Berwick Netball Club Incorporated

Registration Number A0011768V

By-Laws Effective 11Th November 2026

By- Laws

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"**Constitution**" means the constitution of Berwick Netball Club. It may otherwise be referred to as the Rules of Incorporation.

"**Bylaws**" are additional rules which apply to members which generally deal with internal and administrative matters. The Bylaws are made under the Constitution. Accordingly, the Bylaws are subordinate to the Constitution and must not be inconsistent with the Constitution.

"Committee" means the committee of management elected by the members at the Clubs annual general meeting, as per the Constitution. The Committee is made up of the Executive Committee and general committee members. The committee is responsible for the management of the Club.

"Executive Committee" is the President, Vice-President(s), Secretary and Treasurer of the Club, as appointed by the members at the Club's annual general meeting, per the Constitution.

"The Club" means Berwick Netball Club Incorporated.

1. CORRESPONDENCE

a) All official correspondence from the Club must be in email from the relevant email or authorised person, as authorised by the Executive Committee.

b) All correspondence to the Club should be addressed to the appropriate authorised person.

2. INFORMATION TO MEMBERS

a) The Club shall provide the following information in writing, by email or via the club website to all members prior to the start of the season (pending availability):
   1.1. Team training details – date/time/venue
   1.2. Contact details for Team Officials
   1.3. Contact details for Club Official/s
   1.4. Updates will be communicated regularly via the Club's website, Team App and social media platforms.

b) It is the Clubs policy to use e-mail / Team App as the first means of written communication.

3. ANNUAL EVENTS/SOCIAL CALENDAR

a) The Club shall organise the following Social activities annually:
   - Presentation Day or Night at the conclusion of any season.
   - One other social activity to be determined annually by the Committee.
   - Calendar of social activities to be made available on the club platforms no later than one month prior to the first event on the calendar.

4. UNIFORM

a) The club uniform is the club's official scooped hem racerback navy and white dress with the unique Berwick design, navy blue or black bike shorts, white socks and appropriate footwear.

b) The dresses must be purchased through the club to maintain consistency of colour.

c) Players will not be permitted to take to the court unless they are in full uniform.

d) The club dress design may not be played in a competition without permission from the committee for any purpose other than the sole purposes of Berwick Netball Club.

5. FINANCE

5.1 Fees

a) The Committee shall set fees annually.

b) The fees shall be calculated to cover the costs of:
   (i). Team Entry
   (ii). Venue hire for training
   (iii). Equipment
   (iv). Coaching costs
   (v). Umpiring costs
   (vi). Trophies & Awards
   (vii). Administration costs
   (viii). Facilities maintenance

c) Fees must be paid no later than the fifth (5th) match of the season, unless entered into an agreed payment plan.

d) If fees are not paid in full and payment arrangements have not been made in writing with the Treasurer by the fifth (5th) match of the season, players will not be permitted to take the court until fees are paid.

e) The Treasurer will keep all discussions and arrangements about fees confidential to persons inside the Executive Committee.

f) Berwick Netball Club is committed to ensuring participation is accessible to all families. Members experiencing financial hardship are encouraged to contact the Treasurer in confidence to discuss payment arrangements.

5.2 Reimbursement/Payments

a) Club Committee members shall be entitled to claim expenses incurred whilst acting in an official capacity.

b) Approval from the Club Treasurer or President must be received prior to costs being incurred on behalf of the Club.

c) Receipts must be supplied to the Treasurer for reimbursement and will be subject to the Committees discretion.

d) Umpires will be paid the amount recommended by South East Premier Netball League per match and will be paid as soon as possible after the conclusion of the match. Any amount paid above the amount recommended by South East Premier Netball League will be at the Committee's discretion.

6. INDOOR NETBALL VICTORIA MEMBERSHIP

a) Netball Victoria membership fee is set annually by the Victorian Netball Association Inc.

b) All players, coaches and umpires as members of the Club must be current Netball Victoria members.

c) Netball Victoria membership fee must be paid before the first training session in order to participate.

