



Policies and Procedures

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All printed documents are uncontrolled.
The original document is on Bulahdelah Soccer club computer.

DOCUMENT APPROVAL AND ACCEPTANCE

Approval

This document has been reviewed for errors and omissions.

Name: _____

Position: _____

Signature: _____

Date: _____

This document has been reviewed for errors and omissions.

Name: _____

Position: _____

Signature: _____

Date: _____

MODIFICATION HISTORY

Ver.	Date	Author	Reason for change
0.1	06/01/12	HMA	Initial issue - gathering of existing policies into one document.

Bulahdelah Soccer Club

Policies and Procedures

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1. Introduction

Bulahdelah Soccer Club is required to have its own set of policies and procedures.

1.1 Purpose

The purpose of policies and procedures is so that all involved with the Bulahdelah Soccer Club know what to do in certain situations.

The policies and procedures are incomplete. They will be expanded on as required.

1.2 Overview

Bulahdelah Soccer Club has had a number of policies and procedures in place. Over the years these have been added to. The documents have been kept on the club computer so have not been readily available to all members.

1.3 Limitations

This document is an uncontrolled version. The definitive version is available on the Bulahdelah soccer club computer. Contact the club via the contact details on the website:

<http://www.bulahdelahsoccerclub.com>

1.4 Roles and Responsibilities

These policies and procedures are to be used by **all** members of the Bulahdelah soccer club. The club public officer will be responsible for the updating and issue of the revised policies and procedures.

1.5 Issue and Review

As part of the annual general meeting preparations, the policies and procedures will be reviewed by the club captain and public officer. Changes can be suggested by any financial soccer club member and will be discussed at the AGM.

2. **ALCOHOL**

2.1 ***Effects on Reflexes***

Contrary to popular belief alcohol is a depressant drug that dampens the reflex mechanisms. This results in a steadying of hand together with the psychological side effect of boosting confidence by, in some cases, depressing fears and masking inhibitions.

2.2 ***Body Effects***

The effect of alcohol on the body varies between each person and circumstances. The following immediate effects of alcohol are registered in all people to a varying extent depending on the volume consumed, the physiology and circumstances at the time.

2.3 ***Loss of inhibitions***

Flushing and dizziness
General impairment of brain and nervous system functions
Loss of co-ordination to varying degrees
Slower reactions
Aggression

2.4 ***Excess***

In extreme circumstances a soccer player under the influence of excessive alcohol could place other participating players at risk.

2.5 ***Comparison***

It has been clearly established that reactions and judgment of a driver of a motor vehicle are seriously impaired to the point of being dangerous if driving with a blood alcohol level in excess of 0.5%. Having considered all the research, players and/or officials, whilst involved in a game of soccer, should have a blood alcohol level of zero.

2.6 ***Influence***

Clubs should be aware of the potential influencing effect alcohol may have on juniors players and the sale or consumption of alcohol should be banned at all junior fixtures.

2.7 ***Government / Local Council Legislation***

It is the responsibility of all clubs to be aware of State Government / Local Council legislation in relation to the sale and consumption of alcohol at sporting venues.

SUPPLY MEANS SUPPLY

3. ANTI-DISCRIMINATION

All employees, officials, volunteers and players should be treated on their merits, without regard to race, age, sex, marital status or any other factor not applicable to the position. Employees, officials, volunteers and players are valued according to how well they perform their duties, their ability and enthusiasm to maintain standard of service and performance.

All employees, officials, volunteers and players have the right to work and play in an environment free of discrimination and harassment. Discrimination must not be tolerated.

Under Federal and State/Territory Anti-discrimination Laws, discrimination of employees/volunteers on the following grounds is against the law:

Sex , age, marital status
Pregnancy, parental status
race impairment, religion
political belief and activity
criminal record
trade union activity
social origin
lawful sexual activity

Sexual harassment is also against the law.

Managers, coaches, officials and administrators must ensure that all employees, officials, volunteers and players are treated equitably and are not subject to discrimination. They must also ensure that people, who make complaints, or witnesses, are not victimised in any way.

Any reports of discrimination or harassment should be treated seriously and investigated promptly, confidentially and impartially. A written complaint is not required.

Disciplinary action can be taken against anyone who discriminates. Discipline may involve a warning, transfer, counselling, demotion or dismissal, depending on the circumstances.

