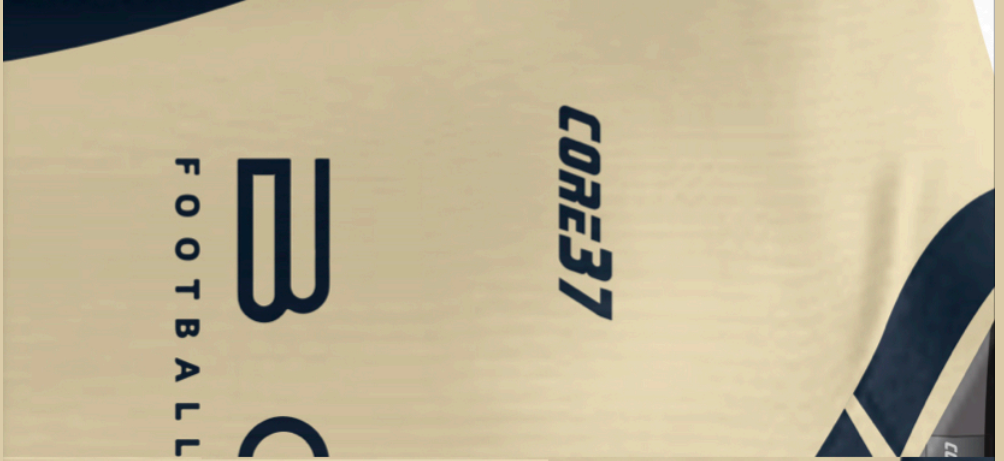


# WELCOME TO GREAT PARK FOOTBALL CLUB



# WELCOME TO GREAT PARK FOOTBALL CLUB

## Contains:

**Scott Gibson - Club Chairman**

**Club Officials**

**Team Coaches**

**GPFC Data and Photography Policy - Child**

**GPFC Data and Photography Policy - Adult**

**GPFC Fees and Payment options**

**Code of Conduct - Young player**

**Code of Conduct - Spectators**

**Code of Conduct - Coaches & Club Officials**

**Code of Conduct - Match Officials**

**Code of Conduct - Adult Players**

**FA Anti - Bullying Policy**

**FA Safeguarding Policy**



Whether you are a new or returning player I would like to take this opportunity to welcome you to Great Park Football Club for the 2026/27 season.

Great Park Football Club was set up in 2018 to allow young players to develop their footballing skills and knowledge in a positive environment whilst creating a pathway through junior football into adult football.

Whilst it is always good to see new players coming into the club it has always been our aim to focus on player retention and development. Since the club started 6 years ago it has given us a lot of satisfaction to see players who came in at u7 / u8 and progress to 11 aside football or players who have joined us as junior players and now represent our adult sides.

As a club we aim to continually increase participation by providing football activity for all within the next 3 years.



Scott Gibson - Club Chairman

# GREAT PARK FOOTBALL CLUB OFFICIALS



**SIMON AYNSLEY**  
**Secretary Senior Teams - 07463270863**

Simon joined Great Park fc ahead of the 2020/21 season as assistant coach of our u18 team.

The following season Simon became assistant coach of our Senior teams.  
23/24 see Simon join the clubs committee as secretary of our Senior teams.



**ALLAN STOBART**  
**Vice-chairman / Head of Safeguarding / Welfare - 07581317977**

Allan joined the coaching team ahead of the 2019/20 season taking over the then under 9 team and remains their coach as well as our u12 Girls.

Allan joined the clubs committee ahead of the 21/22 season as a welfare officer. Going forward Allan will continue to oversee all of the clubs safeguarding responsibilities.



**DAVID SHAW**  
**Secretary Junior Teams - 07515432474**

David joined the coaching team in 2018/19 as assistant coach with our then u9 team and still helps with that team as they go to u14 as well as coaching his own u12 team.

David Joined the clubs committee ahead of the 20/21 season and took over the junior team secretary role ahead of last season.



