

# Go4Goal Ltd. CHILD PROTECTION POLICY

## INTRODUCTION

GO4GOAL LTD. has developed this policy for implementation throughout its members. GO4GOAL LTD. recognise the need to make provision for children and young persons, and acknowledges its moral and legal responsibility to ensure that

- ❑ The welfare of the child is paramount.
- ❑ All children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection from abuse.
- ❑ All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- ❑ All staff (paid/unpaid) working within football has a responsibility to report concerns to the appropriate officer.

The Children's Act 1989 defines a child as a person under the age of 18.

Go4Goal Ltd. is committed to working in partnership with all agencies to ensure best practice when working with children and young people who within our activities are the majority.

Adopting best practice will help to safeguard those participants from potential abuse as well as protecting coaches and other adults in positions of responsibility from any potential allegation of abuse.

This document is binding and provides procedures and guidance to everyone within Go4Goal Ltd., whether working in a voluntary or professional capacity.

## POLICY STATEMENT

Go4Goal Ltd. has a duty of care to safeguard all children involved in all forms of football from harm. All children have a right to protection, and the needs of disabled children and others that may be particularly vulnerable must be taken into account.

As such GO4GOAL LTD. will strive to ensure the safety and protection of all children involved in its activities through adherence to the Child Protection guidelines adopted by Go4Goal Ltd.

This is applicable to all within Go4Goal Ltd..

GO4GOAL LTD. recognise that sport can and does have a very powerful and positive influence on people especially young people. Not only can it provide opportunities for enjoyment and achievement; it helps to develop and enhance valuable qualities such as self-esteem, leadership and teamwork. Go4Goal Ltd. has to ensure that for those positive experiences to take place that sport is in the hands of those who have the welfare of young people uppermost in their mind and that it has proper procedures and practices to support and empower them.

## POLICY AIMS

The aim of the Child Protection Policy is to promote good practice:

- ❑ Providing children and young persons with appropriate safety and protection whilst in the care of activities and coaches affiliated to Go4Goal Ltd..
- ❑ Ensure that all incidents of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- ❑ Allow all staff /volunteers to make informed and confident responses to specific Child Protection issues.
- ❑ The policy recognises and builds on the legal and statutory definition of a child.
- ❑ The distinction between ages of consent, civil and criminal liability are recognised but in the pursuit of good in the delivery and management of Go4Goal Ltd., a young person is recognised as being under the age of 18 years [Children's Act 1989].

## Go4Goal Ltd.

- Go4Goal Ltd. will provide a suitably experienced and qualified individual to act as its Welfare Officer.
- Confidentiality will be upheld in line with the Data Protection Act 1984.
- Go4Goal Ltd. Directors will oversee the Policy through reports from Go4Goal Ltd. Welfare Officer.

### **GOOD PRACTICE GUIDELINES**

All those involved in football should be encouraged to demonstrate exemplary behaviour in order to safeguard children and young people and protect themselves from false allegations. The following are common sense examples of how to create a positive culture and climate within the coaching environment:

### **GOOD PRACTICE MEANS**

- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication).
- Treating all young people/disabled adults equally, and with respect and dignity.
- Placing the welfare and safety of the child or young person first above the development of performance or competition.
- Building balanced relationships based on mutual trust, which empowers children to share in the decision-making process.
- Making sport fun, enjoyable and promoting fair play.
- Keeping up to date with the technical skills, qualifications and insurance within the game.
- Involving parents/carers wherever possible (e.g. for the responsibility of their children in the changing rooms). If groups have to be supervised in the changing rooms, always ensure parents/coaches/officials work in pairs.
- Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms.
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of young people and disabled adults – avoiding excessive training or competition and not pushing them against their will.
- Securing parental consent in writing to act if the need arises to give permission for the administration of emergency first aid.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Requesting written parental consent if staff are required to transport young people in their cars.

### **PRACTICES TO BE AVOIDED**

The following should be **avoided** except in emergencies. If a case arises where these situations are unavoidable (e.g. the 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), it should be with the full knowledge and consent of one of the directors or the child's parents.

Otherwise, avoid

- Spending excessive amounts of time alone with children away from others.
- Taking or dropping off a child to an event.
- Taking children to your home where they will be alone with you.

Go4Goal Ltd. guidance covers – Transport arrangements, travel checklists, supervision and staffing, emergency procedures, insurance special overnight arrangements and any special health requirements.

### **PRACTICES NEVER TO BE SANCTIONED**

The following should **never** be sanctioned. You should **never**

## Go4Goal Ltd.

- 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.
- Do things of a personal nature for children or disabled adults that they can do for themselves.
- Invite or allow children to stay with you at your home unsupervised.

### INCIDENTS THAT MUST BE REPORTED AND RECORDED

If any of the following occur you should report this immediately to another colleague and record the incident. You should also ensure the parents of the child are told if:

- You accidentally hurt a child or young person.
- He/she seems distressed in any manner.
- A player appears to be sexually aroused by your actions.
- A child or young person misunderstands or misinterprets something you have done.

