



Coton Football Club: Child Protection Policy

Coton 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. 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, Safeguarding Children and Young People** (revised edition 2004) and endorse and adopt the Policy Statement contained in that document. 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/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.

Coton Football Club recognises that this is the responsibility of every adult involved in our Club. Coton 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 Regulations apply to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on Club tours, football coach, Club official or medical staff.

We endorse and adopt **The FA's Child Protection and Best Practice – Guidelines for Recruiting Volunteers** and will:

- Develop a role profile and use standard application forms
- Request identification documents
- As a minimum meet the applicant and where possible conduct interviews
- Request and follow up two references before appointing
- Require an FA CRB Unit Enhanced Disclosure

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Coton 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



offence, and or soft data provided on the enhanced disclosure, to the safety of children. All decisions will be made in the best interests of children and young people.

In addition all current Coton 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. 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. Coton Football Club supports *The FA's Whistle Blowing Policy* – this is an early warning system where anyone can raise concerns over misconduct or malpractice within an organisation or within an independent structure associated with it. Any adult or young person with concerns about a colleague can also use 'whistle blowing' by contacting The F A Child Protection Team on 0207 745 4914 or by writing to:

The Case Administrator
Child Protection Team
The Football Association
25 Soho Square
London W1D 4FA.

We encourage everyone to know about it and utilise it whenever necessary.

Coton Football Club has appointed a Club Welfare Officer (CWO) in line with the FA's role profile and attendance at a *Child Protection and Best Practice - Workshop*. The post holder will be involved with any designated persons training provided by The FA. The CWO is the first point of contact for all Club members and parents/guardians regarding concerns for the welfare of any child or young person. They 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.

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 or parents/guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or member of the committee or alternatively contact the CFA CPO. In cases of serious bullying, the incidents will be referred to The FA. The bullying allegation will be investigated and an attempt will be made to help the bully (bullies) change their behaviour. If mediation fails and the bullying is seen to continue the Club will initiate disciplinary action under the Club constitution. Codes of conduct have been developed in partnership with the relevant stakeholders as part of Coton Football Club's safeguarding initiatives.



All stakeholder groups are to be informed of the Clubs codes on joining the Club. There will be an annual review to make any necessary amendments.

In order to validate/substantiate these codes of conduct the Club has developed sanctions to deal with any misconduct at Club level and accepts the possibility of potential sanctions which may be implemented by leagues or the CFA in more serious circumstances.

Further advice on Child Protection matters can be obtained from: The Football Association/NSPCC Child Protection 24-Hour Helpline 0808 800 5000

The Cambridgeshire County Football Association's Child Protection Officer, whose details can be found in the County Handbook.

Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities. Coton F.C. is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. Equality of opportunity at Coton F.C. means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards
- Football development activities.
- Selection for teams.
- Appointments to honorary positions.
- Coton F.C. will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs
- Coton F.C. is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

The End