**CRAIG JONES**  
**Committee Member - 07940938801**

Craig joined the coaching team during the 2019/20 season with our then u8 team as an assistant coach before taking over that team ahead of the following season, a team he still coaches as they approach u13.  
Craig joined the clubs committee ahead of the 2022/23 season.

# GREAT PARK FOOTBALL CLUB COACHES

## **SCOTT GIBSON**

**Juniors U7 Team - 07484602811**

Training: Monday 18:30 at Great Park Community Centre, NE13 9BD.

## **JONNY SEAL**

**Juniors U10 Whites Team - 07810822449**

Training: Friday 18:30 at Druid Park, NE13 8DF.

## **NEIL MACLEOD**

**Juniors U10 Blues Team - 07522123792**

Training: Friday 18:30 at Druid Park, NE13 8DF.

## **SHAUN SLIPPER**

**Juniors U11 Team - 07759111879**

Training: Friday 17:30 at Druid Park, NE13 8DF.

## **AARON AYNSLEY**

**Juniors U12 Team - 07388513080**

Training: Tuesday 18:00 at Druid Park, NE13 8DF.

## **STEPHEN HOLMES**

**Juniors U13 Team - 07917194538**

Training: Friday 18:30 at Druid Park, NE13 8DF.

## **DAVID SHAW**

**Juniors U14 Boys Team - 07515432474**

Training: Tuesday 18:00 at Druid Park, NE13 8DF..

## **Allan Stobbart**

**Juniors U14 Girls Team - 07581317977**

Training: Friday 19:30 at Druid Park, NE13 8DF.

# GREAT PARK FOOTBALL CLUB COACHES

## **CRAIG JONES**

**Juniors U15 Team - 07940938801**

Training: Tuesday 18:00 at Druid Park, NE13 8DF.

## **ALLAN STOBART**

**Juniors U14 Girls Team - 07581317977**

Training: Friday 18:00 at Druid Park, NE13 8DF.

## **RICH HULKIN**

**Juniors U16 Blues Team - 07500948187**

Training: Thursday 18:00 at Druid Park, NE13 8DF.

## **ALLAN STOBART**

**Juniors U16 Whites Team - 07581317977**

Training: Thursday 18:00 at Druid Park, NE13 8DF.

## **SCOTT GIBSON**

**Juniors U17 Team - 07484602811**

Training: Thursday 19:00 at Druid Park, NE13 8DF.

## **Ian Tew**

**Juniors U18 Team -**

**Training: Thursday 19:00 at Druid Park, NE13 8DF.**

Training: Wednesday 18:30 at Great Park Centre, NE13 9BD.

## **JOE MALLONEY**

**Juniors U19 Team - 07484602811**

Training: Tuesday 19:00 at Druid Park, NE13 8DF.

## **SCOTT GIBSON**

**Seniors First Team - 07484602811**

Training: Tuesday 19:00 at Druid Park, NE13 8DF.

# GPFC DATA / PHOTOGRAPHY POLICY - CHILD

We would like to collect and use your child's personal data for the reasons set out below. By law we must tell you how we would like to use the data and obtain your permission on behalf of the child. For further information please see overleaf.

If you give us consent and you later change your mind, you can withdraw your consent at any time by contacting us at;

**INFO@GREATPARKFC.CLUB**

## **DATA**

By submitting your registration you are giving your consent to the club to maintain records and information relating to your child in confidential electronic documents and in club information folders for the purpose of club administration.

You have the right to see this information if you do desire, providing you give appropriate notice to the club.

It is your responsibility to keep the club updated with all relevant information especially emergency contact and medical details.

In the event of any injury or illness, all reasonable steps will be taken to contact you.

By submitting your registration you are giving your consent for the club and / or any medical authorities present to administer any appropriate or necessary medical attention.

