



SAFEGUARDING POLICY

Coed Darcy Football Club

Implemented: June 4, 2024

Authorized by: Wayne Davies, Safeguarding Officer (C.S.O)

The club is committed to being an inclusive organization and to provide a safe and positive experience for everyone involved in the game.

Although it is hoped that the law, the FAW's Respect program, the Club Equality Policy and positive approaches to training and education are sufficient to safeguard all members in football, the Club recognizes that it has a responsibility to safeguard **all** vulnerable members and minors from abuse and harm, and to respond where abuse and harm are perceived to have taken place.

This policy will seek to provide guidance as to how to prevent abuse and harm, give clarity on how to report any abuse and/or harm, to ensure a full investigation into any abuse and/or harm is carried out, and to respond to the outcome of such investigations in a way as to reduce the risk of any further abuse and/or harm to any individual, or to others who could be at risk.

The Club recognizes that the terms 'vulnerable', 'minors', 'abuse', and 'harm' are open to interpretation and challenge, but for the purpose of this policy they will be defined as follows:

Vulnerable shall be defined as:

'A person regardless of age who is in need of special care, support or protection'

Minors shall be defined as:

'A person aged under 18'

Abuse shall be defined as:

'Abuse is a violation of an individual's human and civil rights, by any other person or persons'

Harm shall be defined as:

'Ill treatment (including but not limited to: - sexual abuse, emotional abuse, discrimination, neglect, and other forms of ill-treatment which are not physical) and the impairment of, or an avoidable deterioration in physical or mental health and the impairment of physical, intellectual, emotional, social or behavioral development. Harm may be caused by acts of commission and acts of omission'



1. Introduction

Coed Darcy F.C. understands that it has a duty of care as well as a legal and moral responsibility to safeguard the welfare of every minor 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 consider the needs of those who may be particularly vulnerable.

2. Key Principles

- A minor's welfare is, and must always be the paramount consideration
- It is everyone's responsibility to ensure minors welfare is paramount at all times
- All minors (regardless of their age, ethnic origin, gender, race, religion, sexual orientation, ability or disability) have a right to be protected from harm and abuse.
- Football should be fun, safe and a positive experience for all.
- 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 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. This means whether you are a volunteer, match official, referee, coach, helper or club official.

3. Role of Club

Coed Darcy F.C. understands it has an important role to play in safeguarding the welfare of all minors and vulnerable people by protecting them from all forms of abuse, including physical, sexual or emotional harm, and neglect or bullying. In this role we will provide all members 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 members involved in the club through the implementation and endorsement of the FAW Safeguarding Policy, Procedures & Practices, ensuring 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 references (one from previous employer) before appointing
- Apply for an Enhanced CRB Disclosure/Barred List 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 minors or vulnerable people 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 minors or vulnerable people, and the consequences inherent in the accidental or intentional abuse of that relationship.

4. 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.

5. ANTI-BULLYING

Coed Darcy F.C. 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.



6. CODES OF CONDUCT

We have adopted the FAW Codes of Conduct as part of our commitment to promote good practice and behaviour at our 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.

We advise that all members make themselves aware of these Codes of Conduct available on our website: www.coeddarcyfc.co.uk/documents

7. 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:

Wayne Davies

Email: safeguarding@coeddarcyfc.co.uk

Telephone: 07752150155

8. 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, Social Services, or NSPCC.

The FAW Safeguarding Team: **02920 435830/ safeguarding@faw.co.uk**

The NSPCC 24-Hour Helpline: **0808 800 5000**



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10. FURTHER ADVICE

A copy of the FAW Safeguarding Policy, Procedures and Practices (full version) can be found here: <https://www.safeguarding.cymru>

For the Football Association's Area Safeguarding Officer (details can be found in the Area Association's Handbook).

Signed on behalf of the Club by Chairperson

Name: Carl Ward
Date: 07 June 2024.