

Child Welfare Policy

Introduction

As a club we have a duty of care towards young people and a responsibility to protect them from harm.

As a club we need to ensure the safety of all young players.

We must ensure that all adults involved within the club are aware of their responsibilities.

We need to be sure that if any allegations were made, we would have the procedures in place that will effectively deal with the situation.

We as a club have 2 Welfare Officers.

Alan Carr.....Tel: **07939 004797**

We as a club must pass on to all managers/coaches, officials, players and parents all codes of conduct and have a central copy available.

Club Statement = Ashington Town FC strives to achieve and maintain that:

- ❖ The players welfare is paramount
- ❖ All players have the right to protection from abuse
- ❖ Any allegations or disclosures will be taken seriously
- ❖ Any allegations will be responded to as a matter of urgency

Forms of Abuse

It is widely recognized that there are 4 main areas of abuse.

Emotional Abuse = This may occur if the managers / coaches:

- ❖ Are regularly negative in their feedback
- ❖ Repeatedly demand performance levels above those of which a player is capable
- ❖ Repeatedly ignore a players efforts to progress
- ❖ Put too much emphasis on winning

Neglect = This may occur if the managers / coaches:

- ❖ Leave the players without proper supervision
- ❖ Expose players to excessive cold / heat without protection
- ❖ Expose players to unacceptable risk of injury

Physical Abuse = This may occur if the managers / coaches:

- ❖ Expose players to exercise / training of which the player is incapable of completing due to players immaturity or growing body
- ❖ Expose players to injury due to overplaying / over training or fatigue

Sexual Abuse

Generally - players that are abused by adults to meet their own sexual needs e.g. forcing a child to take part in any sexual activity, showing players pornographic material or suggesting taking part in sex to enhance their sporting career.

What to do if you have any concerns about behavior of managers/ coaches or officials.

Poor Practice Unlawful



Report to Welfare Officer



Refer to Club Management Ensure Childs Safety Committee



Dealt with Internally Refer to social services and police



Take advice from social services re contact with parents / careers



Suspend Manager / Coach / Official pending enquiry



Arrange disciplinary / misconduct proceedings

Abuse outside of playing environment

Child abuse may be made aware to you by:

- ❖ Child disclosing i.e. telling you that there is abuse going on
- ❖ Concerned third party reporting to you
- ❖ Your own suspicions

Indications of Child Abuse

- ❖ Injury that has inconsistent explanations for cause
- ❖ Third party reporting incident
- ❖ Unexplained changes in behavior e.g. becoming quiet / withdrawn or outbursts of temper
- ❖ Inappropriate sexual awareness
- ❖ Distrusting of adults, who would normally have a close relationship
- ❖ Variation in over eating / loss of appetite
- ❖ Inexplicable weight loss
- ❖ Becoming dirty / unkempt
- ❖ Use of sexually explicit language

As a club we need to ensure that levels of awareness are raised without creating anxiety or suspicion. However, sometimes acting on your own suspicions is the correct thing to do.

What to do if you have concerns regarding child abuse outside of the club.

Report to Welfare Officer

↓
Refer immediately to social services

↓
Social services decide how to involve parents/careers

↓
Record everything that has been said and copy it to social services

Coaches Guidance on Abuse

DO

- ❖ Stay calm.
- ❖ Reassure the child
- ❖ Listen
- ❖ One adult only talk to the child
- ❖ Make sure you clearly understand what the child has said
- ❖ Record everything
- ❖ Contact Welfare Officer immediately
- ❖ Follow confidentiality and ensure all information is handed over to the Welfare Officer

DO NOT

- ❖ Question the child
- ❖ Ignore what has been disclosed
- ❖ Panic
- ❖ Challenge the abuser
- ❖ Make promises you can't keep
- ❖ Make the child repeat the story unnecessarily
- ❖ Delay

Good Practice

All players have a right to be treated with dignity and respect

Recruitment

- ❖ All managers / coaches should be qualified to the basic level
- ❖ All Managers / coaches / officials should have a current CRC check
- ❖ Every team is required to have a first aid officer

Supervision

Managers / coaches / officials should be sensitive to any concerns about abuse, and act on them immediately. Support should be offered to those who report concerns.

Complaints

The committee ensures that all complaints will be dealt with effectively and are committed to reducing situations for the abuse of children and the protection of staff / volunteers by promoting good practice.

Coaches Good Practice

- ❖ Avoid situations where you are alone with a child
- ❖ Tell the player beforehand and ask if there are any objections if you need to make direct contact with the child.
- ❖ Ensure there are always 2 adults in the changing rooms and are of appropriate gender
- ❖ Mixed teams should be accompanied by 1 male and 1 female adult
- ❖ Respect the rights and dignity of the player and treat all equally
- ❖ Well-being and safety are of paramount importance
- ❖ Avoid over playing players
- ❖ Ensure children play for enjoyment, winning only being a part of it
- ❖ Never allow injured players to play / train
- ❖ Coaches should have a coaching badge
- ❖ Display high standards of personal behavior and appearance
- ❖ Do not overtly criticize players
- ❖ Do not spend time alone with children away from others
- ❖ Never be alone travelling with children
- ❖ Never take children to your home

If you accidentally injure/cause distress to a player, tell a colleague immediately and produce a brief written report. Parents/careers should also be told.

YOU SHOULD NEVER

- ❖ Engage in inappropriate physical contact
- ❖ Share a room with a player
- ❖ Permit players to use unacceptable language
- ❖ Make sexually suggestive comments even in fun
- ❖ Meet a player on your own outside of normal match day/ coaching hours
- ❖ Allow allegations by a player to go unrecorded or not acted on
- ❖ Do things for the player that they can do for themselves e.g. fastening their boot laces



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