## **FILMING**

We intend to film training sessions and matches on occasions so we can:

1. Review them afterwards for performance and training analysis purposes.
2. Upload them (or parts of them e.g. highlights) onto our VEO platform so coaches / players and other people registered to our VEO platform can watch them.

## **SHARING**

Great Park Juniors will own any footage that we record and may upload and share the footage onto third party platforms, for example Facebook / instagram and what's app groups within the clubs name.

The club may use appropriate images / photographs and video recordings of your child for purposes relating to the promotion and marketing of the club and its activities

By submitting your registration you acknowledge that you have received and read a copy of the clubs codes of conduct, You agree to abide by them and understand that any breaches of the clubs rules and policies will be dealt with in accordance with the clubs disciplinary procedures that are in force at that time.



# GPFC DATA / PHOTOGRAPHY POLICY - ADULT

We would like to collect and use your personal data for the reasons set out below. By law we must tell you how we would like to use the data and obtain your permission. For further information please see overleaf.

If you give us consent and you later change your mind, you can withdraw your consent at any time by contacting us at;

**INFO@GREATPARKFC.CLUB**

## DATA

By submitting your registration you are giving your consent to the club to maintain records and information relating to you in confidential electronic documents and in club information folders for the purpose of club administration.

You have the right to see this information if you do desire, providing you give appropriate notice to the club.

It is your responsibility to keep the club updated with all relevant information especially emergency contact and medical details.

By submitting your registration you are giving your consent for the club and / or any medical authorities present to administer any appropriate or necessary medical attention.

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# GPFC FEES AND PAYMENT OPTIONS

## ANNUAL FEES FOR 2025/26:

£360 (INCLUSIVE OF REGISTRATION FEE)

(PLAYERS JOINING MID-SEASON WILL PAY THE REGISTRATION FEE PLUS THE PRO-RATA SUBSCRIPTION FEE)

**THERE ARE 2 PAYMENT OPTIONS AVAILABLE FOR ALL AGE GROUPS**

### PAYMENT OPTION 1    PAYMENT IN FULL UPON REGISTRATION

£360

(INCLUSIVE OF REGISTRATION FEE)

(MINUS DISCOUNTS)

PAYMENTS CAN BE MADE BY CHEQUE OR BANK TRANSFER

### PAYMENT OPTION 2    REGISTRATION FEE AND 11 MONTHLY STANDING ORDER PAYMENTS

£30 REGISTRATION FEE

FOLLOWED BY 11 MONTHLY STANDING ORDER PAYMENTS OF £30

(STANDING ORDER PAYMENTS TO BE PAID ON THE 1ST DAY OF EACH MONTH)

## BANK PAYMENT DETAILS ARE:

A/C NAME:                      GREAT PARK JUNIORS FOOTBALL CLUB

SORT CODE:                    20-59-43

ACCOUNT NUMBER:        23559904

REFERENCE TO USE:        S / AGE GROUP / SURNAME - PLAYERS INITIAL

Example: S16 GIBSON-M



The FA Respect  
CODE OF CONDUCT



**Respect**





## YOUNG PLAYERS

### WHEN PLAYING FOOTBALL I WILL:

- Always play to the best of my ability and for the benefit of my team
- Play fairly – I won't cheat, dive, complain or waste time
- Respect my team-mates, the other team, the referee or my coach/manager
- Play by the rules, as directed by the referee
- Be gracious in victory and defeat – I will shake hands with the other team and referee at the end of the game
- Listen and respond to what my coach/team manager tells me
- Understand that a coach has to do what is best for the team and not one individual player
- Talk to someone I trust or the club welfare officer if I'm unhappy about anything at my club.

**I understand that if I do not follow the code, any/all of the following actions may be taken by my club, county FA or The FA:**

### I MAY:

- Be required to apologise to my team-mates, the other team, referee or team manager
- Receive a formal warning from the coach or the club committee
- Be dropped or substituted
- Be suspended from training
- Be required to leave the club.

