traditional playing dress.
- 4.1.5 T-shirts, singlets or long sleeve t-shirts must still be able to clearly display a playing positional bib.
- 4.1.6 Playing bottoms must either include the same design as the dress/top, be black or designated block colour to match the uniform.
- 4.1.7 The wearing of skins/leggings is permitted as long as they are completely black, white or in the designated block colour to match the uniform.
- 4.1.8 Head or face coverings should be black, white or a designated block colour to match the uniform. Such coverings must:
- 4.1.8.1 be made of soft material;
 - 4.1.8.2 be tight and non-flowing;
 - 4.1.8.3 have edges held securely or tucked into the shirt and no cover positional bib;
 - 4.1.8.4 be tied on or fastened by clips and non-sharp pins.

5. COACHING

- 5.1 All coaches from Affiliated Clubs must hold a minimum of a current Foundation Coaching Accreditation.
- 5.2 All coaches must hold a current Netball Australia Rules of Netball Theory Pass.
- 5.3 All coaches must abide by the Coach Code of Behaviour (refer to Member Protection, Part D, Codes of Behaviour Policy, Attachment D3).
- 5.4 All coaching is to be done from a stationary position on the sideline only. Coaches, players and team officials must not roam up and down the sideline.
- 5.5 All affiliated Club Coaches must keep a written record of rotation and substitution for the playing season as described below.
 - 5.5.1 All Affiliated Club's Executive must review the Coaches written record from time to time during the season.

6. SOCIAL MEDIA PLATFORMS

Raising brand awareness by having specific groups set up on social media platforms allows information to be shared, reaching more members and the wider community. At GNA we would like to encourage members, families, and the community to follow our social media platforms. Social media communities are where people communicate.

Creating a social media policy and guidelines is critical to ensure Gosford Netball Association (GNA) is represented correctly and are compliant with laws reducing the risk of any legal disputes.

Social Media refers broadly to any online media platform which allows for user participation and, where interaction takes place using Gosford Netball (GNA) groups/pages or is intended to engage privately with members on platforms such as but not limited to Facebook, Instagram, Messenger, Twitter, etc.

Who owns the group/page created.

All GNA groups and GNA pages created with the intention of communicating to Gosford Netball Association members or the wider community remain property of GNA. The Administrators of each group/page created must include the GNA President and GNA Executive Co-ordinator responsible for the group/page.

What rules apply.

All GNA social media platforms must be approved by the GNA Executive prior to being set up. In the event of a group/page Administrator no longer holding a position on GNA Executive they must immediately transfer administration rights to the newly elected Executive Coordinator and relinquish their role of Administrator on all GNA social media platforms. They may then re-join any page/group as a member.

Failure to comply with the above may result in:

- Suspension from ALL Gosford Netball Association activities until this has been completed.
- In extreme circumstances legal action. Posts directly to /or shared to the GNA social media platforms will be removed by an administrator if:
 - They are deemed inappropriate.
 - Conflict with a current GNA Sponsor

Anyone misrepresenting the Association on any GNA social media platform may:

- a. Receive a written warning.
- b. Be subject to a ban from the group / page.