7. SOUTH EAST PRECINCT NETBALL LEAGUE MEMBERSHIP

a) South East Precinct Netball League fee is set annually by the South East Precinct Netball League Association Inc.

b) All players, coaches, team managers and umpires as members of the Club must be current South East Precinct Netball League members.

c) South East Precinct Netball League membership fee must be paid before the first training session in order to participate.

d) All members are responsible for ensuring their registration information remains current throughout the season.

8. AGE REQUIREMENTS

a) Participant age is determined as at 31 December of that year.

b) Minimum age requirements are:

(i). Open Sections - 15 years
(ii). 17 & Under – 15 years
(iii). 15 & Under – 12 years
(iv). 13 & Under – 10 years
(v). Players aged 8-11 years will participate in either Netta, Net Set Go, Under 9 or 11 competition.

c) In competitions where participants are 13 & Under, boys participate unrestricted.

d) Participation requirements for boys and mixed teams will be governed by the rules and regulations of the competition in which the team is entered.

e) A modified mixed division may be offered in appropriate age groups in addition to girls only divisions.

9. SOUTH EAST PRECINCT NETBALL LEAGUE PLAYER REGISTRATION

a) The Committee shall nominate a Player Registration Day each season that shall be at least one month prior to the start of the competition for which teams are to be selected.

b) Players wishing to be considered for selection into a team must complete & submit the official Registration Forms before the designated due date.

c) All players who submit a Registration Form shall receive a Player Information Kit.

d) The Player Information Kit shall include:
   (i). Due date and amount of all fees and levies that are to be paid for the season, including Registration Fees, Court Fees, Netball Victoria Fees and any other fees that may be deemed necessary for that season;
   (ii). Details of uniform requirements and costs;
   (iii). Information regarding any meetings or other requirements of the Club; and
   (iv). The most current version of the Club By-laws and Codes of Behaviour.

e) Players failing to submit the necessary registration forms before the designated due date will not be selected into a team.

10. SELECTION OF TEAMS

Selection Principles

Team selection aims to:

- provide players with an appropriate level of competition;
- support player development;
- foster team success;
- create a positive playing environment;
- ensure fairness and transparency.

10.1 Team Selections

a) A Team Selection Sub-Committee shall be appointed by the Committee, whose duties shall be to review the player registrations and form teams based on age group, ability and any other criteria, which the Team Selection Sub-Committee deems appropriate.

b) The Team Selection Sub-Committee shall consist of:
   (i). No less than three (3) and no more than (5) members.
   (ii). At least one member of the Executive Committee and at least one representative of the Coaching Panel.

c) The selection of all teams, except for the 9 & Under age group, shall consist of selection trials and paper selection.

d) Under 9 teams will be formed based on past experience and age.

e) Players in the Under 11 age group will participate in selection trials. Team placement will be determined by the Selection Sub-Committee using a combination of:

performance at selection trials;
coach feedback and observations, where available;
previous playing experience; and
the overall balance and development needs of each team.

The Club recognises that player development occurs at different rates and will aim to place players in teams where they can experience success, enjoyment and continued growth in netball.

f) The highest quality players, as deemed by the Selection Sub-Committee, will be selected for the SEPNL competition, with other players being graded into teams to play in other available competitions.

g) To be eligible for selection players must:
   (i). Not owe the Club any money;
   (ii). Be eligible for that age group; and
   (iii). Attend both selection trials unless ill, injured or have any other genuine reason; and have notified the selection panel before or on the day of trials.

