North Scarborough Soccer Club

POSITIONS AND RISK ASSESSMENT

Definition of Risk:

The first principle of screening is risk management, which involves looking at the possibilities of loss or injury that might arise in programs, activities and services and taking steps to stop, minimize, prevent or eliminate them all together. This includes the Club's obligation to take all reasonable measures to care for and protect their participants from harm. The need to screen an applicant is dictated by the nature of the position and its inherent level of risk; factors considered include the participant, the environment, the nature of the activity, the level of supervision and the nature of the relationship.
For example, a high risk position is defined as a position in which staff members, volunteers, or Directors are in direct contact with, or provide direct service to, vulnerable individuals, and in particular when the applicant will be in a position of trust, power or Influence and whose contact is unsupervised and/or takes place off site.

Definition of Positions:

Various positions have been assigned levels of risk, and the appropriate screening measures have been assigned to each level of risk:

High Risk Positions:

- Representative team head coaches
- Directors of the Board responsible for financial transactions
- Most Club employees are considered high risk positions

Medium Risk Positions*:*

- Representative team assistant coaches, managers and other team officials
- House league team officials (head and assistant coaches, managers) and league managers
- Other Directors of the Board (not directly involved in financial transactions)

Low Risk Positions:

- Other volunteers (for example, those assisting with special events or casual staff not dealing with confidential or financial information).

Screening Measures:

High risk positions:

- Interview by the Selection Committee (reference checks optional)
- Police Records Check
- Evaluation by the Club

Medium risk positions:

- Application form (reference checks optional)
- Police Records Check

Low risk positions:

- Application form (reference checks optional)