



NORTHERN REDBACKS  
WOMEN'S SOCCER CLUB

# PLAYER'S HANDBOOK

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## 1. INTRODUCTION

### 1.1 President's Welcome

**The Northern Redbacks Women's Soccer Club welcomes both new and returning members and wishes everyone involved a rewarding and successful 2022 season.**

As a progressive, development-focused Club, we aim to foster a culture where women and girls can enjoy their sport while offering considerable expertise and guidance to those who have ambition to further their football careers. We take pride in our record of developing young players and we consider this to be the driving force behind our success.

You may be aware that in order to retain our licence as a NPLW club, we require a standard of facilities that cannot be accommodated at our headquarters at Celebration Park. Having exhausted enquiries at local and state government levels, with Football West and some State League and NPL clubs, we responded to a proposal from one NPL men's club to merge and form a new entity. The proposal is currently being explored with support from Football West.

Should the merger be completed, approved, and registered, the Northern Redbacks and ECU Joondalup will compete under a new brand in 2022. Our NPLW and U23s will host matches at an upgraded NPL standard stadium in the ECU campus, while our junior and community teams continue to play and train at Celebration Park.

The merger will ensure that the elite pathway development for girls from under 12's through to NPLW and beyond, remains resourced to the highest standard available in WA.

We thank Meredith Hammat for her enthusiastic patronage and support for our Club from her first day as MLA for Mirrabooka attending a Club event at Celebration Park.

We thank our inaugural platinum sponsors EPIROC for their support for our players, not just as footballers but also in potential careers.

We thank our 2021 sponsors Saraceni Engineering, On Side Sports, BFT and Total Concrete for their support and we look forward to new sponsors joining our football journey into a new era.

Our Club relies heavily on parents and families providing positive support to the girls in attending training and matches. The Club has a myriad of roles available for volunteers; please be prepared to offer some assistance, as there will be a role that matches or enhances your skill set.

May 2022 be an enjoyable year for everyone associated with our new club. We have the legacy, the vision and now the resources to be once more, the top female club in WA.

**Tony Mullen  
President**

## 1.2 Club Philosophy

Northern Redbacks strongly believe that the key to success is teamwork – players should be good people and good teammates, not just good players. We pride ourselves on developing young players in football and in life skills – to be the best they can be, to compete at the highest levels, and above all play quality football with creativity, simplicity, honesty and integrity.

In our experience, success comes naturally when player development is the focus. In addition to a comprehensive training program delivered by our dedicated coaching staff, we strive to create an atmosphere that goes beyond the playing field by maintaining a sense of Community. Through Club-wide activities, opportunities for team travel and social events, we are committed to building our Club Culture and promoting a love for the game of football.

We are a club run by Volunteers and need the support of our members and the greater Northern Redbacks community to ensure that player and Club success continues, both on and off field. This includes, but is not limited to, volunteering for fundraising activities / on game day / training / organised out of season activities.



## 2. CLUB INFORMATION

### 2.1 Introduction

Northern Redbacks Women's Soccer Club is currently the most successful all-female football club in WA, supporting the growth and development of both women and girls in female football. The Club is a Not-For-Profit organisation whose focus is primarily on creating successful female football players who can compete at the highest levels. The Club is geared towards the dedicated player who loves the game and is committed to improving.

We aim to provide an environment for women and girls to learn and develop their skills so that they get the maximum enjoyment from football and play at the highest level possible. Interaction and mentorship between all divisions and age groups within the Club is encouraged. Our football development program reflects our range of players and our programs are specifically designed for both Juniors and Seniors.

All Club members receive:

- A comprehensive training program geared towards all aspects of football development.
- Professional training with a professional staff that addresses all areas of football training and development, which also challenges players to grow and mature as part of a team and as individuals.
- A club atmosphere that creates a sense of family, community, loyalty, and promotes a love for the game of football. An atmosphere that provides opportunities for players and their families to have a football experience that goes beyond the playing field and includes interaction between the various teams through training, travel, and social events.

### 2.2 Junior Players

Northern Redbacks provides the opportunity for Junior players aged 12 – 18 years to train and play in a professional environment. For those players envisioning a future in women's football, Northern Redbacks offers a pathway to the Senior and NPLW WA leagues. Our football development program ensures that players are challenged technically, physically and mentally to enable them to progress through the Junior ranks and into the Senior teams.