10.2 Selection Trials

a) Selection Trials will be conducted under the following conditions:
   (i). All players who have submitted a Player Registration Form shall be informed of the date, time and place where Selection Trials are to be held.
   (ii). A minimum of two (2) selection trials will be held for SEPNL, unless deemed otherwise.
   (iii). A minimum of one (1) selection trials will be held for our indoor competition, unless deemed otherwise.

b) Team selection panels:
   (i). A minimum of three Selectors must be appointed for each team and shall be made up of the Head Coach and two other selectors.
   (ii). If coaches have not been appointed or are unavailable, prospective coaches or people appointed by the Selections Sub-Committee will take their place.
   (iii). Selectors may be appointed to more than one panel.
   (iv). Selectors will grade individually and then meet after the first selection trial to discuss teams. The second selection trial, if required, will be used to refine teams.
   (v). The following qualities will be considered when selecting teams:
      i. Past performance;
      ii. Performance in selection trials (including, but not limited to enthusiasm, attitude, behaviour, determination, enjoyment of netball);

iii. Ability to follow and execute specific activities and strategies;
iv. Age appropriate ability to perform techniques and skill in the following;
    1. Footwork- landing, pivot, step, balancing
    2. Ball Skills- throwing, handling, offloading
    3. Awareness- positional, spatial, team and opponents
    4. Attacking play- timing
    5. Defending play- intercepting, rebounding, shadowing
    6. Ability at multiple playing positions within the team and knowledge of position roles;
    7. Fitness in agility, strength, speed accuracy, endurance, body control and flexibility;
    8. Present and potential ability; and
    9. Commitment to improve and accept challenges.

c) Players shall be notified, in writing, of the team in which they have been selected as soon as possible, but before the first training session of the team.

d) The selection committee's decision is final. Any issues should be taken up with the members of the Executive Committee.

e) Players who register once places are full will be placed on a waiting list and when/if a place becomes vacant they will be contacted. If no places are available players will be notified of the registration day for the next season.

f) Training only positions may be available at the coaches discretion.

11. COURT TIME POLICY

11.1 Court Time Philosophy

Berwick Netball Club values participation, player development, enjoyment and team success. Coaches are encouraged to provide regular feedback, support and development opportunities to all players, regardless of the amount of court time they receive.

11.2 Indoor Competitions

a) For Indoor and junior development competitions, coaches will endeavour to provide equitable court time to all players across the season while considering player development, team balance, attendance, commitment, attitude, injury management and competition requirements.

b) Attendance at training, effort, behaviour and adherence to team expectations may influence court time allocations.

c) During finals matches, court time allocation is at the discretion of the coach, who will make decisions in the best interests of the team and the match.

11.3 South East Precinct Netball League (SEPNL)

a) SEPNL is recognised as a competitive pathway competition. Team selection and court time allocation are at the discretion of the coach and may be influenced by team strategy, player performance, positional requirements, opposition match-ups, attendance, commitment and competition objectives.

b) Court time in SEPNL is not guaranteed and may vary depending on team requirements, player performance, training attendance and match circumstances.

11.4 Player Feedback and Communication

a) Coaches are expected to provide constructive and age-appropriate feedback to all players throughout the season to support their development.

b) Where a player consistently receives restricted court time, the coach should provide feedback outlining the areas for development and the expectations required to increase playing opportunities.

c) Players and parents are encouraged to raise concerns respectfully with the coach at an appropriate time and in accordance with the Club's Codes of Behaviour and Dispute Resolution procedures.

12. REPRESENTATIVE TEAMS/TOURNAMENTS

a) Individual teams may apply to the Committee to enter tournaments.

b) All costs of entering tournaments are to be met by the Team.

c) Club, Association and other representative team commitments take precedence over team tournament commitments.

d) The Club encourages players, coaches and umpires to pursue representative pathways and higher performance opportunities.

e) Players selected in representative programs are expected to communicate any scheduling conflicts with their coach as soon as possible.

13. TEAM OFFICIALS

a) The Team Officials are Coach, Manager, Scorer/Timekeeper, Umpire and Captain & Vice-Captain.

b) Coaches

(i). A coach shall be appointed for each selected team.

(ii). A call for applications from all club members to Coach shall be made no later than one month prior to the start of the season.

