



CHILD PROTECTION POLICY

AFC Pogmoor 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 AFC Pogmoor activity. We subscribe to The Football Association's Child Protection and Best Practice Policy and Procedures, Safeguarding Children and Young People in football (revised edition 2006) and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Child Protection Policy are that:

- 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
- The child's welfare is, and must always be, the paramount consideration
- 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. AFC Pogmoor recognises that this is the responsibility of every adult involved in our club.

AFC Pogmoor 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 Regulations applies to everyone in football whether in a paid or voluntary capacity, this means whether you are a volunteer, match official, helper on club tours, 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 for each position within the club
- Request identification documents
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current 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 AFC Pogmoor 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 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 or young people and to minimize the risk of 'grooming' within football.

AFC Pogmoor 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 Team on 0207 745 4771 or by writing to The FA Case Manager, The Football Association, 25 Soho Square, London W1D 4FA or by going direct to the Police, Social Services, or the NSPCC. AFC Pogmoor encourages everyone to know about it and utilise it if necessary.

AFC Pogmoor has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and completion of the Child Protection and Best Practice Workshop. The post holder will be involved with designated persons training provided by The FA. The CWO is the first point of contact for all club members and parents/carers 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/carers 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 in cases of serious bullying contact the CFA CPO.

Codes of conduct for coaches, players and parents/carers have been implemented by FC Pogmoor. 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. Each code of conduct is available as a download from the clubs website, www.afcpogmoor.co.uk.

Further advice on Child Protection matters can be obtained from:

- The County Football Association's Child Protection Officer
- The FA/NSPCC Child Protection 24-Hour Helpline 0808 800 5000
- www.TheFA.com/Goal