



CLUB HANDBOOK

EFFECTIVE AS OF JULY 2024

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WELCOME

Welcome to Southern Fusion Netball Club. We appreciate your interest in our club and hope you have a great time here. Please take the time to read the handbook we have provided carefully. It contains essential information that you may need during your time at Southern Fusion. Please keep it handy for future reference.

Thank you for choosing Southern Fusion Netball Club. We look forward to a successful and enjoyable season ahead! If you have any queries or concerns, please do not hesitate to contact the Club at southernfusion1@gmail.com

We are here to help and support you in any way we can.

INTRODUCTION

Southern Fusion Netball Club was established in 2012 by founding members Ben Dixon, Nicole Roffey, Karen Porter, Yvonne Porter, Julie Dixon, and Brooke Cleeland. The Club started competing at Waverley Netball Centre in the Autumn season 2013. Since then, the club has tripled in size, and we have more teams competing at Waverley and in tournaments throughout the year.

PRESIDENT LETTER

"It's truly amazing to see how talented our region is in netball. South Gippsland players are some of the best in the state, and I feel proud to be part of Southern Fusion, where our main focus is to increase pathways and development for our players and coaches. I believe that our outstanding pool of players and coaches contributes to Fusion's success, and I am always willing to go above and beyond to grow the skills and opportunities for everyone involved. I also want to take a moment to acknowledge the parents and families around the club who often go unnoticed but play a crucial role in our success. We couldn't have done it without you, and I want to express my gratitude to all past, present, and future families who have contributed to the club's culture. I hope that your time at Southern Fusion has been fruitful in expanding your understanding of netball in Victoria."

MISSION STATEMENT

Our mission statement aims to provide players within the Gippsland region with a representative-level stage to perform and develop along the Netball Victoria Development Pathway.

COMMITTEE

The Southern Fusion Committee comprises of the following:

President	LEONNIE MCCLUSKEY
Vice President	Nominations Now Open
Secretary	Nominations Now Open
Treasurer	BEN YATES
General Committee Members	Nominations Now Open

The committee administers all Netball Operations and has a duty of care to all Club Members. Therefore, all decisions need to be addressed to the Committee, which meets as necessary.

CONTACT EMAILS

If you have any questions regarding the club, please address them to The Secretary:
southernfusion1@gmail.com

ANNUAL GENERAL MEETING (A.G.M.)

The club's A.G.M. is usually held at the opening of the Preseason Training or Camp. Attendance is not compulsory, but seeing as many people there as possible would be pleasing.

We would appreciate it if club members could complete and submit the Committee Nomination Form (Appendix 4) before the A.G.M.

GRIEVANCES

The first port of call for any grievance is to discuss the matter with the relevant party/parties. As a first step towards resolution, the two parties should discuss the matter openly and work together to achieve the desired outcome.

If the matter cannot be amicably resolved, it should proceed and be dealt with according to the Club's Grievance Policy, provided in Appendix 3.

REGISTRATION AND FEES

NETBALL VICTORIA REGISTRATION/MEMBERSHIP

Each year, all players must pay their registration to Victorian Netball Association (VNA) membership/insurance online. VNA **must** be paid online to Netball Vic before the year's first season starts. For 2024, VNA costs are \$86 for seniors and \$66 for juniors. These are subject to change each year.

CLUB FEES

CASEY STADIUM AUTUMN & SPRING COMPETITIONS

Fees are payable (twice yearly) / Per Season, i.e., Autumn & Spring Competition, for any player competing at the Casey Stadium. As of 30/4/2024, club fees are \$450.00, not including other incidentals: Dress hire, training tees, socks, Knicks, hoodies, etc.

TOURNAMENT

The costs are subject to change each season and will be determined tournament-by-tournament.

PAYMENT TIMELINE:

When you are notified of selection into a team, a **\$200.00 non-refundable deposit** must be paid within seven (7) days to secure your position. The \$200.00 will be deducted from your overall season fees, autumn or spring. Invoices will be sent electronically at the beginning of each season or when other uniform accessories have been ordered. The remaining balance(s) must be paid by **ROUND FOUR** of the season. If fees are not paid by **ROUND FOUR**, Southern Fusion Netball Club reserves the right to temporarily suspend your membership, which will affect court time if you play at all.