We recognise and appreciate the amount of time and resources that families commit to playing club football. We believe families should expect an environment that encourages player growth and development as well as a level of success on the field. In addition, families should expect that players will not only display positive development but also become prepared to compete successfully at the highest level of football possible, given individual talent and commitment levels.

### 2.3 Senior Players

The Senior competitions will consist of our Senior players and our most promising young players. We feel that these leagues will challenge our young players physically and prepare them for the transition to adult football, and they will be given every opportunity to prove themselves capable of playing at NPLW U21 or First Team level.

The NPLW WA represents a major leap forward for Women's football in WA, and as such we expect that our NPLW players maintain high levels of performance. We also expect all Senior players to demonstrate a commitment to training and to be mentors for our younger players.

## **2.4 Club Committee**

The Club's Executive Committee consists of the President, Vice President, Secretary, Treasurer, and Registrar. There are also several Club Member positions available on the committee. The Club Committee also consists of the Player Representative, Football Department, Business Department and Media Department.

These positions are filled by volunteers who are nominated at the Club's Annual General Meeting. If you would like to volunteer for the Committee please let the Club know and attend the AGM, date and time to be confirmed.

Refer to the Club Personnel Register on the Northern Redbacks website for the current listing of Committee members and other volunteer positions.

## **2.5 Player's Representative**

With a focus on communication, player welfare and support the role of the Player's Representative is to liaise between the player community and the Club Committee. The Player's Representative is the voice of the players and will represent the player community in any discussions with the Club Committee. If you have a topic you would like to discuss with the Club's Player's Representative, please contact [playersrepresentative@northerreddbacks.com.au](mailto:playersrepresentative@northerreddbacks.com.au).

## **2.6 Member Protection Information Officer**

The MPIO, together with the Club committee and members, will drive a proactive 'child safe' Club culture supported by effective child safe policies and practices. This role is impartial and will be governed by the Member Protection Policy and the Club's Code of Conduct.

Please contact the Club's Member Protection Information Officer with any issues or concerns relating to the safety or well-being of any Club member at [mpio@northerreddbacks.com.au](mailto:mpio@northerreddbacks.com.au).

## **2.7 Coaching Team**

Refer to the Club Personnel Register on the Northern Redbacks website for details regarding the current Coaching team.

## **2.8 Junior / Community Football Coordinator**

The Junior / Community Football Coordinator's role is to provide support and communication to players, parents, Coaches and Team Managers of Junior and Community teams, and to encourage player development where possible. Please contact the Junior / Community Football Coordinator with any issues or concerns that cannot be resolved at the team management level.

### **3. PLAYER AND PARENT INFORMATION**

#### **3.1 Trials**

Club trials are held annually for the following season subsequent to the completion of the annual season. Trials are open to all players who meet the relevant age requirements. Each current and prospective Club team player will be given a fair opportunity to be selected for the team they trial for. The Club will announce the open trials to inform the public of the specific trial dates and times.

#### **3.2 Player Evaluation and Selection**

Current Club team players are evaluated throughout the season during training and games, as well as during annual trials. Prospective Club team players are evaluated during annual trials and under game situations when possible. Current and prospective Club team players will be evaluated by Coaches in four areas.

Coaches will base their decisions and selections on the four areas of Evaluation:

##### Younger Players:

1. Coachability - desire to improve and be coached (emotional stability, character)
2. Technical Ability (first touch, running with the ball, 1 v 1, pass quality, striking the ball)
3. Game Intelligence (decision making under pressure)
4. Competitive Mentality (winning mentality, presence)

##### Older Players:

1. Mental dimensions (character, discipline, and leadership)
2. Physical dimensions (endurance, strength, and speed)
3. Technical competence (skill level)
4. Tactical awareness (understanding/reading game situations)

#### **3.3 Registrations**

Players must self-register on the Play Football website prior to the season commencing. Junior competition players are to register for their appropriate age group. Senior competition players are to register to the competition, regardless of age. Players who are not registered are not able to be added to the match card and cannot take the pitch. You will be advised by team management when registrations open. If you are new to football and require an FFA number, you will need to create a brand-new Play Football account. Instructions on how to register will be forwarded once registrations open.

