



CHARTER STANDARD
CLUB



GILLINGHAM TOWN YOUTH FOOTBALL CLUB SAFEGUARDING CHILDREN POLICY AND PROCEDURES

Gillingham Town Youth 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 (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. The key principles of The FA Safeguarding Children 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, race, sexual orientation, faith or belief;
- 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. Gillingham Town Youth Football Club recognises that this is the responsibility of every adult involved in our club.

3. Gillingham Town Youth 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 [Safeguarding Children Regulations](#) 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.

4. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- specify what the role is and what tasks it involves;
- request identification documents;
- as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them, ask for and follow up with two references before appointing someone;
- where eligible, require an FA accepted Disclosure and Barring Service (DBS) Check, in line with current FA policy and regulations.

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All current Gillingham Town Youth Football Club members working in eligible roles, with children and young people – such as managers and coaches - are required to hold an in-date FA accepted Disclosure and Barring Service (DBS) Check as part of responsible recruitment practice*. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Gillingham Town Youth 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 DBS Check process and that all suitability decisions will be made in accordance with legislation and 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. Whistle-blowing is about revealing and raising concerns over misconduct or malpractice within an organisation or within an independent structure associated with it. It can be used as an early warning system or when it's recognised that appropriate actions have not been taken. Any adult or young person with concerns about a colleague can also use whistle-blowing by calling 0800 169 1863 and asking for The FA's safeguarding team, or via email on safeguarding@TheFA.com.

Alternatively you can go direct the Police or Children's Social Care and report your concerns there, or to the Child Protection in Sport Unit via cpsu@nspcc.org.uk or the NSPCC Helpline via 0808 800 5000 or by emailing help@nspcc.org.uk

6. Gillingham Town Youth Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA Designated Safeguarding Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, 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 or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the County FA Designated Safeguarding Officer may be contacted.

8. Respect codes of conduct for players, parents/carers, spectators, officials and coaches have been implemented by Gillingham Town Youth Football Club. In order to validate these Respect codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

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** The FA's policy on DBS Checks is subject to change. DBS Check information and guidance can be found at [TheFA.com/ football-rules-governance/safeguarding/ section-3-safer-recruitment-and-dbschecks](https://www.thefa.com/football-rules-governance/safeguarding/section-3-safer-recruitment-and-dbschecks)*

9. Reporting your concerns about the welfare of a child or young person.

Safeguarding is everyone's responsibility if you are worried about a child it is important that you report your concerns – **no action is not an option.**

- i. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
- ii. If the issue is one of poor practice the Club Welfare Officer will either:
 - Deal with the matter themselves, or;
 - Seek advice from the County FA Designated Safeguarding Officer.
- iii. If the concern is more serious – possible child abuse, where possible, contact the County FA Designated Safeguarding Officer first, then immediately contact the Police or Children's Social Care.
- iv. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the County FA Designated Safeguarding Officer
- v. If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:
 - Contact your County FA Designated Safeguarding Officer directly;
 - Contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com;
 - Contact the Police or Children's Social Care;
 - Call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk.

NB – The FA's Safeguarding Children Policy and Procedures are available as Guidance Notes 1.2: Grassroots Football: Safeguarding Children Policy and Procedures. These are under the 'Useful Resources' at: [TheFA. com/football-rules-governance/ safeguarding/section-1-footballssafeguarding-framework](https://www.thefa.com/football-rules-governance/safeguarding/section-1-footballssafeguarding-framework). The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process. How to make a referral is also covered in the Safeguarding Children workshop. Participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation. For more information on this workshop contact your County FA Designated Safeguarding Officer.

10. Further advice on Safeguarding Children matters can be obtained from:

- Ellie Taylor (GTYFC Welfare Officer): 07999978416 or eleanortaylor758@gmail.com
- Zoe Pollard (Dorset FA Safeguarding Lead): 01202 688281 or 07908647054 or safeguarding@dorsetfa.com
- [TheFA.com/football-rules-governance/safeguarding](https://www.thefa.com/football-rules-governance/safeguarding)

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- Emailing: Safeguarding@TheFA.com
- The FA Safeguarding Children general enquiry line 0845 210 8080