Northbridge Football Club / North Shore Mariners Member Protection

January 2020

Member Protection is a key priority for our club

Commitment to Member Protection

Philosophy

> Northbridge FC and the North Shore Mariners are committed to creating and maintaining a positive environment for players, volunteers, coaches and supporters to reach their potential in a safe and enjoyable environment.

- This philosophy is reflected in the club's member protection policy which sets out expectations of different groups and clarifies our policy in relation to behaviour that is incongruent with this goal.

- All members and stakeholders associated with the club are signing up to upholding the codes of behaviour when choosing to be part of our organisation. This policy relates to our club and its members.

https://northbridgefc.com.au/wp-content/uploads/2018/05/NSM_NBFC-Member-Protection-Policy_2018vf.pdf

There is an established process to follow in instances where the member protection policy is not adhered to
The club is committed to addressing issues in a timely manner

It is important that the players, parents, carers and supporters understand the expectations of the program and participation therein, in addition to the consequences of not meeting those expectations.

- In the spirit of providing this clarity, please be aware of the following.

- Where any form of inappropriate behaviour is observed and validated (which may include an investigation) the process will be:

Step 1	Step 2	Step 3
The behaviour will be raised with the parent/carer and/or player with an expectation that it will cease	The behaviour will be raised with the parent/carer and/or player (in the form of a second warning) with an expectation that it will stop. The player will be asked to sit out for a week	If the behaviour happens for a third time, the player will be asked to leave the program

Steps to issue resolution
Involvement in dispute resolution

> There are a number of steps in issue resolution

- Players, parents and carers are encouraged to follow the below approach to resolving issues.

- Based on experience, issues are more readily resolved when raised early and managed directly with coaches and managers.

- Escalation for serious or ongoing issues:

First Port of Call	**Second port of call**	**Third port of call**	**Fourth Port of Call or for Serious Incidents or Incidents related to other clubs**
Coach or manager	Age coordinator, SAP/GSAP coordinator, YPL/WPL coordinator	Football Development Manager for Academy and community teams Technical Director for Mariners	Member Protection Officer or Committee Member

Issues external to our club
Dispute resolution related to other clubs

Grievances related to other clubs

We will always play against some clubs that do not have the same philosophy or code of conduct we have at Northbridge FC / North Shore Mariners. It can be extremely frustrating having to listen to other people yell and scream or to watch on as players behave poorly. However, it is up to that club and their vested parents (or the referee in the case of players) to control them or ask them to stop. If you find yourself or other parents getting upset or frustrated with another team, please find your manager or the technical director who can try and talk to their relevant officials, document the issue and confirm another witness to the situation.

If there is ever an off-field incident between parents, spectators, officials etc it is NOT the role of our vested parent to get involved. Instead you are asked to stand back and observe the situation and you can document the time, date and incident away from the situation to be passed on to your manager or club MPO. Sometimes things can escalate and happen off the field and FNSW will always investigate. If you are down as a "Team Official" you may be asked to be a witness and need to give a statement or the like.