The player's parent is responsible for contacting the SFNC Treasurer before the due date to set up a payment plan, which is subject to approval. Please send an email with the proposed payment plan and include the Start Date, Frequency, Amount, and End Date. Emails should be sent: Attention The Treasurer to southernfusion1@gmail.com

ACCOUNT DETAILS

All Fees must be paid into the club account:

ACCOUNT NAME: SOUTHERN FUSION NETBALL CLUB
BANK: BENDIGO BANK
BSB: 633-000
ACCOUNT NO.: 150 704 245
REFERENCE: "PLAYERS NAME"

SEASON AND GAME TIMES

There are two (2) seasons per year. **Season One** is the Autumn Competition, which runs from January to June. **Season Two** is the Spring Competition, which runs from July to December. Specific game times and dates will be available via the Netball Connect App under Casey Netball Association // Southern Fusion Netball Club // Team.

PLAYING/TRAINING COMMITMENTS

At Southern Fusion, we understand that life can sometimes get in the way of training and games. However, we expect our players to attend ALL training and games throughout the year. This includes attendance when injured unless there is a prior discussion with their Coach.

We have a fair policy for players who miss training. They should expect reduced court time at the next game. We also understand that sometimes, despite our best intentions, we may be unable to make it to training or a game. In such cases, we expect players to notify their coaches with an appropriate reason by Thursday night if they cannot attend Sunday training and by Sunday night if they cannot make the game on Wednesday. This will help your coach plan their training or prepare an entire team for the game.

Players will have a conference with their Coach and Head Coach if they are to miss more than five (5) training sessions in a season.

COURT TIME

We give our players the best opportunity to play at an elite level. An individual's development and commitment to training determine their team's development. Therefore, our coaches will select players based on their skills and commitment to training.

We will endeavour to provide players with at least half a game each week. Those players working hard will be rewarded with additional court time. Court time will also be based on the game and which combination the coach feels will be best for the team at that time.

We understand that players always want to play full games; however, this is impossible with nine or ten in the squad. We encourage **all players** to speak with their coaches directly, post-game or at training, to find areas their coaches focus on with their development.

FINALS

Any finals that teams compete in are played to win by players and coaches. This means that players are not guaranteed set court time. Again, **players** are encouraged to approach their coaches directly, post-game or at training, to find areas their coaches focus on with their development.

GAME AND TRAINING VENUES & ADDRESSES

Our current venues and their addresses:

WEDNESDAY NIGHT GAMES

CASEY STADIUM OFFICE
65 BERWICK CRANBOURNE RD,
CRANBOURNE EAST, VIC 3977

SUNDAY MORNING TRAINING

MEENIYAN INDOOR SPORTS STADIUM:
2 MCKITTERICK ST, MEENIYAN

TRIALS & SELECTIONS

Fusion conducts trials before the commencement of each season. These trials allow players to showcase their skills against others in a highly competitive environment. The Fusion committee chooses a selection panel to select the following season's squads. We will endeavour to accommodate all players where possible. Each player will be treated with respect and have at least two court appearances each trial, with at least one in the first preference position indicated. Due to position choices, some players may get more court time to ensure that each player has trial opportunities in preferred positions at each trial.

The teams will be selected according to the Selection and Grading Policy of Southern Fusion Netball Club (refer to Appendix 1).

Aged squads will be named a week after the selection process ends, and the teams may not be finalised until the season's commencement. This will allow coaches to try various combinations to best suit each team and the club.

Players are expected to attend ALL trials, giving selectors the best chance of seeing them in many situations.

If a player cannot attend all selection days due to extenuating circumstances, they must fill out the SFNC Trial Exemption Form (Appendix 5) and submit it to southernfusion1@gmail.com before the final trial. The SFNC committee will then consider that player's application case-by-case basis.

Players who are unsuccessful in making squads can receive brief feedback from selectors if asked by Players. No further feedback will be given after this point.

Teams are evaluated during the first three (3) rounds of each season and cannot be changed after this point. The Head Coach will assess each player at the end of the autumn season and determine if they need to move into a higher or lower team for the spring season to improve their development at the club.

TRAINING REQUIREMENTS

All teams will be notified of their regular two-hour training session, which is held weekly on Sunday and at Meeniyan Stadium unless otherwise advised.

UNIFORM AND DRESS CODE

Southern Fusion has a variety of Club apparel for sale. The correct playing uniform is compulsory for all matches.

All uniforms and sizes are available at the stadium each Sunday for try-on. At the start of each year, a list of dates will be published for items needing specific ordering (e.g., hoodies and bags). However, everything else will be available year-round.

