

SAFEGUARDING POLICY

THE ASSOCIATION'S SAFEGUARDING CHILDREN POLICY

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 abuse. This is the responsibility of every adult involved in football, thus every club is required to endorse and adhere to The Association's

Safeguarding Children Policy.

The Association recognises its responsibility to safeguard the welfare of children and young people who play or participate in football by protecting

them from abuse and harm. The Association is committed to working to provide a safe environment for all children and young people to participate

in the sport to the best of their abilities for as long as they choose to do so.

The Association recognises that the terms 'child or young person', 'abuse' and 'harm' are open to interpretation and challenge but for the purpose of

this Safeguarding Children policy they are defined as follows:

A child or young person shall be defined as:

'anyone who has not yet reached their 18th birthday.'

Abuse shall be defined as:

'a violation of an individual's human or civil rights by any other person or persons and, for the purposes of safeguarding children, shall include

physical abuse, emotional abuse, sexual abuse, neglect, bullying and hazing.'

Harm shall be defined as:

'ill treatment and forms of ill treatment (including sexual abuse and forms of ill-treatment which are not physical) and also the impairment of or an

avoidable deterioration in physical or mental health and the impairment of physical, intellectual, emotional, social or behavioural

development.'

'Harm' may be caused by acts of commission and acts of omission.

The Safeguarding Children Policy is supported by The Association's Respect programme to address verbal abuse and bullying of youngsters by

parents and coaches on the sidelines. The Association's Safeguarding Children Policy principles 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, culture, language, race, faith,

belief or sexual orientation;

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately; and

Working in partnership with other organisations, children and young people and their parents and carers is essential.

The Association is committed to working in partnership with the Police, Children's Services Departments, Local Safeguarding Children's Boards

(LSCB) and the Disclosure and Barring Service (DBS) in accordance with their procedures. This is essential to enable these organisations to carry out

their statutory duties to investigate concerns and protect all children and young people.

The Association's Safeguarding Children Policy is in response to government legislation and guidance, developed to safeguard the welfare and

development of children and young people.

Clubs and Leagues with youth teams must appoint a Welfare Officer in line with The Association affiliation requirements. A Club's Welfare Officer

must sit on the management committee of that Club

All League and Club Welfare Officers are expected to abide by the Code of Conduct for volunteer Welfare Officers.

A. CODE OF CONDUCT FOR VOLUNTEER WELFARE OFFICERS

The role of the Welfare Officers is to:

1. Be clear about the Club's/League's responsibilities when running activities for children and young people
2. Help those actively involved with children and young people understand what their duty of care means on a day to day basis

As a Welfare Officer they will act as a role model to others in accordance with the roles and responsibilities of their position, in line with The

Association's Rules and Regulations, the Respect codes of conduct for officials and the laws of the game.

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In fulfilling the role they accept that within the role of Welfare Officer they will:

Be child centered at all times and promote a fun safe environment for children and young people

Follow all of the The Association's policies and in particular procedures for reporting safeguarding concerns including discrimination

Act appropriately in all situations brought to their attention

Champion Best Practice within their Club/League

Communicate and positively engage with the CFA WO on all poor practice/ safeguarding matters brought to the attention of CFA /The

Association

Attend meetings as reasonably required by the Club Committee, Youth League and CFA

Manage and deal with poor practice issues in an appropriate and timely manner

Ensure appropriate levels of confidentiality and data security are maintained at all times

Implement and manage a responsible recruitment process in line with The Association's policy and procedures

Attend continued personal development (CPD) opportunities as offered by their CFA and show a commitment to keeping their training up to

date

If they do not follow the above code any/all of the following actions may be undertaken by their Club, League, County FA or The Association (This is

not an exhaustive list):

Required to meet with the Club/League Committee, YLWO or CFA WO

Required to follow an action plan monitored by the YLWO/CFA WO

Required to complete an FA education course

Imposing a fine or suspension

Required to leave the Club/League they represent

Removed from role by the Club/League/County FA/The Association

On appointment, all League and Club Welfare Officers agree to uphold the Code of Conduct for volunteer Welfare Officers and understand the

actions that may be taken should they fail to act in accordance with the Code. In agreeing to fulfil the role they confirm that they meet the

criteria outlined within The Association's Suitability Checklist for YLWO/CWOs.

B. WELFARE OFFICER PERSON SPECIFICATION AND SUITABILITY CHECKLIST

1. Person Specification -

Experience of dealing or working with young people

Knowledge and understanding of safeguarding children issues¹

A good communicator in a variety of situations with people from diverse backgrounds

Committed to and ability to abide by The Association Rules and Regulations and promote The Association's Respect programme and

safeguarding children education

Empathy when dealing with individuals, sometimes in demanding situations

Ability to listen and assess situations fairly

Ability to handle confidential information sensitively and with integrity

Reasonable level of administration experience and how to deal with confidential documentation

Willingness to attend any in-service training facilitated by either The Association or the local County FA

2. Suitability Checklist -

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Understanding of child protection issues and some knowledge of safeguarding legislation

Knowledge of and positive attitudes to equal opportunities

Willing and able to provide relevant current references

Previous experience of dealing or working with children

Commitment to treat all children as individuals and with equal concern

Physical health – appropriate to carry out tasks

Integrity and flexibility

At least 18 years of age

Completion of The Association's Criminal Records Checks (CRC) process and acceptance by The Association of the outcome

Understanding of the need for confidentiality when dealing with issues

Reasonable level of administration experience and how to deal with confidential documentation

Completion of The Association's Safeguarding Children Workshop and Welfare Officer Workshop

Willingness to update skills and knowledge and attend in-service training facilitated by The Association or the local County FA

Has agreed to and agree to abide by the Code of Conduct for volunteer Welfare Officers

NB - If anyone is known to be unsuitable to work with children his/her application should be refused by the

Club/League. If in any doubt about an

applicant contact your County FA Welfare Officer.