



Deveronvale Football Club Princess Royal Park, Banff Child Protection Policy

Chairman's Introduction

Deveronvale Football Club is a full member of the Scottish Football Association and a member of the Scottish Highland Football League. In addition to its First Team Football Deveronvale runs U20 and U17 Youth teams that compete, respectively, in the ADFA U20 Development League and the SHFL U17 Development League (East).

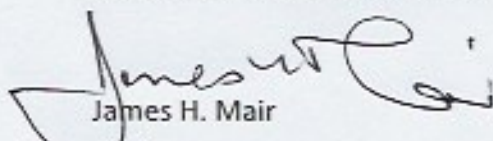
Deveronvale FC is a club in the heart of its local community and, as such, takes the protection of all young people associated with the Club very seriously. In this context, any young person under the age of 18 years is regarded as a child.

The Board of Deveronvale regard the protection of young people as a key Club priority, whether the young person is a member of one of our Youth Teams, a ball boy or girl helping out on matchdays, a mascot or a spectator who comes to Princess Royal Park on a matchday.

The Club has a comprehensive Child Protection Policy which is posted, along with supporting documentation, on our website. Our coaches and sports therapists are thoroughly vetted, and they are subject to PVG and Disclosure checks and take part in regular CWSF training events.

Our Head of Youth Development, Kevin Stewart, also acts as our Child Wellbeing and Protection Officer and keeps himself fully up to date with the SFA's policies, procedures and training on Child Welfare in Scottish Football. Kevin is also closely associated with Deveronvale Community FC. Kevin is contactable on 07944 468921 or by email on kevstewart@deveronvaleyouthfc.co.uk. Anyone with questions or concerns about the protection of children at Deveronvale FC should, in the first instance, contact Kevin who will discuss such matters with myself and the Club's Board of Directors.

Everyone associated with the Club is aware and recognises that Child Protection is a key priority for Deveronvale FC and fully supports initiatives and development designed to ensure our young people are afforded both respect and protection.

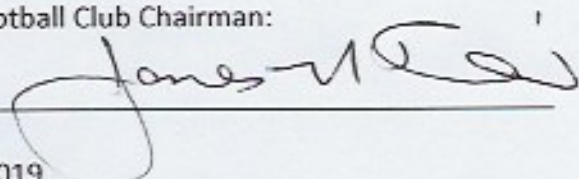

James H. Mair
Chairman

Document Control

Authorised for issue:-

Deveronvale Football Club Chairman:

James H. Mair :



Date: 1st May 2019

Mandatory Review Date (To be reviewed and published every year).

Review Date: 1st May 2021

Review

This policy and associated procedures will be regularly reviewed and will include children's participation and feedback on the content and actual experience of implementation as part of the review:

In accordance with changes in legislation and guidance on the protection and safeguarding of children or following any changes within Deveronvale Football Club.

Following any issue or concern raised about the protection and safeguarding of children within Deveronvale Football Club.

In all other circumstances, at least every two years.

Child Protection Policy Statement

Deveronvale Football Club is a full member of the Scottish Football Association and a member of the Scottish Highland Football League. In addition to its First Team Football Deveronvale runs U20 and U17 Youth teams that compete, respectively, in the ADFA U20 Development League and the SHFL U17 Development League (East).

Deveronvale FC is a club in the heart of its local community and, as such, takes the protection of all young people associated with the Club very seriously. In this context, any young person under the age of 18 years is regarded as a child. We recognise the child's rights to protection as provided in Article 19 of the UNCRC (UN Convention On The Rights Of The Child): all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse. 'Child protection' means protecting a child from child abuse or neglect, as stated within the National Guidance for Child Protection in Scotland 2014.

This policy applies to all children regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status or family circumstance.

Deveronvale Football Club will:

- Actively and fully respect the rights of children.
- Promote the rights and wellbeing of children by providing an appropriate environment and opportunities for them to take part in football safely.
- Promote and implement appropriate procedures to safeguard the wellbeing of children and protect them from abuse, ensuring they know what to do and who they can speak to if they need help.
- Require members of staff, volunteers and members to adopt and abide by this policy and sign up to the Code of Conduct for Safeguarding Children's Wellbeing.
- Safely recruit and select individuals who will be working with children to ensure appropriate measures have been taken and risk assessed when needed.
- Train, support and supervise its members of staff, volunteers and members to adopt best practice to safeguard and protect children from abuse and to reduce risks.
- Respond to any allegations of poor practice, misconduct or abuse of children in line with procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this policy, these procedures and associated safeguards and include children's views in this process.