THE CORRECT PLAYING ATTIRE IS:

Fusion Playing Dress ✓ Dark Blue or Black Boy Legs Shorts ✓ White Fusion Socks ✓ Fusion Hoody or Fusion Long Sleeve ✓ Fusion Sports Bag✓

THE CORRECT TRAINING ATTIRE IS:

Fusion Training Singlet or Tee ✓ Dark tights or shorts ✓ Fusion Hoody or Fusion Long Sleeve✓

VNA DRESS CODE & RULES

- No jewellery item is to be worn except a taped wedding ring. The umpires can ask for items to be removed.
- No gloves may be worn (unless required for a medical condition). A doctor's letter approved by the relevant league is needed.
- Nails must be cut short and smooth.
- Sunscreen is advised when outdoors.
- If hair is long, it must be tied back and off the face. Braids or plaits may be considered a whipping hazard, and you may be asked to remove them.
- Hard headbands are not permitted.
- Players must bring their drink bottles.
- No photographs are allowed, as per each Centre's privacy policy. Please talk to the coach about a particular reason for taking photographs.

WEATHER

We play in all conditions. The Casey Netball Association may cancel matches in extreme weather conditions for safety reasons. However, this may be done only minutes before the game. If this is the case, they will contact the club and pass the information on to coaches, who will advise teams. If players have any doubt about the weather and have not received notification from their coach, they should go to the game regardless.

HEAT POLICY

Where the court temperature reaches 32 degrees Celsius, the Venue Managers will implement the heat policy. This will include extra drink breaks and shortening quarters. a) Games will be cancelled when the court temperature exceeds 38 degrees Celsius. b) Thermometers are installed on all courts; each court will be assessed individually.

RISK MANAGEMENT

Southern Fusion Netball Club aims to provide all participants with a safe, welcoming, and inclusive environment. Please read our Codes of Behaviour for players, parents, and spectators—please refer to Appendix 3.

MEDICAL CLEARANCES

Players who miss two (2) or more consecutive weeks due to injury are required to complete a full training at 100% and to give a written doctor's certificate before their training or taking the court on game night. This must be handed to your coach or emailed to southernfusion1@gmail.com

CLINICS AND CLUB TRAINING SESSION

We want to give back to our local community and increase the talent of players in South Gippsland. We have two ways of doing this. One of them is through our player development clinics. They provide a snapshot of what we are about whilst giving a format for players to get individualised feedback from our coaches. The second way is by running Local Club Training sessions. These sessions consist of our coaches going out to clubs in the local area and taking training sessions for any age. We encourage you to promote this opportunity for your club.

- Have them contact us at southernfusion1@gmail.com to set a date.

FUNDRAISING

Fundraising is required yearly to raise money for new equipment, specialist coaches, or interstate tournaments. If you have any suggestions or ideas, please feel free to contact the secretary at southernfusion1@gmail.com

SPONSORSHIP

Thank you to our previous sponsors; your support has not gone unnoticed. We are always looking for new sponsors who can assist with the cost of running the club. Please contact the Sponsorship Coordinator at southernfusion1@gmail.com for a detailed flyer about what we can offer you.

PRESENTATION NIGHT AND AWARDS

Two presentation nights will be held throughout the year, one at the end of each season. The dates and venues will be announced on Facebook and through email. The awards on the night will include a Best & Fairest, Runners Up Best & Fairest, and a coaches award for each team. Each coach votes for these based on their voting systems throughout the season.

SUMMER FITNESS

We offer a variety of activities over the summer break to increase our players' fitness over the holidays. Along with our fitness program, we can provide a locally run morning fitness session, which will be emailed out.

SOCIAL MEDIA

Southern Fusion tries to provide as much information as we can through all our media outlets. This may include photos, videos, club information, event information, and last-minute updates. It also allows parents and players to organise carpooling for training and games.

This includes:

Website – www.southernfusion.com.au

Facebook - www.facebook.com/southernfusion

Facebook Messenger Team-Specific Chat Groups

Instagram – www.instagram.com/southern_fusion

VOLUNTEERING

Southern Fusion is a non-profit organisation run purely by volunteers. Regardless of the size of the job, all roles are vital. If any members would like to help, they are encouraged to speak to any member of the committee or email southernfusion1@gmail.com

TEAM MANAGERS

We need your help as parents. Each team needs a volunteer to help as a team manager. This includes organising work, arranging duties, and ensuring all players have the correct information.

CLUB PHOTOS

The club will arrange a date during the season for players to wear their dresses to training and have their team photos taken. You will be notified of this date via email. Once published, the team and individual photos will be available for purchase.

KNEE PROGRAM

Southern Fusion has now fully implemented the Netball Australia KNEE program.