(iii). Applications must be in writing stating the applicants qualifications and experience.

(iv). The Head Coach, in consultation with the Committee, will appoint coaches for each selected team.

(v). The Head Coach will endeavour to appoint the highest quality coaches in order to develop players to their fullest.

(vi). Should they apply to coach an SEPNL team, the highest quality coaches will be appointed to these teams.

Coaches are expected to:

(i). Model club values and behaviours;

(ii). Communicate respectfully with players and families;

(iii). Maintain required qualifications;

(iv). Support player wellbeing and development;

(v). Comply with all child safety requirements.

c) Team Managers

(i). A manager shall be appointed for each selected team.

(ii). A call for applications for the position of Manager shall be made prior to the start of the season.

(iii). If there are no volunteers for a selected team to take up these positions on a permanent basis, a rostering system will be set up by the Coach, whereby each player must supply a Team Manager for their rostered game(s).

Team Managers are responsible for:

(i). Team communications;

(ii). Attendance records;

(iii). Scorer rosters;

(iv). Supporting the coach;

(v) Ensuring team compliance with club and competition requirements.

d) Scorer, Timekeeper and Rolling Sub Duties

The Team Manager is responsible for coordinating game-day officials for each team.

Indoor Competitions

(i) For Indoor competitions, the home team will provide the official scorer and the away team will provide the in scoreboard scorer according to competition requirements.

(ii) The Team Manager will allocate a player's parent, guardian or family representative to fulfil the required scoring or timekeeping duties on a rotational basis throughout the season.

(iii) It is expected that the allocated person will fulfil their rostered duty. If they are unable to attend, they are responsible for arranging a swap with another family within the team and notifying the Team Manager.

South East Precinct Netball League (SEPNL)

(i) For SEPNL matches, teams may be required to provide a scorer, timekeeper and rolling substitute officials in accordance with competition requirements.

(ii) For junior teams, the Team Manager will allocate a player's parent, guardian or family representative to fulfil these duties on a rotational basis throughout the season.

(iii) For senior teams, the Team Manager will allocate a player to fulfil these duties on a rotational basis throughout the season.

(iv) For home matches, the allocated duties will generally include scorer and rolling substitute official. For away matches, the allocated duty will generally include timekeeper, unless otherwise directed by the competition.

(v) It is expected that the allocated person will fulfil their rostered duty. If they are unable to attend, they are responsible for arranging a suitable replacement and advising the Team Manager prior to the match.

(vi) Repeated failure to complete allocated duties may be referred to the Committee for consideration.

e) Umpires

(i). All match umpires must have a minimum Accreditation of current Section 1 Theory mark and attend or have attended an accredited Umpires Course or be under supervision of an accredited umpire.

f) Captain & Vice-Captain

Captains are expected to demonstrate leadership, sportsmanship and positive representation of Berwick Netball Club at all times.

(i). A Captain shall be named for each team.

(ii). The naming of a Vice-Captain is at the coach's discretion.

(iii). Appointment of Captain & Vice-Captain is at the coaches discretion and can be either the decision of the Coach and Team Manager or by a Team vote, whereby all team members, including the Coach and Team Manager shall vote for Captain & Vice-Captain.

14. AWARDS

14.1 Indoor Competition Awards

The following awards may be presented at the conclusion of each Indoor season:

1. Participation Award for all junior players.
2. Best & Fairest for each team (excluding Under 9 teams).
3. Runner-Up Best & Fairest for each team (excluding Under 9 teams).
4. Coach's Award for each team (excluding Under 9 teams).

14.2 South East Precinct Netball League (SEPNL) Awards

The following awards may be presented at the conclusion of each SEPNL season:

1. Best & Fairest for each team.
2. Runner-Up Best & Fairest for each team.
3. Coach's Award for each team.

14.3 Best & Fairest Voting

All Best & Fairest voting will be completed using the Club's approved online voting platform.