Children's Rights Policy Statement

Deveronvale Football Club will:

- Actively and fully respect the rights of children.
- Provide opportunities for every child interested to play football to gain a positive experience.
- Include and involve children in decision making, providing opportunities for children to be heard.
- Promote and implement policies and procedures to safeguard the wellbeing of children and protect them from abuse, ensuring they know what to do and who they can speak to if they need help.
- Promote and implement policies and guidelines to prevent and respond to bullying, ensuring they know what to do and who they can speak to if they need help.
- Require members of staff, volunteers and members to adopt and abide by this policy.
- Train, support and supervise its members of staff, volunteers and members to adopt best practice in embedding children's rights in Scottish football and promoting, protecting and respecting these rights to children.
- Respond to any concerns raised where a child's rights are being denied in Scottish football.
- Regularly monitor and evaluate the implementation of this policy, these procedures and associated safeguards in developing our child-rights based approach and include children's views in this process.

Anti-Bullying Policy Statement

Deveronvale Football Club fully understands that children's wellbeing can be seriously impacted by bullying behaviour and is committed to safeguarding the wellbeing of all children in its care. The Club, therefore, recognises and utilises the information provided for children by "respect *me*" Scotland's Anti-Bullying Service: 'Bullying is never acceptable; it doesn't make a child better or stronger to get through it and it should never be seen as a normal part of growing up. Bullying is a behaviour that can make a child feel frightened, threatened, left out and hurt. Something only has to happen once to make a child feel worried or scared to go to school or other places they enjoy going'.

Deveronvale Football Club will:

- Actively and fully respect the rights of children.
- Work together to develop positive relationships amongst children and adults which are mutually respectful, responsible and trusting; and promote their emotional health and wellbeing.
- Seek to prevent, reduce and respond effectively to bullying behaviour, through the implementation of this policy and guidelines.
- Require members of staff, volunteers and members to adopt and abide by this policy.
- Train, support and supervise its members of staff, volunteers and members to adopt best practice to prevent, reduce and respond to bullying.
- Address the needs of children who are bullied as well as those who bully within a framework of respect, responsibility, resolution and support.
- Respond to any concerns raised either in the experiences of children of poor practice/misconduct or abuse caused by an adult's bullying behaviour.
- Highlight bullying based on prejudice and perceived differences, to ensure our practices are effective in dealing with these issues.
- Regularly monitor and evaluate the implementation of this policy and guidelines and include children's views in this process.

Anti-Bullying Guidelines

Bullying can take some children's rights away from them. There have been many different definitions and theories about what constitutes bullying, but it's not helpful to define bullying purely in terms of behaviour. Bullying is a mixture of behaviours and impacts, behaviours that can impact on a person's capacity to feel in control of themselves. This is what is termed as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out, it strips a person of their capacity for agency.

Bullying may be seen as particularly hurtful behaviour where it is difficult for those being bullied to defend themselves. It can be a 'one-off' occurrence or repeated over a period of time and can take many forms including children being bullied by adults, their peers and in some cases by members of their families. Bullying can be difficult to identify because it often happens away from others and those who are bullied often do not tell anyone. Bullying is not always deliberate.

Bullying behaviours can be:

- Being called names, teased, put down or threatened
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you
- Receiving abusive messages, threats or comments on social media sites
- Behaviour which makes people feel like they are not in control of themselves
- Being targeted because of who you are or who you are perceived to be

When talking about bullying, it's never helpful to label children as 'bullies' or 'victims'. Labels can stick for life and can isolate a child, rather than helping them to recover or change their behaviour. It is preferable to talk about someone displaying bullying behaviour rather than label them a 'bully' – behaviour can be changed with help and support.

Support for children involved in bullying behaviour:

- Cultivate an ethos where there's an anti-bullying culture – it is especially important that adults are good role models for children.
- Take all signs and reports of bullying very seriously.
- Encourage all children to speak and share their concerns. Help those being bullied to speak out and tell a coach or adult who can support them. Create an open environment.
- Take all allegations seriously and take action to ensure the child is safe. Speak with those being bullied and those displaying bullying behaviour separately.
- Reassure the child that you can be trusted and will help them, although you can't promise to tell no-one else. Explain what will happen next, and how they are going to be kept informed.
- Keep records of what is said i.e. what happened, by whom and when.