3.1 *What is Discrimination?*

Discrimination occurs when someone is treated unfavourably because of one of his or her personal characteristics. Discrimination may involve:

Offensive 'jokes' or comments about another worker's racial or ethnic background, sex, sexual preference, age, disability or physical appearance.
Display of pictures, computer graphics or posters which are offensive or derogatory.
Expressing negative stereotypes of particular groups e.g. "married women shouldn't be working".
Judging someone on their political or religious beliefs rather than their work performance.
Using stereotypes or assumptions to guide decision-making about a person's career.
Undermining a person's authority or work performance because you dislike one of their of their personal characteristics.



4. **FEE PAYMENT POLICY**

IT IS THE POLICY OF BULAHDELAH SOCCER CLUB INC. TO PROTECT IT'S FINANCIAL INTERESTS BY ADOPTING THE FOLLOWING FEE PAYMENT POLICY.

Registration fees are required to be paid in-full to FMNC at the time of lodgement of registration forms. In cases of hardship, fees may be paid off over the season. Players/parents may approach the committee to discuss this option.

Each case will be dealt with separately & on its merits.

In event of approval, fees are expected to be finalised before 30th June each year.

Any player not fully financial by 30th June will be deemed ineligible for end-of-season awards.

Any player not fully financial by 30th June will be required to pay all fees up-front in any subsequent years.

THIS POLICY WILL BE EFFECTIVE FROM - MONDAY 10TH OCTOBER 2011

REVIEW DATE – ANNUALLY AT AGM

APPROVED – MONDAY 10TH OCTOBER 2011

.....
D SIBERT
PRESIDENT

.....
S LOCKE
TREASURER



5. INFECTIOUS DISEASES

It is important to consider the types of contagion that might be applicable to the normal environment that applies to the sport of Soccer. The primary consideration is that Soccer is a contact or collision sport.

It is strongly recommended that all contact and/or collision sports team physicians, other sports medicine staff, coaches, referees, team managers, administrators, players and their parents be made aware and adopt the commonsense recommendations contained herein.

A number of blood borne infectious diseases can be transmitted during body and collision sports. The more serious include HEPATITIS and HIV (AIDS) infections.

These diseases may be spread by contact with:

Blood, Saliva (NOT HIV), Perspiration (NOT HIV) and other bodily fluids

5.1 *Players*

The following recommendations will reduce the risk of disease transmission.

Open Cuts

All open cuts and abrasions shall be reported and treated immediately to preclude blood contamination of any item. This is an area of principal concern given that the skin can be broken very easily by contact with players and facilities or equipment.

Personal Hygiene

It is the player's responsibility to maintain strict personal hygiene, as this is the best method of controlling the spread of infectious diseases.

Vaccinations

It is strongly recommended that all participants involved in soccer and playing under adult rules be vaccinated for HEPATITIS B.

Player Medical Clearances

Players with prior evidence of these diseases shall obtain clearances from a doctor prior to participation.

Team Areas Responsibilities

It is the Affiliated Zones and their member Clubs joint and several responsibilities to ensure that all dressing rooms are clean and tidy. Particular attention should be paid to hand basins, toilets and showers. Adequate soap dispensers, paper hand towels or air dryers, brooms and disinfectants, etc. should be available at all times.

Communal Bathing

Communal bathing areas e.g. Spas should not be used.



Spitting and Urinating

The practices of spitting and urinating in team areas should not be permitted.

Contaminated Articles

All clothing, equipment and surfaces contaminated by blood should be considered as potentially infectious and treated accordingly.

Sharing Articles

Sharing of towels, face washers and drink containers should not occur.

Vaccinations

It is recommended that all personnel working in team areas should be vaccinated by HEPATITIS B.

Training

In all training areas, open cuts and abrasions should be reported to the coach or other suitable personnel and treated immediately.

5.2 Referees and Game Officials

Players must be sent from the field immediately that an open bleeding wound is obvious to the Referee or Officials of the game.

Vaccinations

It is recommended that those who officiate should be vaccinated for HEPATITIS B.

Contaminated Articles

All contaminated clothing and equipment should be replaced prior to the player being allowed to resume play.

Recurrent Bleeding

If bleeding should recur, the above procedures shall be repeated.

