



Anglesea Football Netball Club
P.O. Box 70
25-27 Ellimatta Rd, Anglesea VIC 3230
Phone: (03) 5263 1900
Email: info@angleseafnc.com.au
Website: www.angleseafnc.com.au

ANGLESEA FOOTBALL NETBALL CLUB

Netball Guidelines and Information 2021

President: Jamie Mackenzie 0431455163

Vice President: Maz Caulfield 0425804358

Child Safe Admin Officer: Emily Burgess 0438560254

Child safe Officer and chaplain: Dean Lobbe 0407472436

Netball Admin: Nicky Albert 0408103722

Junior Co-ordinator: Kate Kerr 0429378785

Coach Coordinator: Stacey Benny 0418567181

Team Manager Co-Ordinator: Tanya Hillman 0408387427

Primary care Co-ordinator: Angela Allardyce 0412990850

COVID Safety Plan.

Anglesea Football Netball Club adheres to its COVID Safety Plan that has been prepared under the guidelines of AFL Barwon and Netball Victoria. We ask all club members, officials, players and spectators to abide by all safety measures at all times and follow the information posted around the facility.



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COACHING AND TEAM GUIDELINES

Senior teams

Senior teams are defined as A, B, C, D and E grades.

Players are selected for one senior team/squad.

Selection trials:

Senior coaches will comprise a Selection Panel for trials.

Team selections for seniors are open to all senior and junior players (over the age of 14 years old and in accordance with AFL Barwon by-laws).

The Netball operations working group in conjunction with coaches will review and approve selection. Selection in conjunction with coaches will always be reviewed and approved by this group and will not be announced before this.

A/B squad will be selected of the players with the required level of skill needed for the best on-court combinations, irrespective of whether they are seniors/juniors. Coaches will select any number of players up to 20 per squad. Any change to this will need to be reviewed and approved by the operations group. Whilst there will be no “fair rotation policy” there may be endeavours to qualify players.

C/D squad will be selected of the players, with the required level of skill needed for the best on-court combinations, irrespective of whether they are seniors/juniors. However, if deemed to be on a par the senior player will be chosen over the junior player. Coaches will select any number of players up to 20 per squad. Any change to this will need to be reviewed and approved by the operations group. Whilst there will be no “fair rotation policy” there may be endeavours to qualify players.

The E grade squad will be selected from those players not yet selected in another senior squad. Where the number of senior players is lower than the places available selection of juniors will be necessary. This should never occur at the expense of a senior player. Priority should be given to players who may not otherwise get a game.



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Netball trials are important as they are essential for squad selection. They are compulsory and all players are expected to attend trials. Under extenuating circumstances where players are unable to trial, a letter must be forwarded to angleseanetballclub@gmail.com.

Pre Season Training

Pre-season fitness training is not considered compulsory for selection as a senior player

Training & Game Day:

Training is compulsory. All players who are unable to train or play must personally let their coach know.

All players must ensure that they have current VNA, working with children's volunteer check if they are over 18 years of age, and club membership. If problems occur whilst trying to register, for further information please email the registration officer at angleseanetballclub@gmail.com

No player can take the court unless they have VNA and Club membership

Any player showing disrespect for their fellow team members, opposing teams, umpires or coaches will be immediately removed from the Court.

Finals:

The players with the required level of skill needed for the best on-court combinations, irrespective of whether they are seniors/juniors as selected by the coach will take the court at all times.

Captains: Coach to select captain and vice-captain or leadership group.

If any issues are arising or anyone feels that these guidelines are not being enforced correctly, concerns should be directed to your coach (through your player representative, captain), at training. If you feel that this has not been resolved, further concerns should be directed to your player representative and the operations group (in writing).

A Grade

All players will be selected on their skill level and on-court combinations.

A squad will be selected to make up the A & B Grade teams on match day. However, at the coach's discretion and in consultation and approval of the operations group, extra players can be included.

Vacancies will be filled with players of A-grade skill level and ability (selected from the Talent Pathway, seniors or juniors).



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The best combination will take the court at all times.

B Grade

All players will be selected on their skill level and on-court combinations.

A squad will be selected to make up the A & B Grade teams on match day. However, at the coach's discretion and in consultation and approval of the operations group, extra players can be included.

Vacancies will be filled with players of B grade skill and ability (selected from the Talent Pathway, seniors or juniors).