### USE OF PHOTOGRAPHIC FILMING EQUIPMENT AT GO4GOAL LTD. EVENTS

There is no intention to stop people photographing their children, or photography and video being used as an educational tool but this is in the context of appropriate safeguards being in place.

### VIDEOING AS A COACHING AID

There is no intention to prevent coaches using video equipment as a legitimate coaching aid. However, parents/carers should be aware that this is part of the coaching programme and care should be taken in the storing of such films.

- Where players are used in promotional material the appropriate consent is obtained.
- GO4GOAL LTD. avoid using the first name and surname together, of individuals in a photograph.
- If the photograph is used, GO4GOAL LTD. does not name the individual, without first obtaining the appropriate consent.
- GO4GOAL LTD. seek parental permission and that of the participant to use any image of any such participant.

### RECRUITMENT AND TRAINING OF STAFF AND VOLUNTEERS

Advertising will reflect the aims of Go4Goal Ltd. key responsibilities of the role and necessary experience and our open and positive stance on Child Protection and Equity will be implicit. Successful applicants will only be allowed to take up their post and duties once Go4Goal Ltd. has cleared their CRB check.

Go4Goal Ltd. recognise that anyone may have the potential to abuse children in some way and takes all reasonable steps to ensure unsuitable people are prevented from working with children. It is essential that the same procedures be used consistently for all posts whether staffs are paid or voluntary, full time or part time.

Under the Protection of Children Act 1999, all individuals working on behalf of, or otherwise representing, organisations are treated as employees whether working in a paid or voluntary capacity.

### EXISTING STAFF

All current GO4GOAL LTD. staff that come into contact with children **MUST** hold valid CRB enhanced disclosure.

## DEFINING CHILD ABUSE

Child abuse is when an adult harms a child or young person. There are five main types of abuse:

- ❑ **Physical abuse:** This includes being hit, kicked, shaken or punched, or given harmful drugs or alcohol.
- ❑ **Emotional abuse:** This includes being called names all the time, being threatened or being shouted at or made to feel small.
- ❑ **Sexual abuse:** This includes being touched in a way you don't like by an adult or young person, being forced to have sex, or being made to look at sexual pictures or videos. For some disabled children, it includes if a person helping them to use the toilet touched them more than was needed.
- ❑ **Neglect:** Is when a child is not looked after properly, including having no place to stay, or not enough food to eat, or clothes to keep them warm. It also includes if the child is not given medical care when they need it, including medication. For some disabled children, it could include if their carer took away the things they needed for everyday life - like their wheelchair or communication board. Or not helping a disabled child who needed help using the toilet.
- ❑ **Bullying:** Is also a form of abuse. Bullying includes hitting or threatening a child with violence, taking their things, calling them names or insulting them, making them do things they don't want to do, and deliberately humiliating or ignoring them.

## RESPONDING TO SUSPICIONS OR ALLEGATIONS

It is not the responsibility of anyone working in Go4Goal Ltd., in a paid or unpaid capacity to decide whether or not child abuse has taken place. This is the role of the relevant Child Protection agencies. However there is a responsibility for all involved in Go4Goal activities to act on any concerns through contact with the appropriate authorities.

Go4Goal Ltd. assures all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, abusing a child.

Where there is a complaint against a member of staff there may be three types of investigation

- ❑ A criminal investigation.
- ❑ A child protection investigation.
- ❑ A disciplinary or misconduct investigation.

The results of the Police and Child Protection investigation may well influence the disciplinary investigation, but not necessarily.

## ACTION

### CONCERNS ABOUT POOR PRACTICE

- ❑ If, following consideration, the allegation is clearly about Poor Practice; Go4Goal Ltd. Welfare Officer and/or Directors will deal with it as a misconduct issue.
- ❑ If the allegation is about Poor Practice by Go4Goal Ltd. Welfare Officer, or if the matter has been handled inadequately and concerns remain, it should be reported to Go4Goal Ltd. Directors who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.

### CONCERNS ABOUT SUSPECTED ABUSE

- ❑ Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to Go4Goal Ltd. Welfare Officer, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.
- ❑ Go4Goal Ltd. Welfare Officer will refer the allegation to the relevant FA Welfare support organisation, which may involve the Police, or go directly to the Police if out-of-hours.

## **Go4Goal Ltd.**

- If Go4Goal Ltd. Welfare Officer is the subject of the suspicion/allegation, the report must be made to Go4Goal Ltd. Director who will refer to the relevant Department.

### **CONFIDENTIALITY**

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only.

### **INTERNAL INQUIRIES AND SUSPENSION**

Go4Goal Ltd. Welfare Officer will oversee all internal inquiries relating to Safeguarding and suspension/s will be addressed in accordance with, GO4GOAL LTD. Discipline Policy. The welfare of the child should remain of paramount importance throughout.

### **ALLEGATIONS OF PREVIOUS ABUSE**

Allegations of abuse may be made some time after the event (e.g. by an adult who was abused as a child or by a member of staff who is still currently working with children).

Where such an allegation is made, the club should follow the procedures as detailed above. This is because other children, either within or outside football, may be at risk from this person. Anyone who has a previous criminal conviction for offences related to abuse is automatically excluded from working with children. This is reinforced by the details of the Protection of Children Act 1999.