**CHERRYBROOK FC**

**SAFEGUARDING**

**CHILDREN**

**POLICY**

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**Cherrybrook FC**

 **Safeguarding Children Policy**

1. 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. Cherrybrook 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 of its members. This is the responsibility of every adult involved in our Club.

2. A child or young person for the purposes of this Policy is anyone under the age of 18 who is engaged in any Cherrybrook football activity.

3. Cherrybrook Football Club subscribes to the Football Association’s Safeguarding Children Policy and Procedures (which can be seen at <http://www.thefa.com/TheFA/WhatWeDo/FootballSafe/Downloads>) and endorses and adopts the Policy Statement contained in that document.

4. The key principles of the Football Association’s 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, culture, language, racial origin, religious beliefs or sexual orientation

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* All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
* Working in partnership with other organisations, such as the Police, NSPCC, Local Authority Children’s Services and local Safeguarding Children’s Boards, as well as with children and young people and their parents or carers, is essential to the achievement of these aims.

5. Cherrybrook Football Club recognises and readily accepts its role in safeguarding the welfare of all children and young people entrusted to its care by protecting them from physical, sexual or emotional harm and from neglect or bullying. The Club further recognises and accepts that the Football Association’s Safeguarding Children Regulations, shown in the FA Handbook at [www.thefa.com/TheFA/RulesandRegulations/FARegulations](http://www.thefa.com/TheFA/RulesandRegulations/FARegulations), apply to everyone involved in football, whether in a paid or voluntary capacity. This includes everyone who is a volunteer, match official, helper on club tours, football coach, club official or medical staff.

6. Cherrybrook Football Club endorses and adopts the Football Association’s guidance for the responsible recruitment of volunteers and staff, as set out in Section 2 of its Safeguarding Children Policy and Procedures, and will:

* + Develop a role profile highlighting the key responsibilities for all volunteers
	+ Identify the skills and experience required for each role and draw up a person specification
	+ Request appropriate identification documents (e.g. passport or driving licence, etc) to confirm the identity and current and recent addresses of each applicant
	+ As a minimum, meet and chat with the applicant(s) and, wherever possible, conduct an interview before a recruitment decision is made
	+ Request and follow up at least two references from persons who are not related to the applicant before any appointment is made
	+ Require an FA CRB Unit Enhanced Disclosure wherever appropriate, in accordance with Football Association regulations and guidelines
	+ Substantiate any required qualifications (e.g. coaching certificates) before confirming an appointment
	+ Ensure that the person(s) appointed are made aware of, and sign up to, the Club’s Safeguarding Children Policy and Codes of Conduct.

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7. All current Cherrybrook Football Club members who regularly care for, supervise, train or are in sole charge of children or young people, will be required to complete a CRB Enhanced Disclosure application for submission to the FA’s CRB Unit. If concerns arise regarding the appropriateness of any individual who is already involved in Cherrybrook Football Club, or who has asked to become part of the Club, the Club will request guidance on the matter from the Football Association. The Club recognises and fully accepts that, in considering the matter, the Football Association will take into account the relevance and significance of any information obtained from the FA CRB Unit and the CRB Enhanced Disclosure and that all decisions made and guidance given by the Football Association will be in the best interests of the children and young people involved in the Club and in football generally.

8. Further to the above, Cherrybrook Football Club recognises and accepts that the Football Association aims to prevent people with a history of relevant and significant offending from having contact with children or young people or from having the opportunity to influence policies or practice concerning children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of ‘grooming’ within football and the Club fully subscribes to and endorses this aim.

9. Cherrybrook Football Club fully supports the Football Association’s “Whistle Blowing” policy for reporting concerns, allegations or disclosures relating to the possible abuse of a child or young person. Any adult or young person who has concerns in this respect regarding a colleague, is encouraged to report those concerns by contacting the FA Child Protection Manager on Tel. No: 0207 745 4787, by writing to the FA Case Manager at The Football Association, 25 Soho Square, London W1D 4FA or by going directly to the Police, Local Authority Children’s Services or the NSPCC. Cherrybrook Football Club encourages everyone involved with the Club to be aware of this Policy and to use it whenever necessary or appropriate.