The best combination will take the court at all times.

C and D Grade

All players will be selected on their skill level and on-court combinations.

Vacancies will be filled with players of C and D grade skill and ability (selected from the Talent Pathway, seniors or juniors).

The best combination will then take the court at all times.

E Grade

All players will be selected on their skill level and on-court combinations.

Vacancies will be filled with players of E grade ability (selected from senior aged players unless minimum numbers are not reached)

The best combination will take the court at all times.

Talent Pathway

Guidelines and requirements for this squad will be reviewed at the commencement of the season and approved by the Netball Operations group



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Junior Teams

11/under

Position Statement: At this level, the focus is on fun, with players encouraged to improve and further develop their skills throughout the season, with the opportunity to play in all positions. There will be a fair rotation of all players in all positions. Players will be encouraged to develop further knowledge of rules and gameplay. To achieve this outcome, coaches are guided by the following:

- All players wishing to play get a chance to be part of the team and take the court. If there is a large number, a rotation system may be developed so players may be asked to have their turn or week out of the squad.
- Boys: The Anglesea Netball Club will adhere to the Netball Victoria Policy and Football Netball Geelong bylaws.
- Captain: All players will be given the opportunity to be appointed captain for the day.

13/Under

Position Statement: At this level, the focus is on fun, with players encouraged to improve and further develop their skills throughout the season, with the opportunity to play in different positions. Players will be encouraged to develop further knowledge of rules and gameplay. To achieve this outcome, coaches are guided by the following:

- Section 1 and 2 teams/squad will be selected according to the ability for team balance, at coach(es) discretion.
- Coaches will select any number of players, up to 12 players per team.
- A fair and equal roster system for the season will be developed by the coach, ensuring that each player takes the court for a minimum of two quarters per rostered match day (pursuant to “Team Selection” policy as outlined on page one).
- Any vacancies throughout the season will be filled by an eligible player of the required ability (in consultation with coach(es), player and their parents and reviewed and approved by the committee).
- Boys: The Anglesea Netball Club will adhere to the Netball Victoria Policy and Football Netball Geelong bylaws.
- Captain: All players will be given the opportunity to be appointed captain for the day.



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15/Under

Position Statement: At this level, players will be given the opportunity to consolidate, refine and specialize their skills in a competitive environment. To achieve this outcome, coaches are guided by the following:

- Section 1 and 2 teams/squad will be selected according to individual ability for team balance, at coach(es) discretion.
- Coaches will select any number of players, up to 12 players per team.
- A fair and equal roster system for the season will be developed by the coach, endeavouring to provide each player with two quarters per rostered match day (pursuant to “Team Selection” policy as outlined on page one).
- Any vacancies throughout the season will be filled by an eligible player of the required ability (in consultation with coach(es), player and their parents and reviewed and approved by the committee).

Coach(es) will decide on the selection process when appointing captains and vice-captains.

17/Under

Position Statement: At this level, there is greater competition for fewer positions. Players will continue to further specialize and refine their skills, in a more competitive environment. To achieve this outcome, coaches are guided by the following:

- Section 1 and 2 teams/squad will be selected according to individual ability for team balance, at coach(es) discretion.
- Coaches will select any number of players, up to 12 players per team.
- Any vacancies throughout the season will be filled by an eligible player of the required ability (in consultation with coach(es), player and their parents and reviewed and approved by the committee).

Coach(es) will decide on the selection process when appointing captains and vice-captains.

19/Under

Position Statement: At this level, there is greater competition for fewer positions. Players will continue to further specialize and refine their skills, in a more competitive environment. To achieve this outcome, coaches are guided by the following:

- The 19/under team/squad will be selected according to individual ability for team balance, at coach(es) discretion.
- Coaches will select any number of players, up to 12 players per team



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· Any vacancies throughout the season will be filled by an eligible player of the required ability in consultation with coach(es), player and their parents and reviewed and approved by the committee).

Coach(es) will decide on the selection process when appointing captains and vice-captains.

· **Development Squad**

Position Statement: The Development Squad aims to provide the opportunity for less skilled players to develop and improve, through training with their relevant age group, even if not selected in the team. This provides the opportunity for individuals to train and enjoy physical activity and the social aspects of belonging to a team. Players will be required to attend training each week, where they will be encouraged to strive for team selection throughout the season.



