



Child Protection Policy

Bexhill United Ladies Football Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted into its care and is committed to working to provide a safe environment for all of its 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 Child Protection and Best Practise Policy and Procedures, Safeguarding Children and Young People in football (revised edition 2006) and endorse and adopt the Policy Statement contained in that document.

The key principles of the FA Child Protection Policy are that:

- The child's welfare is, and must always be, the paramount consideration
- All children and young people have the right to be protect from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
- All suspicions and allegation 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 practise and abuse. Bexhill United Ladies Football Club recognises that this is the responsibility of every adult involved in our club.

Bexhill United Ladies 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 Regulations 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, coach, club official or medical staff.

We endorse and adopt The FA's Child Protection and Best Practise Guidelines for recruiting volunteers and will :

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current Bexhill United Ladies Football Club members with direct access to children and young people will be required to complete a CRB Enhanced Disclosure via the FA CRB Unit. If there are concerns regarding the appropriateness of an individuals who is already involved or who has approached is to become part of Bexhill United Ladies 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 FA CRB

United and that all decisions will be made 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 this opportunity to influence policies or practise with children or young people. This is to prevent direct sexual or physical harm to children or young people and to minimise the risk of 'grooming' within football.

Bexhill United Ladies Football Club supports The FA's Whistle-blowing Policy. Any adult or young person with concerns about a colleague can whistle-blow by contacting The FA Child Protection Team on 0207 745 4771 or by writing to The FA Case Manager, The Football Association, 25 Soho Square, London W1D 4FA or by going direct to the Police, Social Services or the NSPCC. Bexhill United Ladies Football Club encourages everyone to know about it and utilise it if necessary.

Bexhill United Ladies Football Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and completion of the Child Protection and Best Practise Workshop. The post holder will be involved with designation persons training provided by The FA. The CWO is the first point of contact for all club members and parents/carers regarding concerns for the welfare of any child or young person. They liaise directly with the County FA Child Protection Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practise and abuse amongst club members.

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 CWO or member of the Management Committee of alternatively in cases of serious bullying contact the County FA Child Protection Officer.

Codes of conduct for coaches, team managers, officials, parents/spectators and players have been implemented by Bexhill United Ladies Football Club. In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions with may be implements by leagues or the County FA in more serious circumstances. All prospective members will be informed of these codes.

Further advice on Child Protection matters can be obtained from

- The Sussex County Football Associations Child Protection officer, whose details can be found in the County Handbook
- The FA/NSPCC Child Protection 24-hour Helpline 0808 800 5000
- www.TheFa.com/Goal
- The FA Child Protection Team.