Non controllable Bleeding

If bleeding cannot be controlled and the wound securely covered, the player should not be allowed to continue in the game.

General

If a player or official is found to be suffering from HEPATITIS or HIV then that person should not resume training or play, nor be involved in any team nor match, until cleared by his or her medical practitioner or the team medical practitioner.

6. Racial and Religious Vilification Code

The Northern NSW Soccer Federation has endorsed a Racial and Religious Vilification Code, which has been developed in accordance with the aims of the Australian Professional Footballers' Association and the Human Rights and Equal Opportunity Commission, to support the Living in Harmony initiative of the Federal Government.

The objectives of the Code are as follows:

- a) to promote FIFA's guiding principles of fair play and ethical conduct to ensure a welcoming environment for everyone to enjoy the game of soccer regardless of their race, colour, descent or ancestry, national or ethnic origin or religious belief or activity;
- b) to eliminate, as far as possible, racial and religious vilification in Northern NSW Soccer amongst players, officials and spectators;
- c) to take active measures to educate and raise awareness about the damaging effects of racial and religious vilification on Northern NSW soccer, and of the benefits to be derived by taking positive action to eliminate it; and
- d) to provide redress for people involved in Northern NSW soccer who have been the victim of racial and religious vilification in an orderly and expeditious manner and in accordance with the requirements of natural justice and procedural fairness.

It is club policy that players, officials and supporters must not engage in racial and religious vilification against any person.

Racial and religious vilification includes any act, otherwise than in private, which:

- a) is reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or a group of people; and
- b) is done because of the race, colour, descent or ancestry, or national or ethnic origin or religious belief or activity of the other person or of some or all of the people in the group.

Our Club commits to the following responsibilities under this code, to help eliminate racial and religious vilification in Northern NSW soccer:

- a) to continuously educate our players and officials;
- b) to publish information on the subject of racial and religious vilification to players, officials and spectators; and
- c) to use our best endeavours to ensure that all spectators associated with the club act in a manner which is consistent with the objectives of the Racial and Religious Vilification Code.

Our Club commits to promoting tolerance and harmony and to eliminate racial and religious vilification through the implementation of the following actions:

1. Make and display a statements saying that the club will not tolerate racism, and will take specific action against supporters who engage in racist abuse or intimidation.
2. Make it a condition for season ticket holders that they do not take part in racist abuse or any other offensive behaviour.
3. Take action to prevent the sale or distribution of racist literature in and around grounds.
4. Take disciplinary action against players who racially abuse players, officials and supporters, before, during or after matches.
5. Make sure that marshalls and the police understand the club's policy and have a common strategy for handling abusive supporters. Offenders should be identified and barred from further games.
6. Work with others to develop proactive programmes and projects to raise awareness of the campaign and institute action to eliminate racial or religious vilification.



President: DAVID SIBERT Date: 10th September 2011



7. **PREGNANCY**

Individual Rights

We must recognise an individual's right to make decisions in respect to their own person.

Players Rights

However, any individual, as part of a team should recognise and respect the rights of all players to participate in the spirit of fair competition.

The decision to continue playing shall be entirely for the player, and based on medical advice. Doctor's opinions should be sought so as informed decisions can be made.

Medical Advice

It is recommended that each individual player who is pregnant should seek medical advice in respect to their own medical position and the medical position of the unborn child.

Legal Advice

Also encourage the individual player who is pregnant to seek out any relevant advice as to their own position, legal or otherwise, regarding the mothers potential or actual duty of care owed to the unborn child.



8. SEXUAL HARASSMENT POLICY

REGULATION PART L

Policy Statement

1. The Federation is committed to providing a sport and work environment free of sexual harassment, where individuals are treated with respect and dignity. The Federation will not tolerate sexual harassment behaviour under any circumstances and will take disciplinary action against anyone who breaches the policy.
2. This policy applies to all employees, directors, officers, volunteers, coaches, players, officials, professional personnel and Members of the Federation.
3. This policy applies to behaviour occurring both within and outside the course of Federation business, activities and events, when the behaviour involves individuals associated with the Federation and negatively affects relationships within the organisation's sport and work environment.