- In cases of online/electronic bullying advise children who are being bullied by text, email or online to retain the communication or to print it out. Be clear that online bullying behaviour will be treated seriously as any other form of bullying behaviour, as it can impact on both the child and football.
- Report any concerns to the Club Safeguarding Officer (Child Wellbeing and Protection Officer) and complete a Concern Recording Form as part of the Responding to Concerns about a Child Procedure.
- Talk with the child(ren) who have been displaying bullying behaviour. Explain the situation and try to get them to understand the consequences of their behaviour.
- In some cases it might be worth considering seeking an apology from those involved in bullying behaviour (for example where those on the receiving end wish reconciliation). Apologies are only of real value however, when they are genuine.
- Be sensitive and use good judgement when it comes to informing parents/carers of those whose negative behaviour is impacting on others. Put the child at the centre – will telling the parents/carers result in more problems for the child? What are the child's views on parents/carers knowing?
- If appropriate, insist on the return of 'borrowed' items.
- Aim to restore positive relationships and only consider imposing consequences as necessary, e.g. exclusion from the team or particular activity until behaviour standards are improved.
- Encourage and support those displaying bullying behaviour to change this behaviour. Ask them to consider the impact their actions are having.
- Keep a written record of action taken.

These guidelines have been informed and developed with support from *respectme*, their publication 'Bullying in Scotland 2014' and the National Approach to Anti-Bullying for Scotland's Children and Young People, Scottish Government 2010. Copyright remains with *respectme* and we acknowledge all and any material taken from www.respectme.org.uk.

Code of Conduct for Safeguarding Children's Wellbeing

This Code of Conduct details the standards and practice required by all Deveronvale Football Club members of staff, volunteers and members including verbal and non-verbal actions when involved in activities with children and young people.

Deveronvale FC is a community club and, as such, takes the protection of all young people associated with the Club very seriously. In this context, any young person under the age of 18 years is regarded as a child.

All concerns about possible breaches of this Code of Conduct will be taken seriously and responded to in line with Deveronvale Football Club's "Responding to Concerns about the Conduct of an Adult" and/or the Club's "Disciplinary Procedures".

Good Conduct

- Make football fun, enjoyable and promote fair play.
- Treat all children equally, with respect, dignity, sensitivity and fairness (Article 2, UNCRC).
- Build balanced relationships based on mutual trust.
- Put the wellbeing and best interests of each child first before winning or achieving performance goals (Article 3, UNCRC).
- Support children to understand their rights in football and the safeguards put in place to protect them.
- Include children in decisions and activities affecting them wherever possible, respecting and taking seriously the views they contribute (Article 12, UNCRC).
- Be an excellent role model including not smoking or drinking alcohol in the company of children.
- Always work in an open environment, wherever possible.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of children.
- Involve parents/carers wherever possible

Practice to be Avoided

In the context of your role within Deveronvale Football Club, the following practices should be avoided:

- Having 'favourites' – this could lead to resentment and jealousy by other children and could be misinterpreted by others.
- Spending excessive amounts of time alone with a child/children away from others.
- Excessive training and competition, pushing children against their will and placing undue pressure.

- Entering children's bedrooms on trips away from home, unless in an emergency situation or in the interest of health and safety. If it is necessary to enter rooms, knock and say that you are coming in. The door should remain open, if appropriate.
- Doing things of a personal nature for children that they can do for themselves.

Unacceptable Conduct

In the context of your role within Deveronvale Football Club, the following practices are unacceptable:

- Failing to act on, record or acknowledge allegations or concerns raised by a child.
- Allowing bullying behaviour in any form between children to go on unchallenged.
- Displaying bullying behaviour or making inappropriate comments to a child causing emotional harm.
- Allowing children to swear or use sexualised language unchallenged.
- Engaging in sexually provocative games, including horseplay or touching a child in a sexually suggestive manner.
- Making sexually suggestive comments to a child, even in fun.
- Forming intimate emotional, physical or sexual relationships with children.
- Engaging in rough physical contact.
- Establishing inappropriate contact with children via social media either online or on mobile phones.
- Reducing a child to tears as a form of control.
- Inviting or allowing children to stay with you at your home.
- Sharing a room alone with a child.

Statement by Signatory

I have read and agree to abide by this Code of Conduct. I have also read and agree to abide by Deveronvale Football Club's Child Wellbeing and Protection in Scottish Football Policies, Procedures and Safeguards.

Name:

Signature:

Witnessed by:

Witness Signature:

Date: