

INTRODUCTION

Football Development East Limited (known as fde.) has adopted the FA Safeguarding Children Policy. Its contents have been used and adapted here.

Coaches, staff and all other volunteers will follow the guidelines of the FA Safeguarding Children and Young People in Football. <http://www.thefa.com/football-rules-governance/safeguarding>

The FA Safeguarding Children Policy places a clear responsibility on football clubs to ensure that they safeguard and promote the welfare of all young people. Child welfare is a responsibility accepted by the company and all who volunteer within it.

To this end the company has appointed a Child Welfare Officer (CWO) who is the designated person responsible for child welfare matters. The contact details for the CWO are at the end of this policy.

Please note that Football Development East Limited trades as fde. or fde. Talent ID and Management and is the official partner of McDonald's Fun Football and Carl Green Goalkeeping (this policy applies to all activities carried out and supplied by the company).

OUR POLICY & PROCEDURES

1. fde. 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. Fde. recognises that this is the responsibility of every adult involved in our club.

3. fde. has a role to play in safeguarding the welfare of all children and young people by protecting them from harm, bullying or discrimination. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) 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, football coach and 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 preferably interview before appointing Ask for and follow up with 2 references before appointing someone

Require an FA CRC Enhanced Disclosure where appropriate in line with FA policy.

All current fde. staff who are (or likely to be) regularly caring for, supervising, training or being in sole charge of children and young people will be required to complete a CRC Enhanced Disclosure via The FA web portal.

All coaches/volunteers, parents/carers and players will 'sign-up' to the appropriate FA Respect 'We Only Do Positive' Code of Conduct criteria at the start of each season. This will be done through a designated talk by the team coach and followed up with 'top-up' reminders throughout the season as required.



If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of fde. guidance will be sought from The Football Association. It is noted and accepted that in The FA will consider the relevance and significance of the information obtained via the enhanced 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. **Fde. supports The FA's Whistle Blowing guidance. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Safeguarding Team on 0844 980 8200 4787, by writing to The FA Case Manager at The FA, Wembley Stadium, PO Box 1966, London SW10 9EQ or alternatively by going direct to the Police, Children's Social Care or the NSPCC. FDE encourages everyone to know about it and utilise it if necessary.**
6. **Fde. has appointed a Child Welfare Officer (CWO) 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 of contact for all club members regarding concerns about the welfare of any child or young person.**

The CWO will liaise directly with the County FA (CFA) 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 - We Only Do Positive, poor practice and abuse amongst club members.

7. **We acknowledge and endorse The FA's identification of bullying as a category of abuse and have adopted the FA Anti-Bullying Policy for Football Clubs. Bullying of any kind is not acceptable.**

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, in cases of serious bullying the CFA Designated Safeguarding Team may be contacted.

8. fde. will aim to confront discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and will aim to encourage equal opportunities. We believe football belongs to and should be enjoyed by anyone who wants to participate in it. fde. has consequently adopted the FA Equality Policy.
9. fde. has implemented the Respect codes of conduct for;
 - a. Players (Young and Adult),
 - b. Coaches and volunteers
 - c. Parents and Spectators
 - d. Match Officials
10. In order to validate these Respect codes of conduct the company has clear actions it will take regarding repeated or serious misconduct at any level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.
11. **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. Reporting concerns about the welfare of a child or young person is simple;
 - a. If you are worried about a child, then you need to report your concerns to the CWO.
 - b. If the issue is one of poor practice the CWO will either deal with the matter themselves or seek advice from the CFA Designated Safeguarding Officer (CFA DSO)
 - c. If the concern is more serious, e.g. possible child abuse, where possible contact the CFA DSO first, then immediately call the Police or Children's Social Care.
 - d. 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 CWO know what action you have taken, they in turn will inform the CFA DSO.
 - e. If at any time you are not able to contact your CWO or the matter is clearly serious then you can either:
Contact your CFA DSO directly
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

CONTACT DETAILS



THE FA CHILD SAFEGUARDING

0800 169 1863

SAFEGUARDING@THEFA.COM

You can contact the fde. Child Welfare on 0844 202 3130 or by emailing info@fdeonline.co.uk

 NSPCC

0800 1111

HELP@NSPCC.ORG.UK



IF YOU BELIEVE A CHILD'S SAFETY IS IN DANGER, CALL THE POLICE ON 999 IMMEDIATELY.