Indoor Competitions

1. The Team Coach will allocate 3, 2 and 1 votes following each match.
2. A parent, guardian or family representative, as nominated by the Team Manager on a rotating basis throughout the season, will also allocate 3, 2 and 1 votes following each match.
3. Combined votes will determine the Best & Fairest and Runner-Up Best & Fairest awards.

SEPNL Competitions

1. The Team Coach will allocate 3, 2 and 1 votes following each match.
2. Coach votes will determine the Best & Fairest and Runner-Up Best & Fairest awards.
3. Players reported, suspended or found to have breached Club or Competition Codes of Behaviour may have votes suspended or removed at the discretion of the Committee.

14.4 Coach's Award

The Coach's Award will be determined by the coach and may recognise qualities including, but not limited to:

- Commitment and attendance.
- Coachability.
- Teamwork.
- Leadership.
- Positivity and resilience.
- Sportsmanship.
- Contribution to team culture.

The Coach's Award is not required to be awarded to the team's highest-performing player.

14.5 Encouragement Awards

- Encouragement Awards recognise players who demonstrate personal growth, commitment, effort, sportsmanship and a positive attitude throughout the season.
- Recipients will be determined by coaches in consultation with Team Managers and/or Committee Members.
- More than one recipient may be selected where deemed appropriate.

14.6 Club Awards

In addition to team awards, Berwick Netball Club may present Club Awards that recognise outstanding contribution, leadership, service and commitment to the Club.

Recipients will be determined through a nomination and voting process approved by the Committee. Voting may be open to players, coaches, officials, volunteers, parents and Club members.

The following Club Awards may be presented:

Junior Club Person of the Year

Awarded to a junior member who has demonstrated exemplary service and commitment throughout the season. Consideration may be given to:

- Regular attendance at training, matches and Club activities.

- Positive attitude and sportsmanship.
- Representing the Club with pride.
- Willingness to support teammates and coaches.
- Volunteer contributions.
- Commitment to the values of Berwick Netball Club.

Senior Club Person of the Year
Awarded to a senior member who has demonstrated exemplary service and commitment throughout the season. Consideration may be given to:

- Regular attendance at training, matches and Club activities.
- Positive attitude and sportsmanship.
- Representing the Club with pride.
- Volunteer contributions.
- Support of teammates and Club initiatives.
- Commitment to the values of Berwick Netball Club.

Club Person of the Year
Awarded to a member who has made an exceptional contribution to Berwick Netball Club throughout the season. Consideration may be given to:

- Service across the entire Club.
- Attendance and involvement at Club activities and events.
- Leadership and initiative.
- Volunteer contributions.
- Support of players, coaches and officials.
- Promotion of a positive and inclusive Club culture.

Junior Most Valuable Player (MVP)
Awarded to a junior player who has demonstrated an outstanding contribution to the junior program throughout the season. Consideration may include:

- Playing performance.
- Leadership.
- Sportsmanship.
- Commitment to training and competition.
- Support of teammates and coaches.
- Positive representation of Berwick Netball Club on and off the court.

Senior Most Valuable Player (MVP)
Awarded to a senior player who has demonstrated an outstanding contribution to the senior program throughout the season. Consideration may include:

- Playing performance.
- Leadership.
- Sportsmanship.
- Commitment to training and competition.
- Support of teammates and coaches.
- Positive representation of Berwick Netball Club on and off the court.

Emma Clarke Spirit Award
Awarded to a member who embodies the spirit of Berwick Netball Club through enthusiasm, positivity and dedication to creating an inclusive and supportive environment. Recipients will demonstrate a willingness to volunteer their time, support others and contribute positively to the Club community.

Thank God You're Here Award
Awarded to a member who consistently supports the Club whenever assistance is required and can be relied upon to contribute wherever needed.

