

DENMEAD BELLES

DENMEAD BELLES FOOTBALL CLUB CHILD PROTECTION POLICY.

1 DENMEAD BELLES 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 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 practice policy and procedures and endorse and adopt the policy statement contained in that document.

2 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 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 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.

DENMEAD BELLES Football Club recognises that this is the responsibility of every adult involved in our club.

3. DENMEAD BELLES 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's child protection regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, football coach, and club official or medical staff.

4. We endorse and adopt The FA's child protection 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.

All current DENMEAD BELLES 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 individual who is already involved or who has approached us to become part of DENMEAD BELLES 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 Unit Enhanced CRB Disclosure 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 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.

5. DENMEAD BELLES 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 manager on 0207 745 4771, 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.

DENMEAD BELLES Football Club encourages everyone to know about it and utilise it if necessary.

6. DENMEAD BELLES Football Club has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the child protection and best practice workshop. 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 CFA 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.

7. 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, parents or guardians should be able to tell and know that incidents will be dealt with promptly.

Incidents need to be reported to the CWO, a member of the committee or, in cases of serious bullying contact the CFA CPO.

8. Codes of conduct for players, parents or spectators, officials and coaches have been implemented by DENMEAD BELLES 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, which may be implemented by leagues or the CFA in more serious circumstances. All prospective members will be informed of these codes.

9. Further advice on child protection matters can be obtained from:

- The County Football Association's Child Protection Officer, whose details can be found in the County Handbook
- The Football Association/NSPCC Child Protection 24-Hour Helpline 0808 800 5000
- www.TheFA.com/Goal
- The FA child protection team 0207 745 4649.

APPENDIX.

1. Volunteer Application Form.

2. Volunteer Reference Form.

3. Use Of Images Consent Form.

APPENDIX 1.

VOLUNTEER APPLICATION FORM FOR DENMEAD BELLES FC.

Please complete this form clearly using block capitals.

Position applied for

Part A: Personal Details

Title Mr Mrs Miss Ms Other

Surname First name

Any other names you are/have been known by

Date of Birth National Ins No

Current address

Postcode

If you have lived at your current address for less than 5 years please provide any previous addresses on an additional sheet of paper.

Contact Phone Day Evening

Contact Email Mobile No

Part B: Employment Details

Current Job Title

Name of Employer

Address

Postcode

Telephone No

Nature of Duties

(Club or league name)

Part C: Previous Volunteer Experience

Name of Organisation

Start Date Finish Date (If applicable)

Address

Telephone No

Nature of Duties

If you have any other relevant voluntary experience please use an additional sheet of paper.

Part D: Qualifications

Academic/vocational, e.g. GCSE/NVQ

Sporting Qualifications

Are you a Member of The FA Coaches Association?

Yes No Reg No

Part E: References

Please provide the names and address of two people who know you well (but are not related) who have knowledge of your work with children who we can contact. You must have known these people for a minimum of 2 years.

Name.

Address.

Tel No.

How is this person known to you?

Part F: Applicant Declaration

I confirm the information that I have provided in support of my application is a complete and true record.

Signature Date

APPENDIX 2.

Denmead Belles FC.
(Name of individual)

VOLUNTEER REFERENCE FORM

(Please complete this form clearly using block capitals.)
has expressed an interest in being a volunteer and has given your name as a referee. This post involves substantial access to children. As an organisation committed to the welfare and protection of children, we are obviously anxious to know whether you would have any reason at all to be concerned about the applicant being in contact with children or young people.

If you are happy to complete this reference, any information will be treated with due confidentiality and in accordance with relevant legislation and guidance and will only be shared with the person conducting the assessment of a candidate's suitability for a post, if he/she is offered the position in question. We would appreciate your being extremely candid, open and honest in your evaluation of this person.

How long have you known this person?

In what capacity?

Please comment on this person's suitability to work with children

How would you describe their personality?

Would you consider the above named person poses any risk to the welfare of children or young people?

Yes No (If answered yes, we will contact you in confidence)

Please rate this person on the following ticking . one box for each statement
Poor Good Excellent.

Responsibility

Maturity

Self-Motivation

Can Motivate Others

Trustworthy

Reliability

Coaching

Administration Ability

Is there anything else you feel we should know about this person?

Print Name

Signed Date

Position

Organisation

Adapted from "Our Duty of Care" published by Child Care N.I. (1992)

APPENDIX 3.

Parent/carer and young person permission form FOR THE USE OF PHOTOGRAPHS AND RECORDED IMAGES

This side of the form should be completed by the club and then signed by the legal guardian (usually parent/carer) of a child or young person under the age of 18, together with the child or young person. It provides permission for images of the child/young person to be used. Please note that if you have more than one child under the age of 18 registered with the club you will need to complete a separate form for each young person. Denmead Belles FC recognises the need to ensure the welfare and safety of all young people in football.

As part of our commitment to ensure the safety of young people we will not permit photographs, video or other images of young people to be taken or used without the consent of the parents/carers and the young person. will follow the guidance for the use of images of children and young people, as set out by The Football Association. A copy of which is available from the club.

Denmead Belles FC will take all steps to ensure these images are used solely for the purposes they are intended which is the promotion and celebration of the activities of Denmead Belles FC.

If you become aware that these images are being used inappropriately you should inform the Chairperson, Denmead Belles FC immediately.

The information will be available on the website:

<http://www.denmeadbelles.org.uk>

for the football season 200..../200..... after which it will be removed.

If at any time either the parent/carer or the young person wishes the data to be removed from the website, seven days notice must be given to the secretary after which the data will be removed.

FOR THE USE OF PHOTOGRAPHS AND RECORDED IMAGES

The parent/carer and young person should complete this side

I consent to photographing or videoing under the stated rules and conditions and I confirm that I am legally entitled to give this consent.

I also confirm that is not under a court order.

(insert signature)

Date

I consent to Denmead Belles FC. photographing or videoing my involvement in football under the stated rules and conditions.

(insert signature)

Date

Please return this form to: (Denmead Belles FC) Chairperson /Secretary

(insert parent/carer full name)

(name of child/young person