The KNEE Program is an on-court warm-up program designed to enhance movement efficiency and prevent injury before training and matches. Players under 11 and under 13 use the JUNIOR program, while our under 15s, under 17s, and Open teams use the RECREATIONAL program.

These programs are implemented throughout training and game warm-ups. We HIGHLY recommend that players include the KNEE program in their pre-existing training routines for maximum effectiveness, being completed 2-3 times a week.

The program's ultimate aim is to keep your children playing the sport they love without being limited by injury—what could be more important than that?

APPENDIX 1

SOUTHERN FUSION – SELECTION AND GRADING POLICY

This policy ensures a consistent and fair process for selecting players for teams.

GRADING PROCESS

The committee will set a date for selection and grading. The SFNC committee will appoint two or three selectors to make up that season's selection panel. One of which will be the Head Coach. Appointed coaches may be involved in the selection panel at the committee's discretion. Every attempt will be made to have no relatives (parents/siblings) or committee members be part of the selection panel involving their relatives; however, the most appropriate and skilled personnel will be appointed. The Head Coach will oversee all player selections and team grading. The trials will be made up of three initial selection sessions. If you are unable to attend any of the selections, an email must be sent to the Head Coach at southernfusion1@gmail.com

SELECTION/GRADING WILL BE BASED ON THE FOLLOWING:-

- **An adequate to a high level of fitness**
- Competent passing skills, ball control, catching skills, game-specific footwork
- Agility, balance, poise
- Display both attacking and defending skills
- Knowledgeable positional/ tactical play
- Concentration/ focus during play and while being instructed
- Positive on-court behaviour
- Strong sense of team behaviour
- Strong sense of team spirit/good sportsmanship
- Ability to communicate/cooperate with teammates/team officials
- Understand the rules of the game
- Ability to understand and execute offensive and defensive team structures
- Ability to follow instructions
- Ability to control emotions
- Punctuality
- Commitment
- Mental and physical preparation

Players will be notified by the following week of whether they have successfully made the squad for their age group. Team announcements will be made as soon as possible.

PLAYERS AND PARENTS RESPONSIBILITIES

- Read Grading Criteria
- Complete the Registration form to the Club by Selection/Grading day
- Notify the Head Coach if you are unable to attend due to illness, unforeseen circumstances, or other fitness commitments
- As the selection panel's decision is final, players and parents are expected to accept it. If there are any concerns regarding the selection decision, the process detailed in the Grievance Policy (Appendix 4) must be followed.

APPENDIX 2

UNIFORM PRICING AND AVAILABILITY – As of 30/4/2024 (subject to change)

Dress Hire	\$30.00
Sublimated Training Singlet	\$40.00
Sublimated Training Tees	\$40.00
Boylegs	\$17.00
Hoodies	\$75.00
Long Sleeve Tees	\$40.00
Crew Socks	\$13.00
Ankle Socks	\$13.00
Other To Be Confirmed	

APPENDIX 3

SOUTHERN FUSION NETBALL GRIEVANCE POLICY

This policy encourages open communication within the Club and provides a framework for players, parents, and members to raise and resolve differences and complaints.

If a club member considers that they have an issue, they should raise the matter with the relevant party/parties as a first step towards resolution. The two parties should discuss the matter openly and work together to achieve the desired outcome.

If this is not suitable, they can speak to the GLO –or the relevant coach.

If a member feels that they cannot follow this route, a signed letter can be sent to the President at southernfusion1@gmail.com

The committee will address only issues brought forward in a signed letter. All correspondence will be treated with the utmost respect and confidence. The committee will decide the most appropriate way to deal with the issue raised. Once a resolution has been reached, the club member will be informed in writing of the outcome.

APPENDIX 4

SFNC COMMITTEE NOMINATION FORM

Southern Fusion Netball Club calls for the following positions:

- **President**
- **Vice President**
- **Treasurer**
- **Secretary**
- **General Committee (x2)**

I hereby wish to nominate.....

For the position of.....

Nominator By.....

Second By.....

Signature of Nominee.....

Date:

APPENDIX 5

SFNC TRIAL EXEMPTION FORM

REQUEST FOR EXEMPTION FROM ATTENDANCE AT SFNC TRIALS

Player Name:

Age Group:

Contact details:

Email:

Mobile:

REASON FOR APPLICATION:

**Details of supporting evidence attached with this application (i.e.:
Medical certificate, a letter confirming reason/commitment, etc)**

.....
.....
.....

