CLUB SAFEGUARDING POLICY

INTRODUCTION

Caerphilly Castle Football Club understands that it has a duty of care as well as a legal and moral responsibility to safeguard the welfare of every child who has been entrusted to our care. We are committed to working to provide a safe environment and an enjoyable experience for all our members. We acknowledge that all children have a right to protection, and we must take into account the needs of those who may be particularly vulnerable. A child is defined as a person under the age of 18.

KEY PRINCIPLES

- A child's welfare is, and must always be the paramount consideration
- It is everyone's responsibility to ensure children's welfare is paramount at all times
- All children (regardless of their age, ethnic origin, gender, race, religion, sexual orientation, ability or disability) have a right to be protected from abuse
- Football should be fun, safe and a positive experience for all children
- All suspicions and allegations of abuse or poor practice will be taken seriously and responded to promptly and aptly
- It is the responsibility of the Child Protection experts to determine whether or not abuse has taken place, but is everyone's responsibility to report any concerns. These principles apply to everybody in junior and youth football in Wales, whether in a paid or voluntary capacity.

ROLE OF CLUB

Caerphilly Castle Football Club understands it has an important role to play in safeguarding the welfare of all children by protecting them from all forms of abuse, including physical, sexual or emotional harm, and neglect or bullying. In this role we will provide children and young people with appropriate safety and protection whilst in the care of the club and follow the necessary policies, procedures and practices as instructed by the Football Association of Wales (FAW).

We have also appointed a Club Safeguarding Officer to assist with our responsibilities.

POLICY, PROCEDURES & PRACTICES

We will ensure the safety and protection of all children involved in the club through the implementation and endorsement of the FAW Safeguarding Policy, Procedures & Practices, ensuring

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all those who work in football are aware of the policy and understand their obligations with regards to it.

RECRUITMENT

We will follow the recruitment procedures as set out in the FAW Safeguarding Policy, Procedures & Practices to ensure all individuals working in football are recruited and appointed according to FAW best practice guidelines, including to:

- Develop a job description/role profile
- Request identification documents



- Meet and chat with applicant(s). Where possible, conduct interviews before appointing
- Request and follow up two references (one from previous employer) before appointing
- Apply for an Enhanced DBS check in line with FAW guidelines. If there are concerns regarding the appropriateness of an individual who is currently involved or seeking to become involved with the club, we will obtain guidance from the FAW Safeguarding Team.

EDUCATION & TRAINING

We will ensure that all people working with children in football are provided with support, through education and training which shall allow staff/volunteers to make informed and confident responses to specific child protection issues as well as be aware of, and adhere to good practice guidelines from the FAW.

POSITION OF TRUST

We shall make all coaches, officials and volunteers aware of the potential for the development of a relationship of trust between themselves and young and vulnerable people, and the consequences inherent in the accidental or intentional abuse of that relationship.

WHISTLE-BLOWING

We support and promote the FAW's Whistle-Blowing Policy, where any adult or young person with concerns about a colleague can report these concerns to the FAW Safeguarding Team, either through calling 02920 435 830 or writing in to FAW Safeguarding Team, 11/12 Neptune Court, Vanguard Way, Cardiff, CF24 5PJ.

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ANTI-BULLYING

The club acknowledges and actively endorses the FAW's Anti-Bullying Policy. Bullying of any kind is not accepted at our club and we will work together to ensure all forms of bullying is addressed. If bullying does occur, players and/or parents/guardians should be able to share their concerns and be assured that bullying will be dealt with seriously and swiftly.

CODES OF CONDUCT

We have adopted the FAW Codes of Conduct as part of our commitment to promote good practice and behaviour at the club. There are separate Codes of Conduct available for Players, Parents, and Coaches, Managers & Volunteers. Breaches will be dealt with under the Club's Complaints and Disciplinary Procedures and may be subject to sanctions from the Area Football Association or the FAW in more serious circumstances.

CLUB SAFEGUARDING OFFICER (CSO)

We have appointed a CSO in line with the FAW's role profile, and shall ensure they attend all current and future modules required by the FAW in order to have the necessary skills to undertake their role effectively. The CSO is the first point of contact for all club members and parents/ guardians regarding concerns for the welfare of a child. The CSO will be responsible for referring concerns and taking a proactive role in raising an awareness of poor practice and abuse within the club. This individual's details are located here:

Sarah Coles: safeguarding@caerphillycastlefc.co.uk

The Club Safeguarding Officer shall take all appropriate steps to make himself / herself known to those at the club.

REPORTING YOUR CONCERNS

Safeguarding children is everyone's responsibility. If you are worried about a child, you must report your concerns; this should be to our Club Safeguarding Officer. If the concern is of a more serious nature, such as possible abuse, where possible, inform the Club Safeguarding Officer, and proceed to contact Social Services or the Police immediately. The child's welfare is paramount, ensure they are safe and if medical treatment is required, take them to hospital or call an ambulance and advise the doctor this is a child protection concern. If you are unable to contact our Club Safeguarding Officer or in a situation where the matter is clearly serious, contact either the FAW Safeguarding Officer, Police or Social Services, or NSPCC (details below).

FURTHER INFORMATION

CLUB SAFEGUARDING POLICY

A copy of the FAW Safeguarding Policy, Procedures and Practices can also be found in the kit bag documents.

FURTHER ADVICE

For further advice regarding the FAW Safeguarding Policy or any potential safeguarding matters, please contact either of the following:

- Football Association's Area Safeguarding Officer (details can be found in the Area Association's Handbook)
- The FAW Safeguarding Team: 02920 435830 / safeguarding@faw.co.uk
- The NSPCC 24-Hour Helpline: 0808 800 5000