10. Cherrybrook Football Club has appointed a Club Welfare Officer (“CWO”) in accordance with the Football Association’s profile for this role. The Club Welfare Officer has completed the FA’s Safeguarding Children and Welfare Officers Workshops and will be involved in all necessary Welfare Officer training provided by the Football Association or the County FA. The CWO is the first point of contact for all Club members and parents or

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guardians who may have concerns regarding the welfare of any child or young person and will liaise directly with the County FA Welfare Officer and be familiar with the appropriate referral procedures regarding any such concerns. The CWO will also play a proactive role within the Club in increasing awareness amongst Club members of the FA’s “Respect” programme and instances and examples of poor practice and abuse.

11. Cherrybrook Football Club acknowledges and endorses the Football Association’s identification of bullying as a category of abuse. Bullying of any kind is not acceptable to Cherrybrook Football Club and all players, parents or guardians should know that they can report any incident or occurrence of bullying and be confident that this will be investigated and dealt with promptly and appropriately. Any suspected or alleged incidents of bullying should be reported to the CWO or, alternatively, in the most serious cases, to the County FA Welfare Officer direct.

12. The FA’s “Respect” Codes of Conduct for Players, Coaches, Club Officials, Parents, Carers and Spectators have been adopted and implemented by Cherrybrook Football Club. In order to validate and implement these Codes of Conduct, the Club has identified clear actions that it will take at Club level in the event of serious or repeated misconduct and acknowledges the possibility that potential sanctions may also be implemented by the County FA in more serious circumstances. All members of the Club are required to agree and comply with these Codes of Conduct when taking part in any Cherrybrook football activity.

**Reporting Concerns about the Welfare of a Child or Young Person**

13. Safeguarding the welfare of children and young people is everyone’s responsibility. If anyone concerned or associated with Cherrybrook Football Club is worried about a child or young person, it is essential that they report those concerns immediately – no action is not an option.

* Anyone worried about a child or young person needs to report their concerns to the CWO. Mike Cotter 07867 553901
* If the issue is a matter of poor practice, the CWO will either:
* deal with the matter themselves, or
* seek advice from the County FA Welfare Officer
* If the concern is more serious, possibly extending to child abuse, the CWO will, wherever possible, contact the County FA Welfare Officer,

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then immediately contact the Police or Local Authority Children’s Services

* If the child or young person needs immediate medical attention or treatment, they should be taken to a hospital. Alternatively, an ambulance should be called and advised that this is a child protection concern. The County FA Welfare Officer should be advised of the action taken.
* If at any time contact is unable to be made with the CWO or the matter is serious, either:
* contact should be made directly with the County FA Welfare Officer on Tel. No: 01772 624000, or
* the FA/NSPCC 24-hour Helpline should be called for advice on Tel. No: 0808 800 5000
* contact should be made with the Police on Tel. No: 0161 872 5050 or the Local Authority Children’s Services Team on Tel. No: 01942 828300, or 0161 834 2436 outside office hours.

14. The FA’s Safeguarding Children Policy and Procedures can be seen at: [www.thefa.com/TheFA/WhatWeDo/FootballSafe/Downloads](http://www.thefa.com/TheFA/WhatWeDo/FootballSafe/Downloads) under Policies and Procedures. This outlines in detail what to do if there are concerns about the welfare of a child, including flow diagrams to describe the process. This is also discussed within the FA’s Safeguarding Children Workshop, in which participants are given an opportunity to discuss how such concerns feel and how best they can prepare themselves to deal with such a situation.

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

* The Football Association’s website at: [www.TheFA.com/Footballsafe](http://www.TheFA.com/Footballsafe)
* The County Football Association’s Welfare Officer on Telephone No: 01772 624000 or email: David.Woodfine@lancashirefa.com
* The Football Association Safeguarding Children enquiry line, Tel. No: 0845 210 8080
* Email to: Footballsafe@TheFA.com

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