



**HORSLEY FOOTBALL CLUB**



## How Horsley FC Safeguards Children and Young People

### **Child Protection Policy**

Horsley FC recognises its responsibilities to safeguard the welfare of all children and young people and adheres to the key principles of The FA Child Protection Policy:

- The child's welfare is, and must always be, the paramount consideration.
- All children and young people, defined as anyone under the age of 18, 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.
- Working in partnership with other organisations, children and young people and their parents and carers is essential.

For this to be effective, all adults and players need to understand what this means in practise and how it's integrated into all activities at the Club. The remainder of this document explains this in detail.

### **Recruitment of Volunteers**

Horsley FC endorses and adopts The FA's Child Protection and Best Practice Guidelines for Recruiting Volunteers. This means that:

- The Club will provide a role profile for team managers, coaches and other key roles that will be made available to any adult wishing to volunteer.
- The Club will request identification documents and as a minimum meet and chat with the applicant, where possible conducting an interview.
- The Club will request and follow up with two personal references.
- The Club requires an FA CRB Unit Enhanced Disclosure to be obtained.
- In line with FA guidelines, items 1-4 must be satisfactorily completed before appointing any individual to work with young people at Horsley FC.
- All current Club members with direct access to children and young people will be required to have a current CRB Enhanced Disclosure.
- If there are concerns regarding the appropriateness of an individual who is already involved or who wishes to become part of Horsley 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.



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### Players' Welfare

Young people must not be subjected to bullying whether physical, verbal or emotional. Horsley FC will investigate all cases of alleged bullying and take any action necessary to ensure child protection:

- Horsley FC discourages young people sharing changing facilities with adults.
- Where this is not possible, care should be taken to ensure at least two CRB checked responsible adults are present when young people are changing.
- The use of cameras and mobile phones with video or picture capacity is banned in our changing rooms.
- Where possible, an adult should not travel alone to or from a game or training with young people to whom he/she is not related (this advice applies to all journeys).
- Anyone having any concerns about the welfare of a young person should contact the Club Welfare Officer without delay.
- Horsley FC has appointed a Club Welfare Officer (CWO) who has completed FA training in child protection and safeguarding. The CWO contact information can be found in the list of committee members on the club website, [www.horsleyfc.co.uk/about-us/](http://www.horsleyfc.co.uk/about-us/).
- 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.
- The CWO is responsible for liaising directly with the FA's Child Protection department and is familiar with the procedures for referring any concerns.
- The Football Association/NSPCC Child Protection helpline, which is open 24 hours a day and run on an entirely confidential basis, can be contacted on 0808 800 5000 (textphone 0800 056 0566 for deaf users). Website: [www.nspcc.org.uk](http://www.nspcc.org.uk).

### Anti-bullying

Bullying of any kind is not acceptable at our Club. If bullying does occur, all players, parents or guardians should know that incidents will be dealt with promptly. Incidents must be reported to the CWO, a member of the committee or, in cases of serious bullying contact the County FA's Child Protection Officer.

### Equality

Discrimination of any kind is not acceptable at our Club. All young players at the Club will be supported in their football development regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation. If you have any concerns about a young player in this respect, report it to the CWO without delay.

### Complaints Procedures

Horsley FC takes all and any complaints seriously. If you are not happy with anything that happens and it's to do with the Club, please let us know straight away. The Club promises to listen to and address your concerns.

### How to Make a Complaint

You can make a complaint about any area of our Club's work by speaking to the Club Chairman about your concerns.

- We will deal with your complaint as quickly as possible.
- We will aim to give you a full reply within two weeks of hearing from you but if we are unable to do so, for example because we are carrying out an investigation, we will tell you when you can expect a full reply.



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### **“Whistle Blowing”**

Horsley FC supports The FA’s “whistle blowing” policy; any adult or young person with concerns about someone at the Club can “whistle blow” by:

- Contacting the FA Child Protection Manager on 0207 745 4771.
- Writing to the FA Case Manager at - The Football Association, 25 Soho Square, London W1D 4FA.
- Going direct to the police, social services or the NSPCC.
- Horsley Football Club encourages everyone to know about this policy and to utilise it if necessary.

### **Code Of Conduct**

It is a requirement of Horsley FC that everyone involved with the Club comply with our Code of Conduct. This begins with the Team Manager and coaches. It is the responsibility of each Team Manager to ensure that all players, their parents and other match day spectators, are aware of and have agreed to comply with, our Code of Conduct, a copy of which can be found on our website [www.horsleyfc.co.uk](http://www.horsleyfc.co.uk) in the Info section.

Each Team Manager must sign and return the Club’s Compliance Agreement as a confirmation that they have ensured all their coaches and helpers, parents, players, and other supporters have read our Code of Conduct and will abide by it.

### **Compliance Agreement**

Horsley Football Club expects all team managers and coaches, players, parents/carers and spectators to acknowledge and adhere to our Code of Conduct.

**As a Team Manager I confirm that I, together with the other team coaches, players, parents/carers and spectators agree to act in accordance with the Club’s Code of Conduct.**

**NAME:** \_\_\_\_\_

**TEAM/AGE GROUP:** \_\_\_\_\_

**SIGNED:** \_\_\_\_\_

**DATE:** \_\_\_\_\_