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General Code of Behaviour

As a person required to comply with this General Code of Behaviour, you must meet the following requirements concerning your conduct during any activity held or sanctioned by Netball Australia, Member Organisations or Affiliates.

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate, and honest in all dealings with others.
3. Commit to providing quality service.
4. Be aware of, and maintain an uncompromising adherence to Netball Australia's standards, rules, regulations, and policies.
5. Operate within the rules of the sport including national and state guidelines which govern Netball Australia, Member Organisations and Affiliates.
6. 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.
7. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Refrain from any behaviour that may bring Netball Australia, Member Organisations or Affiliates into disrepute.
10. Provide a safe environment for the conduct of the activity.
11. Show concern and caution towards others who may be sick or injured.
12. Be a positive role model.
13. Understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour

Coaches code of behaviour

In addition to the General Code of Behaviour, you must meet the following requirements concerning your conduct during any activity held by or under the auspices of Netball Australia, Member Organisations or Affiliates in your role as a coach.

<http://www.aflbarwon.com.au/wp-content/uploads/2019/08/Jun-Coaches-CoD.pdf>



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<http://www.aflbarwon.com.au/wp-content/uploads/2019/08/Sen-Coaches-CoD.pdf>

1. Treat all players with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
2. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
3. Promote a climate of mutual support among your players. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
4. Encourage and facilitate players' independence and responsibility for their behaviour, performance, decisions and actions.
5. Involve the players in decisions that affect them.
6. Determine, in consultation with the players, what information is confidential and respect that confidentiality.
7. Provide feedback to players in a caring sensitive manner to their needs. Avoid overly negative feedback.
8. Refrain from any form of personal abuse towards your players. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed toward your players from other sources while they are in your care. (Abide by the Netball Australia Member Protection Policy)
9. Refrain from any form of Harassment towards your players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other condition. (Abide by the Netball Australia Member Protection Policy)
10. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
11. Avoid situations with your players that could be construed as compromising.
12. At all times use appropriate training methods which will benefit the players and avoid those which could be harmful. Ensure that the tasks, training, equipment and facilities are safe and suitable for the age, experience, ability and physical and psychological conditions of the players.
13. Ensure the players' time spent with you is a positive experience. All players are deserving of equal attention and opportunities. Provide training and game opportunities that ensure everyone has a reasonable chance to succeed and to improve/ acquire skills and develop confidence.
14. Actively discourage the use of performance-enhancing drugs, the use of alcohol and tobacco and illegal substance. (Abide by the Netball Australia Anti-Doping Policy).
15. Recognise individual differences in players and always think of the player's long-term best interests.
16. Set challenges for each player which are both achievable and motivating.



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17. Respect the fact that your goal as a coach for the player may not always be the same as that of the player. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.

18. Adhere to the Child Safety and Cyber Policy at all times

Junior Player code of behaviour

In addition to the General Code of Behaviour, you must meet the following requirements concerning 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. Participate because you enjoy it, not just to please parents and coaches.

2. Play by the rules

* Know the rules.

3. Participate fairly and safely.

4. Abide by decisions, without argument or bad temper

* Captains have the right to approach an umpire during an interval or after the game for clarification of any rule

* Approach the umpire courteously and politely.

5. Co-operate with your coach and other players

* Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/ damaging equipment is not acceptable or permitted

* Treat all players as you would like to be treated

* Ensure that at all times your behaviour is fair

* Be a patient and enthusiastic supporter of fellow players.

6. Applaud all good play, by your team and opponents.

7. Be a responsible team member

* Always be on time

* Encourage and assist all players

* Attend all training sessions

* Ensure you always bring the appropriate uniform and equipment to training and/ or matches.



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

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

<http://www.aflbarwon.com.au/wp-content/uploads/2019/11/Players-Code-of-Conduct.pdf>

Senior Player code of behaviour

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

Mentoring Program

Why: A goal of the Anglesea Football Netball Club is to focus on the encouragement and development of junior players. This not only develops the skills of the junior players but creates unity within the club culture and allows us to look towards the future of the club.



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What: *“Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be.”* Eric Parsloe. The Oxford School of Coaching & Mentoring. Mentoring is a powerful personal development and empowerment tool. It is an effective way of helping people to progress in their skill and pursuits. It is a partnership between two people or teams (mentor and mentee) with a common interest and experiences. It is a helpful and productive relationship based on mutual trust and respect.