DEFINITION

4. For the purpose of this policy, sexual harassment is defined as behaviour that has a sexual element, that is unwelcome and, in the circumstances, a reasonable person would have expected the behaviour would offend, intimidate or humiliate the person to whom it is directed.
5. Behaviour constituting sexual harassment can take many different forms, including unwelcome physical contact, the display of offensive materials, or sexual comments, jokes and propositions. The behaviour may be a single incident or repeated. It may be explicit or implicit, verbal or non-verbal and it may include promises or threats in return for sexual favours. Although the intent may vary, if it is unwelcome and the effect is to offend, humiliate or intimidate, the behaviour should stop.

RESPONSIBILITIES

6. The Federation is responsible for taking all reasonable steps to prevent sexual harassment and ensuring its position is widely known through all levels of the organisation's activities.
7. The Federation will ensure that appropriate procedures are identified to handle sexual harassment complaints. It is further responsible for ensuring that:
 - Harassment Contact Officers are identified to provide information and support.
 - Harassment Grievance Officers are identified and trained to mediate/conciliate grievances
 - complaints are treated in an impartial, sensitive, fair, timely and confidential manner
 - sexual harassment reporting is encouraged, regardless of who the offended might be
 - appropriate training is provided to those who manage and implement the policy
 - widespread awareness and understanding of sexual harassment is provided
 - the policy and procedures are monitored and reviewed regularly
8. All employees, members, professionals and other persons associated with the Federation are responsible for complying with this policy.



DISCIPLINARY ACTION

9. Disciplinary action will be taken by the Federation against anyone who is found to be in breach of this policy.

10. Disciplinary action will also be taken against anyone who victimises or retaliates against a person who has complained of sexual harassment.

11. The discipline will depend on the severity of the case and may involve an apology, counselling, suspension, dismissal or other form of action.

CONFIDENTIALITY

12. The Federation's management and officers responsible for implementing this policy will keep confidential the names and details related to sexual harassment complaints, unless disclosure is necessary as part of the disciplinary or corrective process.

COMPLAINT PROCEDURES

13. The most effective complaint procedures offer a range of options for dealing with sexual harassment. The Federation recognises that natural justice is the minimum standard of fairness to be applied in the investigation and adjudication of a dispute.

14. Sexual harassment complaints can be handled through a variety of mechanisms. The Federation recognises that, as a highly sensitive complex matter, sexual harassment is best dealt with informally through discussion between the parties or with some assistance from an independent third party, so as to minimise its damaging and disruptive effects. An informal resolution is not always possible and it may be necessary to resort to formal procedures to resolve the complaint.

15. The Federation encourages individuals who experience sexual harassment to inform the alleged harasser that the behaviour is unwelcome, unacceptable and contrary to policy, and ask that the behaviour stop. Individuals should also keep notes documenting incidents of the behaviour, time, place and any witnesses.

16. If it is possible to confront the alleged harasser, or if this course of action fails to stop the behaviour, then the matter should be brought to the attention of a Harassment Contact Officer, manager or supervisor for advice.

17. The role of the Harassment Contact Officer (or manager, supervisor) as a first-line-of-contact, is to serve in an unbiased/impartial capacity to listen to the complaint, offer support, provide advice on procedures and refer to a Harassment Grievance Officer when appropriate. **IT IS NOT THE ROLE OF THE HARASSMENT CONTACT OFFICER TO TRY TO RESOLVE THE GRIEVANCE.**

18. The role of a Harassment Grievance Officer is to determine whether a complaint has substance, inform the person accused of harassment of the nature of the complaint, inform both parties of their rights and responsibilities in proceeding with a grievance, act as a mediator/conciliator between the parties to resolve the complaint, follow up after a complaint has been resolved to ensure there is no recurrence and refer serious matters to management, or to an external agency.

It is the prerogative of the complainant to decide to proceed with, or dissolve a complaint.

19. The Federation recognises the importance of providing a choice of reporting mechanisms and officers (male and female) to complainants in order they may feel comfortable to come forward to discuss or report on an incident. It also recognises that in some instances, the manager or supervisor may be too close to the problem to serve without bias. The Federation will ensure access to a network of Harassment Contact Officers named either from within the organisation or as identified by the NSW Department of Sport and Recreation.

20. The complaint may be resolved informally between the complainant and the alleged harasser through discussion, an apology, and a commitment to stop the behaviour. In this case, the Harassment Grievance Officer (or manager, supervisor) assisting an informal resolution will establish a follow up date to ensure the behaviour does not recur, otherwise no further action is necessary.