Signed by player:

Signed by parent (if U18):

Date of request lodgement:

Received by SFNC Committee:

SFNC Selection Panel notified:

APPENDIX 7 (Last Updated: June 2019)

CODES OF CONDUCT FOR PLAYERS, PARENTS AND SPECTATORS

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct during any activity held or sanctioned by Netball Australia, Netball Victoria, other Member Organisations or Affiliates:

GENERAL CODE OF BEHAVIOUR

1. Respect the rights, dignity, and worth of all people involved in netball regardless of gender, ability, cultural background, or religion.
2. Be ethical, fair, considerate, and honest in all dealings with others.
3. Operate within the rules and spirit of netball, including national and state guidelines, constitutions, and policies that govern Netball Australia, Netball Victoria, Member Organisations, and Affiliates.
4. Do not use your involvement with netball to promote your own beliefs, behaviours, or practices where these are inconsistent with those of Netball Australia, Member Organisations, or Affiliates.
5. Always place the safety and welfare of children above other considerations.
6. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination, occupational health and safety, and child protection laws
7. Refrain from any behaviour that may bring Netball Australia, Member Organisations, or Affiliates into disrepute.
8. Provide a safe environment for the conduct of the activity.
9. Show concern and caution towards others who may be sick or injured.
10. Be a positive role model and be responsible and accountable for your conduct.
11. Abide by the relevant Netball Australia role-specific codes of behaviour and understand the consequences if you breach or are aware of any breaches of this Code of Behaviour.

PLAYER CODE OF BEHAVIOUR

In addition, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations, or Affiliates in your role as a player:

1. Respect the rights, dignity, and worth of fellow players, coaches, officials, and spectators.
2. Refrain from conduct regarded as sexual harassment, discrimination, bullying, or victimisation.
3. Respect fellow players' and competitors' talent, potential, and development.
4. Participate fairly and safely.
5. Be frank and honest with your coach about illness, injury, and your ability to train and play out a game/train.
6. Conduct yourself responsibly, relating to language, temper, and punctuality.
7. Conduct yourself at a high level of personal behaviour on and off the court in such a manner so as not to bring your club or the game into disrepute
8. Control your temper. Verbal or physical abuse of officials, umpires, spectators, or other players and deliberately distracting or provoking an opponent is not acceptable or permitted.
9. Abide by the rules and respect the umpires' decisions. Be courteous and use the correct process when seeking rule clarification.
10. Do not engage in practices that affect sporting performance (alcohol, tobacco, and drug use).
11. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g., scorers, coaches, timekeepers, administrators, and umpires).
12. Do not use personal communication devices (e.g., mobile phones) during and after training/games.
13. All players are to be aware of a zero-tolerance policy for breaches of Cyber-safety principles related to the use of social media.

PARENT/GUARDIAN CODE OF BEHAVIOUR

In addition, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations, or Affiliates in your role as a parent/guardian:

1. Encourage your child to participate, but do not force them.
2. Focus on your child's efforts and performance rather than the overall outcome of the event. Reducing the emphasis on winning will assist your child in setting realistic goals related to his/ her ability.
3. Teach your child that an honest effort is as important as winning so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Be a model of good sports behaviour for children to copy. Applaud good play by all players.
6. Never ridicule or yell at a child for making mistakes or losing a game.
7. If you disagree with an umpire or coach, raise the issue through the appropriate channels rather than question their judgment and honesty in public.
8. Refrain from conduct regarded as sexual harassment, discrimination, bullying, or victimisation.
9. Recognise and respect the value and importance of volunteer administrators, coaches, and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be courteous in communication with administrators, coaches, players, and umpires. Teach your child to do the same.
11. Support the use of age-appropriate development activities and modified rules.
12. Pay all required fees, registrations, and insurance by the required due date.
13. Applaud good performance and efforts by all players.

Signed by Player

Signed by Parent/Guardian

SPECTATOR CODE OF BEHAVIOUR

In addition, you must meet the following requirements about your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations, or Affiliates in your role as a spectator:

1. Remember that most players (particularly children) participate in netball activities for fun. They are not participating solely to entertain spectators.
2. Applaud good performance and efforts by all players. When watching a game, congratulate both teams on their performance regardless of the game's outcome.
3. Respect the umpires' decisions. Encourage players to play according to the rules and official decisions and develop their knowledge of the rules.
4. Never ridicule or abuse a player for making mistakes during a competition.
5. Refrain from conduct regarded as sexual harassment, discrimination, bullying, or victimisation.
6. Do not use foul language or sled or harass administrators, coaches, players, umpires, or other spectators.
7. Condemn the use of violence in any form, whether by administrators, coaches, players, umpires, or other spectators.
8. Support the use of age-appropriate development activities and modified rules.