Who is a mentor: *an influential senior sponsor or supporter.* A mentor is a guide who can help the mentee/ team to find the right direction and who can help them to develop skills and solutions to issues. Mentors rely upon having had similar experiences to gain empathy with the mentee and an understanding of their issues. Mentoring provides the mentee with an opportunity to think about options and progress, not just leaving it to chance.

HOW: A mentor should help the mentee/team to believe in herself/ themselves and boost their confidence. A mentor should ask questions and challenge while providing guidance and encouragement. Mentoring allows the mentee to explore new ideas. It is a chance to look more closely at their netball, opportunities and development. Mentoring is about becoming more self-aware, taking responsibility for your gameplay, team play and better your skills purposefully.

Anglesea Football Netball Club encourages our senior netballers to participate in the mentoring of our junior players, be involved and give of themselves and their skills to the club and the future of the club.

Spectator Code of behaviour

In addition to the General Code of Behaviour, you must meet the following requirements concerning 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. Most players (in particular children) participate in netball activities for fun. They are not participating for the entertainment of spectators only.
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' and coaches' decisions. If there is a disagreement, follow the appropriate procedure to question the decision and teach children to do likewise.
4. Never ridicule or scold a player for making a mistake during a competition. Positive comments are motivational.



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5. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or parents/ guardians.
6. Show respect for your team's coach, the umpire and opponents. Without them, there would be no game.
7. Encourage players to play according to the rules and the official decisions, and develop your knowledge of the rules.
8. Demonstrate appropriate social behaviour by refraining from using foul language, harassing administrators, coaches, players or umpires.
9. Support the use of age-appropriate development activities and modified rules.

Parent/guardian code of behaviour

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



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12. Support the use of age-appropriate development activities and modified rules.

<http://www.aflbarwon.com.au/wp-content/uploads/2019/08/Parents-Spectators-CoD.pdf>

Game Day dress code

Players to wear royal blue & white A-line dress, royal blue sports shorts and white socks (as approved by AFL Barwon). Junior boys to wear royal blue football shorts and white T-shirts (as approved by AFL Barwon)

Apparel

The Operations group will decide before season commencement if any AFNC apparel item will be COMPULSORY wear for game day or training and include that item in the GAME DAY DRESS CODE

Extreme weather conditions policy uniform

Junior teams playing evening or early morning games: Long sleeve white T-shirt under the dress and or black sport legging (as approved by AFL Barwon)

Extreme and hot weather policy

Anglesea Football Netball Club adheres to the AFL Victoria extreme weather policy and when applicable follows the AFL Barwon guideline on hot weather 16.6 in the 2018 Netball handbook.

AFL Victoria extreme weather policy 3.3 Club Responsibility

All Clubs should monitor environmental factors such as extreme heat both in matches and at any training session or activity administered by the Club. The Club should assess the heat stress risk by reviewing the information provided by the Bureau of Meteorology for the specific location, and heat stress management strategies should be applied at all Club administered sessions, activities or games.

The following general guidelines should be followed by Clubs:

- Use cooling aids if available – ice vests, spray bottles, sponges, fans (in rooms and on interchange bench) and shade
- Choose heat permeable jumpers and socks, uniforms
- Use a Club official to be delegated the primary responsibility of monitoring and managing players for heat stress issues as they arise



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- Provide adequate fluids in appropriate bottles
- Ensure trainers are fit enough to access as many players as possible during a game
- **Coordinate training times/activities outside extreme conditions**

AFL Barwon netball handbook states that when temperatures are above 28 degrees Celsius, game times should be reduced and extra water breaks taken, when temperatures rise above 35 degrees games may be called off at the discretion of officials and both clubs. Anglesea Football Netball Club will be guided by this during scheduled training as well.

<https://aflvic.com.au/wp-content/uploads/2018/02/AFL-Victoria-Extreme-Weather-Policy>.

http://www.aflbarwon.com.au/wp-content/uploads/2018/03/180192-AFL-Barwon-Handbook_2018_

Child Safety in Netball Code of Conduct

Anglesea Football Netball Club adheres to and is guided by Netball Victoria's child safety code of conduct and Child safety in netball policy. We will follow all directives, requirements and guidelines to maintain a child-safe environment. We will also follow the standards, guidelines and commitment statement of AFL Victoria leagues, clubs and associations.