#### **3.4 KidSport**

KidSport enables eligible Western Australian children aged 5 to 18 years to participate in community sport, by offering those with a valid Health Care Card or Pensioner Concession Card financial assistance towards club fees. Please visit <https://www.dlgsc.wa.gov.au/funding/sport-and-recreation-funding/kidsport>, to complete an application. You will then receive a voucher code for your child. This code needs to be emailed to the Club Treasurer **prior** to registering so that you can be issued with a unique club code for use on the payment page of Play Football. Once applied, the unique club code will automatically deduct the approved amount from the registration fees.

### 3.5 Club Fees

All players must be fully registered and financial by 31 March, 2021. Payment by TWO instalments may be offered at the Club's discretion. Please contact Club Treasurer at [treasurer@northernredbacks.com.au](mailto:treasurer@northernredbacks.com.au) to make an arrangement if necessary.

- Club fees are reviewed annually and are in line with fees set by Football West.
- Deposit payments are required to secure positions in the Club once offers have been made.
- Fees must be paid at the time of registration on Play Football prior to the commencement of competition. These fees will take into consideration the deposit payment previously made.
- Non-financial players will not be permitted to play until all fees have been paid or a payment arrangement has been made.
- Additional fees throughout the season may include extra uniform and tournament fees.
- Fee refunds will be at the Committee's discretion.

### 3.6 Uniforms and Merchandise

Club polo shirts, training tops, match shorts and socks will be included in Player Registration Fees. Uniform will be distributed by Team Managers once players are registered, Player Registration fees have been received and the Player deemed to be Financial. Replacement match shorts and socks will be made available at a nominal cost on request. Optional merchandise may also be purchased during the season. Prices and availability will vary and are reviewed annually.

**NOTE:** The Northern Redbacks Womens Soccer Club uniform is only to be worn for Club sanctioned events and competitions. Use of the uniform outside of Club approved activities is strictly not permitted.

### 3.7 Training

The home ground for the Northern Redbacks Women's Soccer Club is Celebration Park. All training is held at this location.

The following is expected of Players in preparation for each training session:

- Training days and times will be decided by the Coaches and the Club, and will depend on pitch availability.
- Players will be advised by via Team App by the Coach and/or Team Manager of their training day and time.
- All players are required to RSVP their attendance via Team App no later than 48 hours prior to the training session.
- Changes to the attendance within the 48-hour period prior to the training session require direct communication with the Coach and/or Team Manager via Team App.
- Players are expected to arrive 10-15 minutes before training commences.
- Player's attire for training sessions:
  - Plain black shorts (purchased separately by Players)
  - Black socks (purchased separately by Players)
  - Training shirt (supplied by the Club)
  - Shin pads and boots (purchased separately by Players).
- Mobile phones are to be put away for the duration of training.

**NOTE:** Club supplied match shorts and socks are to be kept for match days only and must not be worn for training.

All players will be required to assist in packing up the equipment and taking it to the clubrooms as part of their responsibilities and team bonding. Due to the lack of lighting around the edge of Celebration Park, players will be advised not to move through the tree line that surrounds our fields on completion of training.

The Club requests that parents of Junior players collect their children from the clubroom. Junior players will not be permitted to leave until collected by a parent/guardian.

## **3.8 Match Day**

The following is expected of Players in preparation for each match:

### **3.8.1 GENERAL**

- Match timings and locations will be advised by the Coaches and the Club, and will depend on pitch availability.
- Players will be advised by via Team App by the Coach and/or Team Manager of their match day, time and location. This is subject to change at the discretion of Football West up to 48 hours prior to the match.
- All players are required to RSVP their attendance via Team App no later than 72 hours prior to the scheduled match.
- Changes to the attendance within the 72-hour period prior to the match require direct communication with the Coach and/or Team Manager via Team App.
- Players are expected to arrive at the designated pitch at the time advised by the Coach and/or Team Manager prior to kick-off. A player's match time may be affected if they arrive late. This will be at the Coach's discretion.
- Mobile phones are to be put away for the duration of players' match responsibilities.

### **3.8.2 MATCH ATTIRE – ARRIVAL AND DEPARTURE**

- Player's attire when arriving and departing from matches:
  - Match shorts (supplied by the Club)
  - Club Polo shirt (supplied by the Club)

**NOTE:** Closed-in shoes must be worn for arrival and departure of each match. No thongs or slides are permitted to be worn.