21. In the event that the complaint cannot be resolved informally, the complainant may lay a formal complaint. In this case, the complainant is required to prepare and sign a formal written complaint to the Harassment Grievance Officer who, in turn will ensure the alleged harasser is provided with a copy of the complaint.

22. The Federation management/director responsible for this policy is responsible for ensuring the complaint is investigated and mediated or conciliated professionally and confidentially, in an unbiased and prompt manner. The organisation will fulfil this responsibility either

a) by establishing a comparable grievance mechanism within its own structure to handle the complaint

b) by utilising the Harassment Grievance Officer pool through the NSW Sports Federation.

23. The review panel will comprise three members, at least one female and one male. Decisions of findings and recommendations of disciplinary action are the responsibility of the review panel.

24. The Federation will ensure that all steps in the complaints procedure are handled promptly, and that the period given to investigation, hearing and release of the decision does not exceed eight weeks.

RIGHT TO APPEAL

25. Both parties to a complaint have the right to appeal the decision and recommendation of a panel if a matter of procedure, bias, or fairness is called into question. An appeals panel, made up of members other than those who formed the original review panel should handle formal appeals.

EXTERNAL ACTION

26. Both complainant and alleged harasser may pursue advice or action from an external authority at any stage of the complaint procedure. In NSW, the Anti-Discrimination Board is the authority responsible for receiving complaints of sexual harassment. The Human Rights and Equal Opportunities Commission is the authority responsible for receiving complaints under Commonwealth jurisdiction, and in some instances, may be the appropriate body.

POLICY REVIEW

27. The Federation will ensure a review of the policy is conducted periodically.

28.



9. SMOKE FREE POLICY

IT IS THE POLICY OF BULAHDELAH SOCCER CLUB INC. TO PROTECT THE HEALTH AND SPORTING PERFORMANCE OF OUR CLUB MEMBERS BY ADOPTING A SMOKE-FREE POLICY.

The following areas are designated SMOKE-FREE for club members, players and visitors –

CHANGE ROOMS

CLUBHOUSE & KIOSK AREA

TECHNICAL AREA (IN LINE WITH REFEREE'S ASSOCIATION)

WITHIN 5 METRES OF THE PERIMETER OF SPORTING FIELD(S)

Smoking IS NOT permitted by Under 18's at any Club activity. This will also apply to Juniors playing in Senior teams.

Smoking IS NOT permitted by Coaches / Managers whilst coaching / Managing teams or at Training Sessions.

Smoking IS NOT permitted by Team Members at Training Sessions.

Cigarettes WILL NOT be sold at Club Facilities.

Clubhouse will be clearly signposted SMOKE FREE ZONE.

Information in regards to the health hazards and risk involved in smoking will be made readily available at Clubhouse.

BREACHES OF THIS POLICY BY INDIVIDUALS WILL RESULT FIRSTLY IN A WARNING. REPEATED OFFENCES WILL RESULT IN THE INDIVIDUAL BEING ASKED TO APPEAR BEFORE THE CLUB'S DISCIPLINARY COMMITTEE

THIS POLICY WILL BE EFFECTIVE FROM - THURSDAY 30TH MARCH 2006

REVIEW DATE – ANNUALLY AT AGM

.....
D SIBERT
PRESIDENT

10. SMOKING

Not prohibited

Drug intake as the result of smoking is not deemed illegal in the sport of soccer. However, the adverse health aspects and the decreased performance potential associated with the practise of smoking require serious evaluation. The principal factors include:

Conflict between a practise that is hazardous to health and the conduct of a sport. The lynch pin to the continued acceptance by Government and special lobby groups of a sport must be seen as being beneficial to individual's health.

The impact of smoking upon non-smoking participants.

The quality of the image of the sport, particularly where television is involved.

The potential influencing effect on Junior Players.

Effect on Nervous System

Nicotine is a stimulant drug that acts upon the central nervous system and is highly toxic. Nicotine is twice as deadly as arsenic and at least four times more lethal than cyanide. If the total nicotine content of one to two days of smoking was consumed in one dose it would cause death in a matter of minutes.

Smoke Contents

Inhaled smoke from a cigarette contains carbon monoxide, ammonia, hydrogen cyanide, nicotine, toluene, phenol and benzpyrene.