Best Umpire Award
Awarded to an umpire who has demonstrated excellence throughout the season. Consideration may be given to:

- Knowledge and application of the Rules of Netball.
- Consistency and fairness.
- Communication skills.
- Professionalism.
- Promotion of a positive sporting environment.
- Contribution to umpire development and support within the Club.

Best Coach Award
Awarded to a coach who has demonstrated outstanding dedication, leadership and commitment throughout the season. Consideration may be given to:

- Player development.
- Leadership and communication.
- Promotion of teamwork and sportsmanship.
- Support of player wellbeing and confidence.
- Positive engagement with families and Club officials.
- Commitment to the values of Berwick Netball Club.

Hot Shot Award
Awarded to the player who scores the most goals across the season in competitions recognised by the Committee.
In determining the recipient, consideration may be given to:

- Official match statistics.
- Competition records.
- Verified Club scoring records.

Where statistics are unavailable or incomplete, the Executive Committee may determine an alternative method for identifying the recipient.

Heart of the Wickers Award
Awarded to a member who best embodies the spirit, culture and values of Berwick Netball Club.

Recipients may demonstrate:

- Exceptional sportsmanship.
- Commitment to teammates and the Club community.

- Positivity, resilience and encouragement of others.
- Pride in representing Berwick Netball Club.
- A willingness to support the Club both on and off the court.

Recipients will be determined through a nomination and voting process approved by the Executive Committee.

14.7 Games Played Recognition SEPNL Only

The Club recognises player milestones based on games played in competitions recognised by the Committee.

Recognition will be awarded at the following milestones:

- 50 Games
- 100 Games
- 150 Games
- 200 Games
- 250 Games

and every subsequent 50-game milestone thereafter.

a) Life Membership may be awarded to individuals who have provided exceptional and sustained service to Berwick Netball Club over an extended period. Nominations will be reviewed by the Committee and require approval by a majority vote.
b) To be eligible for Life Membership a club member must have active membership of the club for at least 10 years and having strictly engaged in any 2 or more of the following;
   (i). 5 years playing
   (ii). 5 years coaching
   (iii). 5 years umpiring
   (iv). 3 years Executive Committee
   (v). 3 years as a ratified coordinator of a Club Department. (ie: Uniform, Net Set Go, Sponsorship, Fundraising)
   (vi). 3 years Umpire Coordinator

15. CLUB FUNCTIONS, TRIPS, CAMPS AND SOCIAL EVENTS

Members are expected to behave in a manner consistent with the Club's Code of Conduct when attending Club functions, social events, presentations, camps, tournaments, tours, team trips and other activities conducted, organised or sanctioned by the Club.

Members continue to represent Berwick Netball Club when participating in Club-related activities and are expected to uphold the Club's values, reputation and commitment to safety and inclusion.

Behaviour occurring outside official Club activities may still be considered a breach of Club expectations where there is a sufficient connection to the Club and the behaviour has the potential to negatively impact the safety, wellbeing, reputation or operation of the Club.

Serious misconduct occurring at Club-related activities may result in disciplinary action in accordance with the Club's Code of Conduct, By-Laws and Constitution.

This directly addresses the situation you experienced. It gives the Committee jurisdiction over behaviour on camps, trips and end-of-season events.

PRESENTATION NIGHT

a) At the conclusion of any Season, a presentation of awards shall be held.

b) The date and format shall be determined annually by the Committee.

c) The date, time, venue and format shall be provided, in writing, to all members at least one (1) month prior to the event.

d) Presentation of all awards shall be made on the Presentation Night.

Recognition of achievements shall be made on Presentation Night.

16. FUNDRAISING

The ongoing success of Berwick Netball Club relies on volunteer support. Members and families may be asked to assist with fundraising, events, competitions and other club activities throughout the year.

a) The Club may conduct fundraising activities during each year.

b) The Committee shall determine the fundraising activities.

c) Individual Teams must seek approval from the Committee for any individual fundraising activities.

d) Penalty for not participating in fundraising will be determined by the Committee.