### **3.8.3 MATCH ATTIRE – DURING PLAY**

- Player's attire during match play:
  - Match shorts (supplied by the Club)
  - Match shirt (supplied by the Club on the day)
  - Match socks (supplied by the Club)
  - Shin pads and boots (purchased separately by Players)
  - Under-shirts (Black or red only – Worn under match shirt)
  - Jumpers and jackets (Black or red only – Club merchandise preferred)

**NOTE: All jewellery is to be removed for the duration of player's match responsibilities.**

Once Junior players are in the Coach's and/or Team Manager's care, parents are requested to respect the space and privacy necessary for the team officials and team to carry out their match responsibilities.

At completion of the post-match talk, parents of Junior players are requested to collect their child from the Coach. Junior players will not be permitted to leave until collected by a parent/guardian.

A parent roster will be drawn up by the Team Manager for match day duties, including canteen and linesman. Coaches may need assistance with setting up/packing away on match days.

### **3.9 Parent Responsibilities**

Parents are expected to take on various responsibilities during the season and may be rostered to assist with certain functions by the Team Manager. These responsibilities include, but are not limited to the following:

- Linesman duties
- Canteen duties (Home games only)
- Ground Marshall duties (Home games only)
- Ground set-up / pack-up duties (Home games only)
- Facilities cleaning

### **3.10 Member Welfare**

The Northern Redbacks Women's Soccer Club has a duty of care to all its members. This duty of care also means the Committee is responsible for overseeing the welfare of all club volunteers, including coaches.

All Club volunteers who have contact with Junior players, directly or through Club approved electronic communications are required to have a valid Working with Children Check or Volunteer National Police Clearance, whichever is applicable.

In turn, coaches have responsibility for the physical and emotional safety of everyone under their care. The "duty of care" involves everything, from selection practices, to personal conduct, to the process of raising concerns.

Players also are responsible for ensuring their own safety. Keeping physically and mentally fit for winter season matches requires considered decision making. At times conflicting demands from school or other recreational activities can create emotional stress for players. The Club encourages players to manage their academic and training commitments. As a player development focused club, we advise players to prioritise their commitment to the team.

The Club will support the considered decisions of players in situations where conflicts of interest may arise. In the first instance, discussion with the coach is essential. Support is also available from the Team Manager, Players' Representative or Member Protection Information Officer.

All Club members are bound by and required to abide by Code of Conduct & Club Policies – 5.4 Child Safety – Code of Conduct.

### **3.10.1 MEMBER PROTECTION STATEMENT**

As an all-female football club, Northern Redbacks Women's Soccer Club would like to assure our members that the Club is committed to ensuring the safety and welfare of all Club members, at all times. In accordance with the Club's Member Protection Policy, the position for a Member Protection Information Officer was established in 2019. The role of the MPIO is to be the first point of contact for persons with member protection or child protection enquiries or concerns.

Northern Redbacks fully supports any member who has concerns about the physical or mental health of a player. The Club encourages all persons to speak with the Club's Member Protection Information Officer for guidance or support with addressing such concerns.

Any concerns that require further investigation will be investigated by the Club in accordance with procedural fairness, to protect the integrity of the investigation and the interests of all the participants involved in the investigation. The Club will ensure that any concerns are handled in a strictly confidential manner and will continue to maintain strict confidentiality in the interests of all parties involved in that matter.

Some concerns may result in a voluntary report to the authorities. Any person who believes on reasonable grounds that there are concerns for a child's welfare may disclose that information to the appropriate authorities. Northern Redbacks Women's Soccer Club will co-operate with the relevant authorities during any investigations, now or in the future.

As a Child Safe sporting club, child safety is a priority; we will always pass any concerns on to the appropriate authorities.

### **3.11 Player Images**

Northern Redbacks promotes its players and the Club through many forms of marketing, including social media. Photographs and/or videos taken during training, games or Club activities may be used in various marketing avenues such as the Club website, printed or digitally produced flyers, Club marketing material or for analysis in training sessions.

Please be aware that your child may also be photographed or filmed by other spectators at matches.

