



HAERE TONU KI RUNGA AKE NGĀTAHI ONWARD UPWARD TOGETHER

Child Protection Policy

Northland FC Position Statement Regarding Working With Children

Northland FC is committed to the safety and wellbeing of all children and will act to ensure that a safe environment is maintained for all children within its responsibility.

Northland FC will:

- to the best of their ability ensure that all Members are aware and adhere to the Guidelines for Working with Children as set out in Part 3, Schedule 1 of NZ Football's Policy Regarding Working With Children (May 2017)
- regularly review and implement the safeguarding practices relating to children in order to minimise and/or prevent the risk of harm to them.
- ensure that all Members who work with Children understand their responsibilities under this Policy and the guidelines and requirements referred herein.

Additionally, Northland FC will implement the Vetting & Screening of Workers with Children Requirements as set out in Part 4, Schedule 2 of NZ Football's Policy Regarding Working With Children (May 2017)

Complaints Procedure: Northland FC's incident management system (Synergi Life) should be used by anyone wishing to lodge a complaint or report an incident relating to or covered by this Policy. Incident Reports will be treated as being strictly confidential and can also be reported anonymously.

Investigation and Disciplinary Procedure: Incident Reports will be investigated and otherwise dealt with pursuant to Northland FC Health and Safety Policy.

Safety Checks- Vetting and Screening

Northland FC undertakes to implement vetting and screening as follows:

- All new Northland FC paid or voluntary staff, who work with children (core Children's workers) must be safety checked before they start work (from 1 January 2020).
 - All new Northland FC paid or voluntary staff who do not work with children (non-core Children's workers) must be safety checked before they start work (from 1 January 2020).
 - All existing Northland FC core Children's workers must be safety checked before 1 January 2020.
 - All existing Northland FC non-core Children's workers must be safety checked by 1 January 2020.
- The terms "new" and "existing" are to be applied as at the Effective Date.

In addition to the above, all core Children's workers must be safety checked at least every three years.

Northland FC acknowledges that as members of Northern Region Football, NZ Football and as adherents of the NZ Football Code of Ethics, we are expected to be compliant with our legal obligations and specifically, be compliant with the Vulnerable Children's Act 2014.

