



Child Protection and Safeguarding Policy

Hereford Lads Club FC 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 Child Protection and Best Practice Policy and Procedures and endorse and adopt the policy statement contained in that document.

The key principles of The FA child protection 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, culture, language, racial origin, religious beliefs or sexual orientation
- 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 or 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.

Hereford Lads Club FC recognises that this is the responsibility of every adult involved in our club.

Hereford Lads Club FC 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 Child Protection Regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, football 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
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with two references before appointing
- Require an FA DBS Unit Enhanced Disclosure where appropriate in line with FA guidelines.

HLC CWO: Kim Symons
Email: hlcwelfare@gmail.com

All current Hereford Lads Club FC coaches / managers with direct access to children and young people will be required to complete a DBS Enhanced Disclosure via The FA DBS Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Hereford Lads Club FC, 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 DBS Unit Enhanced DBS 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.

Hereford Lads Club FC supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting their local Child Welfare Officer at the Herefordshire FA or by going direct to the police, social services or the NSPCC. Hereford Lads Club FC encourages everyone to know about it and utilise it if necessary.

Hereford Lads Club FC has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the child protection and best practice workshop. The post holder will be involved with designated person's training provided by The FA. The CWO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will 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, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO, a member of the committee or, in cases of serious bullying contact the CFA CPO. Codes of conduct for players, parents or spectators, officials and coaches have been implemented by Hereford Lads Club FC.

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.

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Further advice on child protection matters can be obtained from:

Hereford Lads Club FC Welfare Officer: Kim Symons
Tel: 07917 703068
Email: hlcwelfare@gmail.com

Hereford Lads Club FC Alternative Contact: Mike Shaw (Chairman)
Tel: 07817 114558
Email: mikeshawladsclub@gmail.com

County Designated Safeguarding Officer: Kim Clay
safeguarding@herefordshirefa.com
07555 754314

Non-immediate risk of harm, or concerns of poor practice can be reported to the Club Welfare Officer or County Designated Welfare Officer.

Any urgent concern where there may be an immediate risk of harm to a child must be reported to the Police or Children's Social Care:

Herefordshire Multi-Agency Safeguarding Hub – 01432 260800

Police – 101

The NSPCC also has a 24hr helpline which can offer further advice if Club or County Welfare staff are unavailable:

NSPCC – 0808 800 5000

If the Club or County Welfare Staff are not dealing with concerns adequately, The FA can be contacted directly:

The FA Safeguarding – safeguarding@thefa.com

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Email: hlcwelfare@gmail.com

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