17. COURSES, SEMINARS & OTHER OPPORTUNITIES

Priority for club-funded professional development may be given to members actively contributing to the Club as coaches, umpires, committee members or volunteers.

a) The Club shall provide notification of opportunities for all members to improve their skills by attending courses, seminars and other personal development activities.

b) The Club shall encourage and support members who wish to attend appropriate courses, seminars and other personal development activities.

c) The club may at the discretion of the committee reimburse all or part of the costs of appropriate courses or seminars.

18. ACCREDITATION

All coaches, umpires and officials must hold any qualifications, accreditations and registrations required by Netball Victoria, the competition and relevant legislation.

a) The Club shall ensure that all officials have current appropriate minimum qualifications.

b) Where minimum qualifications/accreditation standards are not met, the Club shall encourage and support the member/s to achieve the minimum standards.

19. RISK MANAGEMENT

19.1 Injury Reporting

a) All Clubs are responsible for recording all injuries at the discretion of the injured player or players' guardian (if the player is under 18) on the Injury Reporting Sheets provided.

b) All players in the Club are responsible for recording all injuries at the discretion of the injured player or players' guardian (player under 18) on the Injury Reporting Sheets provided.

c) Team Managers will distribute and collect injury report forms and will forward them to the club secretary.

d) If a player sustains an injury deemed to be serious, a medical certificate from a registered medical practitioner, specialist or physiotherapist is required before that player can resume training or playing.

19.2 Pre Match Checklist

a) A pre-match checklist will be completed prior to all Berwick Netball Club matches, programs and training.

b) Any hazards identified will be:
   (i). Documented
   (ii). Rectified if possible.
   (iii). Reported to the appropriate agency (local council) if major repair is required.

19.3 Pregnancy

a) As per Netball Victoria Info net RM1 – Pregnancy & Netball

b) The pregnant player is provided with the same personal accident policy that is provided for all registered members of Netball Victoria. However, the player is not covered if the resultant injury is found to be due to the pregnancy. No cover is provided for the unborn baby.

c) The Club accepts no responsibility for members playing whilst pregnant.

19.4 First Aid

a) The Club will provide a First Aid Kit complying with Netball Victoria Infonet RM2 – First Aid for Netball.

b) The First Aid Kit will be stored beside the court and all appropriate personnel (court supervisors, umpires and coaches) will have access to it.

c) A volunteer Equipment Manager will maintain the first aid kit supplies. An inventory is to be completed on a weekly basis.

d) The Club will have a designated room or area for the treatment of injuries. The room or area should be kept clean and accessible at all times.

e) The Club will endeavour to have a qualified first aider present at all competitions and training sessions.

19.5 Emergency procedures

Emergency phone numbers - Ambulance, Doctor, Physiotherapist, Health Clinic and Police and an Emergency Procedure Plan is to be displayed in the First Aid Kit.

19.6 Weather

In the case of extreme weather conditions, the team officials and/or competition officials will determine whether games proceed or not.

19.7 Blood Policy and Infectious Diseases

The Club will adopt Netball Victoria Infonet U4 and RM6 relating to blood policy and infectious diseases.

19.8 Pre-participation Screening/ Medical Indemnity

a) All personnel involved with the Berwick Netball Club will be required to complete a medical indemnity form.

b) A designated official will store all forms and bring them to all events.

19.9 Responsible Serving of Alcohol in Sporting Clubs

The Berwick Netball Club does not hold a Liquor Licence hence there will be no alcohol provided or served on the premises.

19.10 Smoke Free

The Berwick Netball Club will adopt a Smoke Free policy as prescribed by Quit Victoria. This will include indoor venues and outdoor court surroundings.

19.11 Sun Protection

The Berwick Netball Club will adopt a SunSmart policy as prescribed by the Cancer Council Victoria. On days where UV rays are expected to be high, players must supply their own sunscreen, a hat and a drink bottle in order to participate.