Passive Effect

A significant aspect with smoking is that non-smoking participants are subject to side stream smoke, which contains all of the above ingredients plus a number of additional gases and poisons that are not normally inhaled by the smoker due to the cigarette filter. These gases include formaldehyde, acrolein, vinylpyridine, naphthalene and naphthylamine.

Effect on Blood Stream

The carbon monoxide from a cigarette is rapidly absorbed in the bloodstream in preference to oxygen and therefore reduces the amount of oxygen that can be carried by the red corpuscles. The tar in a cigarette reduces the elasticity of the air sacs and so restricts the volume of oxygen that can actually attempt to enter the blood stream.

Effect on Heart

Smoking also increases the heart rate whilst at the same time reducing the quantity of blood flow by causing the elevation of players' blood pressure.



11. SPORTS SAFETY POLICY

BULAHDELAH SOCCER CLUB INC. has adopted the following Sports Safety policies –

Suitable clothing must be worn. Shin pads & enclosed footwear are compulsory.

The use of custom fitted mouth guards is highly recommended.

The Club will endeavour to maintain equipment, playing surfaces and immediate surrounds in order to create a playing environment which is as safe as possible.

Appropriate warm-up, stretching and cool-down should be included before and after all training and competition sessions.

Adequate public liability and player insurance is in place.

Any player who is bleeding is to immediately leave the field. Player may return when bleeding has stopped.

SMA blood / Infectious diseases policy has been adopted and a copy will be displayed for public information.

Pregnant women are strongly advised not to play / referee (refer to guidelines held by Club secretary and current Insurance policy held by MDSA).

It is highly recommended that all officials be familiar with SMA Safety Guidelines for Children in Sport.

Players are advised to replace fluids before, during and after competition sessions and to have their own water bottle.

It is the responsibility of players and / or parents to inform coaches of any medical condition (eg. Asthma, epilepsy, diabetes, allergies) that may affect a player's performance.

Players who are ill, feverish or recovering from illness are requested not to participate until recovered.

Any player suffering a concussion / head injury should seek medical advice before returning to play.

All injuries should be reported to the Ground Official at the ground where the incident occurs in order to be recorded in the Incident Register.

Players are required to report all injury / injuries to their Club Secretary within 24 hours of the injury occurring and complete a Club Injury Report Form.

11.1 PEOPLE

BULAHDELAH SOCCER CLUB INC. promotes safe, enjoyable and fair participation for all and provides ongoing education and training for members –



Coaches, players, officials and parents are made aware of their roles and responsibilities and are encouraged to act as sports safe role models at all times (refer to Club – Codes of Behaviour / Aussie Sport – Codes of Behaviour).

Accredited sports first aiders / sports trainers are encouraged to be present at all games and training sessions (MDSA to provide coverage at final series matches).

Daily physical activity is advocated, however, it must be realised that children may achieve their daily activity through a range of activities in a variety of forms such as other sport, school sport / physical education and general play.

Emergency contact numbers / location for nearest doctor / hospital / dentist are available at all times. A key to the gate (if applicable) for ambulance access will be held in the Canteen / kiosk.

Prevention of sunburn, dehydration and heat illness is encouraged during training and competition.

Coaches and referees are strongly recommended to undertake and maintain accreditation (Club to keep record of current certification).

Club members, coaches, players, officials and parents are encouraged to attend recognised sports medicine training.

PROPERTY

BULAHDELAH SOCCER CLUB INC. recognises the need to provide a high quality playing and spectator environment. The following safety practices are in place –

Playing fields are adequately maintained and fitted with appropriate equipment.

First aid kit and Injury book are available at all times. It is recommended that first aid kit be reviewed every 1 – 2 months and updated as necessary.

POLICY REVIEW

All members of BULAHDELAH SOCCER CLUB INC. are given a copy of the Sports Safety Policy each year when they register and sports safety information is available to all members at all times.

BULAHDELAH SOCCER CLUB INC. conducts an annual review of their Sport Safety Policy and practices and updates plan as necessary at the Annual General Meeting.



12. **Appendix A: related websites**

The policies and procedures also rely on information at the Northern site

Club – Codes of Behaviour / Aussie Sport – Codes of Behaviour)

SMA Safety Guidelines for Children in Sport.



13. Appendix B: Club Injury Report Form

To be returned to