### IN ADDITION:

- My club, County FA or The FA may make my parent or carer aware of any infringements of the Code of Conduct
- The FA/County FA could impose a fine and suspension against my club.

## SPECTATORS

We all bear a collective responsibility to set a good example and help provide a positive environment in which children can learn and enjoy the game. Play your part and observe The FA's Respect Code of Conduct for spectators at all times.

### I WILL:

- Remember that children play for FUN
- Applaud effort and good play as well as success
- Respect the Referee's decisions even when you don't agree with them
- Appreciate good play from whatever team it comes from
- Remain behind the touchline and within the Designated Spectators' Area
- Let the coach do their job and not confuse the players by telling them what to do
- Encourage the players to respect the opposition, referee and match officials
- Support positively and offer players encouragement not criticism
- Never engage in, or tolerate offensive, insulting or abusive language or behaviour

**I understand that if I do not follow the Code, any/all of the following actions may be taken:**

### I MAY BE:

- Issued with a verbal warning from a club or league official
- Required to meet with the club, league or CFA Welfare Officer
- Required to meet with the club committee
- Obligated to undertake an FA education course
- Obligated to leave the match venue by the club
- Requested by the club not to attend future games
- Suspended or have my club membership removed
- Required to leave the club along with any dependents.

### IN ADDITION:

- The FA/County FA could impose a fine and/or suspension on the club.

## COACHES, TEAM MANAGERS AND CLUB OFFICIALS

We all bear a collective responsibility to set a good example and help provide a positive environment in which children can learn and enjoy the game. Play your part and observe The FA's Respect Code of Conduct at all times.

### ON AND OFF THE FIELD, I WILL:

- Use my position to set a positive example for the young people I am responsible for
- Show respect to others involved in the game including match officials, opposition players, coaches, managers, officials and spectators
- Adhere to the laws and spirit of the game
- Promote Fair Play and high standards of behaviour
- Respect the match official's decision
- Never enter the field of play without the referee's permission
- Never engage in, or tolerate, offensive, insulting or abusive language or behaviour
- Be gracious in victory and defeat.

### WHEN WORKING WITH PLAYERS, I WILL:

- Place the well-being, safety and enjoyment of each player above everything, including winning
- Never engage in or tolerate any form of bullying
- Encourage each player to accept responsibility for their own behaviour and performance
- Ensure all activities I organise are appropriate for the players' ability level, age and maturity
- Co-operate fully with others in football (e.g. officials, doctors, physiotherapists, welfare officers) for each player's best interests.

I understand that if I do not follow the Code, any/all of the following actions may be taken by my club, County FA or The FA:

**I MAY BE:**

- Required to meet with the club, league or County Welfare Officer
- Suspended by the club from attending matches
- Suspended or fined by the County FA
- Required to leave or be sacked by the club.

**IN ADDITION:**

- My FA Coaching Licence may be withdrawn.

## MATCH OFFICIALS

We all have a responsibility to promote high standards of behaviour in the game. The behaviour of the match officials has an impact, directly and indirectly, on the conduct of everyone involved in the game – both on the pitch and on the sidelines.

Play your part and observe The FA's Respect Code of Conduct of match officials at all times.

### I WILL:

- Be honest and completely impartial at all times
- Apply the Laws of the Game and competition rules fairly and consistently
- Manage the game in a positive, calm and confident manner
- Deal with all instances of violence, aggression, unsporting behaviour, foul play and other misconduct
- Never tolerate offensive, insulting or abusive language or behaviour from players and team officials
- Support my match official colleagues at all times
- Set a positive personal example by promoting good behaviour from players and team officials
- Set a positive personal example by promoting good behaviour and showing respect to everyone involved in the game
- Communicate with the players and encourage fair play
- Respond in a clear, calm and confident manner to any appropriate request for clarification by the team captains
- Prepare physically and mentally for each match
- Complete and submit, accurate and concise reports within the time limit required for games in which I officiate.