In Australia, generally speaking, there is no law restricting photography of people (including children) in public spaces as long as the images are not:

- Indecent, provocative/sexual or being used for voyeurism
- Protected by a court order (eg: child custody or witness protection)
- Defamatory

Most parks, like Celebration Park, are considered public open spaces and as such there is no restriction on photographing or filming of people (including children) in these spaces.

### **3.12 Volunteer Requirements**

The Club and all teams are financially supported through annual player fees and sponsorships, as well as any additional fundraising monies collected. It is expected that all players, parents, etc. involved with the Club will willingly be prepared to assist with the running of the Club in any way they can, including the ongoing efforts of running fundraising events and obtaining sponsorship. Please see the Sponsorship Package at <https://www.northernredbacks.com.au/sponsors> for sponsorship information.

Some volunteer roles require members / parents to register on Play Football, please confirm with the Club Registrar if in doubt. Members or parents are requested to nominate for particular duties while registering online. Ongoing assistance is also required on the playing field with line marking, linesman, team management, etc. so please talk to the committee or your team Coach to offer your assistance. Great Clubs are built on the strength of their volunteers. Northern Redbacks is a Not-for-Profit organisation and as such relies heavily on players and families nominating themselves to assist with Club duties and fundraising efforts. We thank you in advance for your contribution.

## 4. STAY INFORMED



### Club Website:

<https://www.northernredbacks.com.au/> for all information regarding:



Latest News



Junior and Senior Football



Registrations



Club Administration



### Team App:

Team App the club approved communication tool for all members. All team information will be posted on the app. This includes match day, training and Club information. The app is free to download, and it is imperative you become a member to stay informed.

**The Club also has various social media apps to help you keep up to date with the latest Club news.**



### Club Facebook Pages:

- [Northern Redbacks Womens Soccer Club](#)
- [Northern Redbacks Juniors](#) – Please note: this is a closed group and upon first accessing the page you will be required to request to join.



**Instagram:** northernredbacks



**Twitter:** @NorthernRedback



**YouTube:** [Northern Redbacks Womens Soccer Club](#)

## 5. SPONSORSHIP PACKAGES

The Northern Redbacks Women's Soccer Club is Western Australia's most successful female only soccer club, with a proven track record in developing players who have represented Australia, Perth Glory and WA.

Since our formation in 1991, we have won 15 league titles, 9 cup titles, 5 Top 4 titles, 4 pre-season night series titles and are currently the only women's team in WA to have won an Interstate title when we beat the Adelaide champions in Adelaide in 2013. Our players have played for Australia, Northern Ireland, New Zealand, Wales and Zambia. We have also had 14 players represent Perth Glory in the W league and 2 of our ex-players are coaching professional teams in Italy and the UK.

The 2020 season saw the introduction of the National Premier League Women WA, with Northern Redbacks Women's Soccer Club selected by Football West as one of the eight clubs to take part in the inaugural season of the NPLW WA. Northern Redbacks brought home both the NPLW Top 4 Cup Winner's title and the U23 Top 4 Cup Runner-up title. The NPLW games were live streamed by Football West with over 130,000 views recorded for our games alone.

In 2022, we will again participate in the NPLW WA whilst fielding eight teams with over 120 registered players, whose ages will range from 10 to 30+. We will also be hoping to send another team to Gothenburg to compete in the 2022 Gothia Cup, and will continue to build on past Club and player successes.

To support this new journey for the Club and continue the success, the Club is inviting corporate partners to explore a range of sponsorship opportunities that will enhance brand positioning in the local and national markets and provide the Club with resources to continue to be successful.

Participation in women's soccer is growing, with over 156,000 registered participants in Australia and in excess of 7,500 in WA. Worldwide viewing figures for the recent Women's World Cup in France were in excess of 1 billion for the tournament.

Australia's and New Zealand's successful bid to host the FIFA Women's World Cup in 2023 will bring the attention of the world to our doorstep and will change the women's game here forever. There has never been a more exciting time to be involved in Women's Soccer.

Information relating to Sponsorship Packages can be found here:

<https://www.northernredbacks.com.au/sponsors>

If you would like to discuss becoming a club partner and joining Northern Redbacks on our new journey, please contact us via email at [sponsorship@northernredbacks.com.au](mailto:sponsorship@northernredbacks.com.au).