AFL Victoria is committed to promoting and protecting the safety and well-being of children and young people in our care. We seek to promote and protect the rights of all children in our care and prevent abuse from occurring by fostering a child safe culture. All Victorian Leagues, Clubs & Associations that provide football to children and young people will present environments and experiences that always consider and put measures in place to ensure the safety of children.

This Child Safety in Netball Code of Conduct (Code) outlines the expected behaviour for interactions within Netball in Victoria and aligns with the Child Safety in Netball Policy (Policy). The primary aim of this Code is to protect and safeguard Children and Young People. This Code is to be followed at all times by all Members and all people involved in any way with Netball.



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Child Safety in Netball Policy

Netball Victoria (NV) and its Affiliates are committed to the health and wellbeing of all of its members and others who participate in NV's activities. NV wants netball to be fun, enjoyable and safe for all involved and is dedicated to providing a safe environment for everyone. As part of that dedication to health and wellbeing, NV is committed to ensuring the safety of all of its members, particularly Children and Young People.

Child Protection Commitment Statement

This statement is crucial to NV and its Affiliates commitment to providing a safe environment for children in netball and consists of principles and benchmarks NV has in place.

(Members' refers to administrators, clubs, club members, coaches, officials, registered players, sponsors, support personnel and umpires.)

For more information about Child safety please refer to Netball Victoria Child safety Policy at <https://memberhq.s3.amazonaws.com/nv-clubhouse/uploads/Child-Safety-Policy- and https://s3-ap-southeast-2.amazonaws.com/netball-wp-assets/wp-content/uploads/sites/5/2018/11/04093531/Child-Safety-Code-of-Conduct>.

For more information about AFL Victoria's Child safe standards please refer to <https://aflvic.com.au/wp-content/uploads/2018/02/AFL-Victoria-CSS-Outline-for-Leagues-Clubs-Associations->

Cyber Safety Position Statement

Cybersafety refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones"

The Internet and Information and Communication Technologies (ICT) devices/equipment bring great benefits to all users and can contribute to the effective operation of the Anglesea Football Netball Club and its members through the ability to disseminate information, the ability to promote the sport and clubs and to provide members with the ability to connect with others within the organisation.

Anglesea Football Netball Club (AFNC) has an obligation to ensure that affiliated sports clubs and organisations maintain a safe physical and emotional environment for their



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members and this includes cyber safety and the safe and responsible use of ICT. Individual members also have a responsibility to use ICT in a safe and responsible way.

AFNC and its members will create a cyber-safe environment by:

- Using AFNC name, motto, crest and/or logo only in an appropriate way in line with the organisation's guidelines
- Using AFNC's or affiliated club's websites to provide information about competitions, committees, policies, rules, social events or other important sport-related issues
- Using SMS and/or email by officials, managers, coaches etc to communicate organisation business and organisation sanctioned social events (via parents in the case of juniors)
- Using AFNC's or affiliated clubs social network pages to promote positive organisation news and events (with permission obtained from the featured individual(s) and via parents for juniors)
- Ensuring the content of posts or electronic communication doesn't breach any AFNC policies or codes of conduct
- Ensuring the content of posts or electronic communication doesn't breach state or commonwealth law. This includes not engaging in 'sexting' where a member sends or is in possession of an inappropriate sexualised image of a person under the age of 18 years – this is a criminal offence and the Police will be informed immediately
- Not engaging in cyberbullying, including but not limited to:
 - harassing, teasing, intimidating or threatening another person via electronic means
 - sending or posting inappropriate digital pictures or images, email /instant/phone/text messages, or website postings (including social network sites ie Facebook or blogs) and is irrespective of whether the page could be viewed by the wider public or not
- Members will remain responsible for and be vigilant of the content and security of their individual accounts such as email, social networking (ie Facebook), microblogging (ie Twitter), video sharing (ie YouTube), picture sharing (ie Instagram) and mobile phones

(Members' refers to administrators, clubs, club members, coaches, officials, registered players, sponsors, support personnel and umpires.)

For more information about Cybersafety please refer to Netball Victoria Cybersafety Policy at <http://vic.netball.com.au/wp-content/uploads/>