I understand that if I do not follow the Code, any/all of the following actions may be taken:

### I MAY BE:

- Required to meet with The FA /County FA Refereeing Official
- Required to meet with The FA/County FA Refereeing Committee.



## ADULT PLAYERS

We all have a responsibility to promote high standards of behaviour in the game. Play your part and observe The FA's Respect Code of Conduct for players at all times.

### ON AND OFF THE FIELD, I WILL:

- Adhere to the Laws of The Game
- Display and promote high standards of behaviour
- Promote Fair Play
- Always respect the match official decisions
- Never engage in public criticism of the match officials
- Never engage in offensive, insulting or abusive language or behaviour
- Never engage in bullying, intimidation or harassment
- Speak to my team-mates, the opposition and my coach/manager with respect
- Remember we all make mistakes
- Win or lose with dignity. Shake hands with the opposing team and the referee at the end of every game.

**I understand that if I do not follow the Code, any/all of the following actions may be taken:**

### I MAY:

- Be required to apologise to team-mates, the other team, referee or team manager
- Receive a warning from the coach
- Receive a written warning from the club committee
- Be required to attend an FA education course
- Be dropped or substituted
- Be suspended from training
- Not be selected for the team
- Be required to serve a suspension
- Be fined
- Be required to leave the club.

### IN ADDITION:

- The FA/County FA could impose a fine and/or suspension on the club.

# The FA Charter Standard ANTI-BULLYING POLICY FOR FOOTBALL CLUBS

Recommended guidelines



CHARTER STANDARD

## STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all club members or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

## WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding (emotionally and physically), sending hurtful text messages and tormenting, (e.g. hiding football boots/shin guards, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing.

## WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. This club has a responsibility to respond promptly and effectively to issues of bullying.

## OBJECTIVES OF THIS POLICY

- All club members, coaches, officials and parents should have an understanding of what bullying is
- All club members, officials and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported
- All players and parents should know what the club policy is on bullying, and what they should do if bullying arises
- As a club we take bullying seriously. Players and parents should be assured that they would be supported when bullying is reported
- Bullying will not be tolerated.

## SIGNS AND INDICATORS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- says he or she is being bullied
- is unwilling to go to club sessions
- becomes withdrawn anxious, or lacking in confidence
- feels ill before training sessions
- comes home with clothes torn or training equipment damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

## IN MORE EXTREME CASES

- starts stammering
  - cries themselves to sleep at night or has nightmares
  - becomes aggressive, disruptive or unreasonable
  - is bullying other children or siblings
  - stops eating
  - attempts or threatens suicide or runs away.
- These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

## PROCEDURES

1. Report bullying incidents to the Club Welfare Officer or a member of the clubs committee or contact the County FA Welfare Officer.
2. In cases of serious bullying, the incidents will be referred to the County FA Welfare Officer for advice and possibly to The FA Case Management Team.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

## IN THE CASE OF ADULTS REPORTED TO BE BULLYING ANYONE

1. The County FA Welfare Officer should always be informed and will advise on action to be taken where appropriate.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Education Programme may be recommended.
3. More serious cases may be referred to the Police and/or Children's Services.

## PREVENTION

1. The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
2. All club members and parents will sign to accept the constitution upon joining the club.
3. The Club Welfare Officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.

We would like to thank the Amateur Swimming Association who have shared their Anti-Bullying Policy for Clubs on which this recommended FA Club Anti-Bullying Policy has been developed.

[TheFA.com/Footballsaf](http://TheFA.com/Footballsaf)

## RECOMMENDED CLUB ACTION

If the club decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate a small panel (made up from Chairman, Club Welfare Officer, Secretary, committee members) should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. The same three persons should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken and agreed.
4. If bullying has in their view taken place the individual should be warned and put on notice of further action i.e. temporary or permanent suspension if the bullying continues. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
5. In some cases the parent of the bully or bullied player can be asked to attend training sessions, if they are able to do so, and if appropriate. The club committee should monitor the situation for a given period to ensure the bullying is not being repeated.
6. All coaches involved with both individuals should be made aware of the concerns and outcome of the process i.e. the warning.