19.12 Codes of Behaviour

The Berwick Netball Club will adopt its own code of behaviour, which will be modelled on the most up to date version of the Netball Victoria Member Protection Regulation and the Victorian Code of Conduct for Victorian Sport. By being a member, you agree to abide by codes. A copy of the BNC codes are available on the Club's website.

These codes may be subject to change at the discretion of the committee.

19.13 Drug Policy

a) The Club expects all members to behave responsibly and safely at all Club activities, functions and events.

b) Alcohol may only be consumed responsibly and in accordance with all applicable laws, venue requirements and Club expectations.

c) Members must not engage in behaviour that is unsafe, abusive, aggressive, discriminatory, illegal or likely to bring the Club or the sport of netball into disrepute while consuming alcohol.

d) Berwick Netball Club has zero tolerance for the possession, use, supply or distribution of illegal drugs at any Club activity, event, function, competition, camp, tour or activity conducted, organised or sanctioned by the Club.

e) Any member involved in the possession, use, supply or distribution of illegal drugs will be considered to have committed a serious breach of the Club's Code of Conduct and may be subject to disciplinary action, including suspension, removal from a Club role or termination of membership.

19.14 Working With Children Check

a) All members of the Committee and Team Officials are required to obtain a satisfactory status Working with Children Check.

b) Appointment of these roles will be subject to this satisfactory status. Those who have an unsatisfactory status will be unable to be on the Committee or a Team Official in order for Berwick Netball Club to meet its Member Protection guidelines as prescribed by Netball Victoria.

19.15 Child Safety

a) Berwick Netball Club is committed to providing a safe, inclusive and supportive environment for all children and young people.

b) The Club maintains a separate Child Safe Policy, which incorporates the Victorian Child Safe Standards, Netball Victoria child safeguarding requirements and any other relevant legislative obligations.

c) All Committee Members, Coaches, Team Managers, Officials, Volunteers and Members are required to comply with the Club's Child Safe Policy, including any reporting, behavioural and Working With Children Check requirements.

d) Any breaches of the Child Safe Policy may be managed in accordance with the Club's disciplinary and dispute resolution procedures.

19.16 Concussion Management

The Club will manage suspected concussion incidents in accordance with current Netball Victoria and Sports Medicine Australia guidelines. Any player suspected of having sustained a concussion must immediately cease participation and obtain medical clearance before returning to play.

20. DISPUTE RESOLUTION

a) Complaints, disputes and alleged breaches of these By-Laws or the Club's Code of Conduct will be reviewed and determined by the Executive Committee.
b) Where considered appropriate, the Executive Committee may consult with members of the General Committee before making a determination.
c) All decisions will be made fairly, impartially and confidentially, having regard to:

- The Club Constitution;
- These By-Laws;
- The Club Code of Conduct;
- Child Safety obligations;
- Competition rules and regulations; and
- Any applicable governing body requirements.

d) The Executive Committee may impose such sanctions as it considers appropriate, including warnings, suspension, removal from Club roles or termination of membership.
e) Unless otherwise provided for under the Constitution, competition regulations or governing body policies, the decision of the Executive Committee will be final.

21. SPECIAL CIRCUMSTANCES/PROVISIONS CLAUSE

Where this By-law is silent, a decision can be made that ensures the integrity of the Berwick Netball Club is maintained at all times.
The Committee may in using its reasonable discretion, in exceptional or extenuating circumstances, alter, vary or waive the requirements set out in this By-Law relating to the Berwick Netball Club.
Any decision made under this clause must be consistent with the Club Constitution, applicable competition rules and the best interests of Berwick Netball Club.

22. INDEMNITY

Except where provided or required by law and such cannot be excluded, the Berwick Netball Club and its respective directors, officers, members, servants or agents are absolved from all liability however arising from injury or damage, however caused, arising whilst participating as a member.

Approved by: Berwick Netball Club Committee

Approval Date: 9/11/2026

Effective Date: 11/11/2027

Review Date: 9/11/2027