

24. SAFEGUARDING POLICY

24.1. Studley Juniors FC 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. We subscribe to The Football Association's safeguarding and best practice policy and procedures and endorse and adopt the policy statement contained in that document.

24.2. The key principles of The FA Safeguarding 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.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

24.3. Working in partnership with other organisations, children and young people and their parents or 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. Studley Juniors FC recognises that this is the responsibility of every adult involved in our club.

24.4. Studley Juniors FC 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 Policy applies to everyone in football. This includes those who are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

24.5. We endorse and adopt The FA's Safeguarding and Best Practice 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.

24.6. All current Studley Juniors FC 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 individual who is already involved or who has approached us to become part of Studley Juniors FC, 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 Unit Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

24.7. 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.

24.8. Studley Juniors FC supports The FA's 'whistle blowing' policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting: -The FA Safeguarding Manager on 0207 745 1771 - by writing to The FA, Case Manager at The Football Association 25 Soho Square, London W1D 4FA, or by going direct to the police, social services or the NSPCC

24.9. Studley Juniors FC encourages everyone to know about the FA's 'whistle-blowing' policy and utilise it if necessary.

24.10. Studley Juniors FC has appointed a club Welfare Officer (CWO) in line with-The FA's role profile and required completion (if the safeguarding and best practice workshop,

24.11. The post holder will be involved with designated person's training; provided by The FA the CWO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise directly with the Birmingham County FA Club Welfare Officer (CPO) and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members.

24.12. 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 players, Parents and/or guardians should be able to tell and know that incidents will be dealt with promptly. Incident need to be reported to:

- The Club Welfare Officer,
- A member of the committee
- or in cases of serious bullying, The Birmingham County FA CPO.

24.13. Studley Juniors FC have implemented Codes of Conduct for Players, Club Members and Team Officials, Managers/Coaches and Parents/Spectators.

24.14. 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 which may be implemented by leagues or the Birmingham County FA in more serious circumstances. All prospective members will be informed of these codes.

24.15. Further advice on safeguarding matters can be obtained from: The Club Welfare Officer, The County Football Association's Club Welfare Officer, The Football Association, NSPCC Safeguarding, 24-Hour Helpline 0808 800 5000, www.TheFA.com/JGoaJ, The FA safeguarding team on 0207 745 4649.