This policy is based on guidance provided to schools by KIDSCAPE. KIDSCAPE is a voluntary organisation committed to help prevent child bullying. KIDSCAPE can be contacted on 0207 730 3300 or you can access their website via [www.kidscape.org.uk](http://www.kidscape.org.uk).

You may also wish to access any of the following websites designed to give advice and guidance to parents and children who are faced with dealing with bullying:

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)  
[www.stoptextbully.com](http://www.stoptextbully.com)  
[www.bullying.co.uk](http://www.bullying.co.uk)



# Respect



## Safeguarding Children Policy and Procedures

### Club Template

#### Using this Policy

This policy template is provided so that you can add your club name to the relevant sections. It is important that this policy is discussed by the committee. The club needs to be sure it is clear about its responsibilities and that it adheres to this policy in full. Having a proactive Club Welfare Officer is an integral requirement of this policy.

### Football Club Safeguarding Children Policy

1. [ ] Football Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club football activity. We subscribe to The Football Association's (The FA) Safeguarding Children - Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. The key principles of The FA Safeguarding Children Policy are that:
- the child's welfare is, and must always be, the paramount consideration
  - all children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief
  - all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
  - working in partnership with other organisations, children and young people and their parents/carers is essential.

We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

[ ] Football Club recognises that this is the responsibility of every adult involved in our club.

3. [ ] Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

4. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:
- specify what the role is and what tasks it involves
  - request identification documents
  - as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
  - ask for and follow up with 2 references before appointing someone
  - where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

All current [ ] Football Club members working in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice'.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of [ ] Football Club guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the CRC Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.



5. [ ] Football Club supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about a adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com) or alternatively by going direct to the Police, Children's Social Care or the NSPCC.

[ ] Football Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

6. [ ] Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of **Respect**, poor practice and abuse amongst club members.

7. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted.

8. **Respect** codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by [ ] Football Club. In order to validate these **Respect** codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

9. Reporting your concerns about the welfare of a child or young person. **Safeguarding is everyone's responsibility if you are worried about a child it is important that you report your concerns – no action is not an option.**

- If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
- If the issue is one of poor practice the Club Welfare Officer will either:
  - deal with the matter themselves or
  - seek advice from the CFA Welfare Officer
- If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Social Care.
- If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.
- If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:
  - contact your CFA Welfare Officer directly
  - contact The FA Safeguarding Team on 0800 169 1863 or [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)
  - contact the Police or Children's Social Care
  - call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

NB – The FA's Safeguarding Children Policy and Procedures are available via – [www.TheFA.com/football-rules-governance/safeguarding](http://www.TheFA.com/football-rules-governance/safeguarding) – click on 'Raising Awareness – Best Practice Downloads', the Policy and Procedures document is within the resources area. The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process. How to make a referral is also covered in the Safeguarding Children workshop. Participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation. For more information on this workshop contact your County Welfare Officer.

10. Further advice on Safeguarding Children matters can be obtained from:

- [ ]
- T: [ ]
- E: [ ]
- [ ]

County Football Association's Welfare Officer

- T: [ ]
- E: [CountyWO@\[ \]](mailto:CountyWO@[ ])
- [www.TheFA.com/football-rules-governance/safeguarding](http://www.TheFA.com/football-rules-governance/safeguarding)
- Emailing – [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)
- The FA Safeguarding Children general enquiry line 0845 210 8080

<sup>1</sup> The FA's policy on Disclosure and Barring Service CRCs is subject to change. CRC information and guidance can be found at [www.TheFA.com/football-rules-governance/safeguarding/criminal-records-checks](http://www.TheFA.com/football-rules-governance/safeguarding/criminal-records-checks)





