



## Child Protection and Safeguarding

Greenways Aces acknowledges and accepts, as one of its prime responsibilities, the wellbeing and safety of those children and young persons who partake in activities organised and managed by Greenways Aces. It does so in the belief that placing their welfare at the centre of its concerns provides a solid foundation for the development of young persons and for good Child Protection practice. A child is a person under the age of 18 years old (Children's Act 1989) which corresponds to the Football Association's definition of a "child" as well.

Greenways Aces will ensure that:-

- The welfare of the child is paramount.
- All children, whatever their age, culture, disability, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff have responsibility to report their concerns to the appropriate officer.
- All coaches and volunteers must demonstrate good practice at all times.

### SUMMARY OF CHILD PROTECTION AND SAFEGUARDING POLICY

#### Objectives

When working with children, Greenways Aces will:-

- Promote and support good outcomes in terms of health, development and educational achievement for all children attached to Greenways Aces.
- Enable parents and other members of the child's family to be as involved as is practicable in a working partnership with the relevant sections of Greenways Aces.
- Recognise the significance of ethical and cultural diversity.
- Acknowledge its responsibility to set high football, academic and social standards, behaviour, be honest and take the feelings of others into account.
- Seek opportunities for celebrating children's success and recognise achievement, effort and good behaviour.
- Recognise that good behaviour will be achieved if those involved at Greenways Aces have a clear and mutual understanding of the aims of Greenways Aces.
- Provide a disciplined environment where children will work together taking a pride in themselves and their surroundings.

## **STAFF POLICY**

All personnel directly involved with working with children and young persons will not commence employment or volunteering until a satisfactory Enhanced Criminal Records Bureau (CRB) check has been received. Police checks are still carried out where appropriate. All personnel directly working with children must ensure that their CRB is kept up to date and this will be monitored by the Child Welfare Officer. All staff directly working with children must ensure that they have a current FA Safeguarding Certificate.

## **CHILD PROTECTION**

Greenways Aces accepts and adheres to The Football Association Child Protection Policy. Greenways Aces recognises that the Social Services Department, the NSPCC and the Police have a statutory duty to protect children and young persons at risk. Greenways Aces accepts that it must work in partnership with these agencies when child protection issues arise.

## **IDENTIFICATION AND REFERRAL OF CHILD ABUSE**

The protection of children is the proper concern of everyone in a position to help. All staff and volunteers at Greenways Aces who are involved with children and young persons will be made aware of how to recognise child abuse and make appropriate referrals to the designated person. Training in this will be provided by Greenways Aces in the form of the FA/NSPCC accredited "Safeguarding Children Workshop Course".

## **GRIEVANCE AND COMPLAINTS PROCEDURE**

Greenways Aces has in place a complaints procedure in order to address any complaint that is received. Greenways Aces has produced its' own code of conduct that includes an appropriate complaints procedure which has been designed and approved by the appropriate governing body or with the assistance of the experts in the field.

Experience confirms the importance of apparently small matters needing to be taken seriously, listened to and addressed. A recurring pattern of 'minor' complaints could indicate deep-seated problems that need to be addressed. All staff and volunteers at Greenways Aces, who are involved with children and young persons, should take complaints seriously and report them to the designated person for their activity. Children and young people should have direct access to the designated person and complaints should always be acknowledged and logged.

Greenways Aces provides easily accessible contact information for all appropriate bodies to which a child or young person could contact for help if they felt unable to go through Greenways Aces' own procedures.

## **DISCIPLINE AND SANCTIONS**

- Greenways Aces recognises that children need to discover where the boundaries of acceptable behaviour lie and this can sometimes lead to challenging situations.

Greenways Aces: Child Protection and Safeguarding (September 2019)

- Disapproval should be of behaviour and not the person.
- Unacceptable behaviour should be prevented through verbal reprimand.
- No form of corporal punishment (including striking, slapping, pushing or nudging a child or young person) will be accepted at any time.
- Model behaviour should be exemplified through all coaching staff at all times including prior to and after a coaching session and when wearing Greenways Aces uniform.
- The imposition of formal disciplinary measures – a sanction – should only be considered after other approaches have proved ineffective. The young person should first be warned that a specific sanction will be imposed if behaviour does not improve. If a sanction is subsequently necessary, it should be clear and appropriate to the misbehaviour. The young person and the parents of the young person should be informed why the sanction is imposed.
- Staff and volunteers must make themselves aware of the sanctions operated by their department and to whom the responsibility of imposing sanctions has been delegated.