

Haslemere Town Youth Football Club Child Protection Policy (DRAFT)

Child Protection Committee:
D. Cartwright (CPO)
G. Travers
Kym Hooker (Club Chairman)

Introduction

Child abuse, particularly sexual abuse, can arouse strong emotions in those facing such a situation. It is important not to allow these feelings to interfere with your judgement about any action to take. Abuse occurs in many different situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with young people in order to harm them. Managers, coaches and helpers have regular contact with young people and can be an important link in identifying cases where a young person needs protection. Any concerns should be reported following the guidelines in this document.

Haslemere Town Youth Football Club will ensure that:

- The welfare of the child is paramount;
- All children, regardless of age, culture, gender, language, ethnic origin, religious beliefs and/or sexual identity have the right to protection from abuse; (*A child is defined as under 18 in The Children Act 1989*).
- All suspicions and allegations of abuse will be taken seriously and responded to quickly and appropriately.

Policy statement

HTYFC has a duty of care to take measures to protect all children involved in playing football with the club from harm. All children have a right to protection, and HTYFC will ensure the safety and protection of all children who are members of the club through adherence to the Child Protection guidelines.

Policy aims

The aim of the HTYFC Child Protection Policy is to promote good practice: Providing children and young people with appropriate safety and protection whilst participating in football training, matches and trips and tours arranged by the Club.

Good Practice Guidelines

Being involved with children puts people in a position of trust. All managers, coaches and helpers should be encouraged to demonstrate exemplary behaviour. For their own protection, adults must not allow themselves to be drawn into any act or behaviour which could be misinterpreted or misunderstood. Listed below are examples of good practice in dealing with children:

- always work in an open environment (e.g. avoid private or unobserved situations and encourage an open environment).
- treat all young people with respect and dignity.
- always put the welfare of each young person first, before winning or achieving goals.
- maintain a safe and appropriate distance with players (e.g. it is not appropriate to have an intimate relationship with a child)
- build balanced relationships based on mutual trust which allows children to play a part in the decision-making process;
- make football fun, enjoyable and promote fair play.
- involve parents/carers wherever possible in taking responsibility for the care of their children.
- give enthusiastic and constructive feedback rather than negative criticism.
- recognise the developmental needs and capacity of young people and – avoid excessive training or competition and do not push them against their will.
- secure parental consent in writing to act *in loco parentis*, if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- keep a written record of any injury that occurs, along with the details of any treatment given.
- request written parental consent if club officials are required to transport young people in their cars.
- Report any concerns you may have about a child.

Practice to be avoided

The following situations should be avoided except in emergencies. If cases arise where these situations are unavoidable they should only occur with the full knowledge and consent of someone in charge in the club or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session:

- Avoid spending excessive amounts of time alone with children away from others;
- Avoid taking children to your home where they will be alone with you.

Practice never to be sanctioned

The following should never be sanctioned. You should never:

- engage in rough, physical or sexually provocative games, including horseplay;
- share a room with a child;
- allow or engage in any form of inappropriate touching;
- allow children to use inappropriate language unchallenged;
- make sexually suggestive comments to a child, even in fun;
- reduce a child to tears as a form of control;
- allow allegations made by a child to go unchallenged, unrecorded or not acted upon;
- allow ridiculing or bullying by peers, team colleagues etc.
- jump to conclusions about others without investigating the facts.

Volunteers Personal Disclosure and References

Anybody may have the potential to abuse children in some way, and it is the responsibility of HTYFC to ensure that all reasonable steps are taken to prevent unsuitable people from working with the children in its care. It is therefore important that checks are made as to the suitability of those volunteering and HTYFC will require all managers, coaches and helpers to complete a CRB Disclosure Form. All volunteers will be required to agree to the organisation seeking a Standard or Enhanced Disclosure where there is a high degree of contact with vulnerable people. All individuals or organisations using the Criminal Records Bureau (CRB) Disclosure service must comply fully with the CRB Code of Practice. Amongst other things, this obliges them to have a written policy on the correct handling and safekeeping of Disclosure information.

Guidelines for Photos and Web Site Images

Avoid the use of the first name and surname of individuals in a photograph. This reduces the risk of inappropriate, unsolicited attention from people outside the Club. An easy rule to remember is:

- If the player is named, avoid using their photograph.
- If the photograph is used, avoid naming the player.

Reporting Policy

The following procedures should be followed in the event of any concerns about:

1. the welfare of a child who is a member of the club
2. poor practice on the part of other managers or helpers who are members of the club
3. poor practice on the part of managers or helpers who are members of opposition clubs
4. the welfare of children who are members of opposition clubs

Procedures

1. Concerns should be reported to the Club CPO (David Cartwright). In the event of not being able to contact the CPO any other member of the Child Protection Committee should be contacted, or in urgent cases County CPO, Police or Social Services should be contacted directly.
2. Depending on the nature of the concerns (see note below) the Club CPO should report concerns to County FA CPO and/or Police and/or Social Services.
3. If concerns relate to the behaviour of any Club member (manager, helper) the member in question should be prevented from any contact with children until the results of investigation into the issue are known.

Note on the nature of the concerns:

1. In the event of concern being expressed about poor practice on the part of a club official, a meeting of the Child Protection Committee of the Club will be held to decide on the most appropriate course of action.
2. All other concerns (listed above) will be reported by the Club CPO to County FA CPO/Police/Social Services as appropriate.

Disclosure Records

In the event of concerns being raised as a result of the CRB disclosure process, the Child Protection Committee will meet to decide and recommend appropriate courses of action to the full managers committee.

Contact No.s

HTYFC Child Protection Officer – Dave Cartwright 01428 642540 (H) 07952 395301 (M)
FA/NSPCC Helpline 0808 800500
Surrey County FA Child Protection Officer 01372 373543