

Ground:
Swingate Lane Playing Fields
Camdale Road
Plumstead
SE18 2DR



Welling United Youth with
Kingsmoor
**FA Charter Standard
Development Club**



Equality and Child Protection Policy

Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Welling United Youth – with Kingsmoor, is equally accessible to them all. We are responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the club officers who are responsible for the implementation of this policy.

Welling United Youth – with Kingsmoor, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that we will ensure that we treat people fairly and with respect and that we will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

We will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racial based harassment or other discriminatory behaviour, whether physical or verbal. We will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Welling United Youth – with Kingsmoor, is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

We commit to the immediate investigation of any claims, when it is brought to our attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

Club Complaints Procedure

In the event that any member feels he or she has suffered discrimination in any way or that the Club Policies, rules or Code of Conduct have been broken, they should follow the procedures below:

- 1) They should report the matter to the Club Secretary or another member of the Committee. The report should include:
 - a) Details of what, when and where the occurrence took place
 - b) Any witness statements and names
 - c) Names of any others who have been treated in a similar way
 - d) Details of former complaints made about the incident, date, when and to whom made
 - e) A preference for a solution to the incident
- 2) The Club's Management Committee will sit for any hearings that are requested
- 3) The Club's management Committee will have the power to:
 - a) Warn as to future conduct
 - b) Suspend from membership
 - c) Remove from membership any person found to have broken the Club's Policies or Code of Conduct.

If the complaint is with regard to the Club's Management Committee the member has the right to report the discrimination direct to the relevant County Football Association.

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Child Protection Policy

Welling United Youth – with Kingsmoor, 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 its 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/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. We recognise that this is the responsibility of every adult involved in our club.

Our club 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 two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA Guidelines

All current club members with direct access to children and young people will be required to complete a CRB Enhanced Disclosure via The FA CRB Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of our club, 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 CRB Unit Enhanced CRB 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 and 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.

The Club supports The FA's 'whistle blowing' policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The FA Child Protection Manager on 0207 745 4771, by writing to The FA case Manager at The Football Association, 25 Soho Square, London W1D 4FA, or by going direct to the police, social services or the NSPCC. Our club encourages everyone to know about it and utilise it if necessary.

The football club 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 FA 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.

We have implemented codes of Conduct for players, parents or spectators, officials and coaches.

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.

Further advice on child protection matters can be obtained from:

- The County Footballs Association's Child protection Officer, whose details can be found in the County handbook
- The Football Association/NSPCC Child protection 24 hour helpline :0808 800 5000
- www.thefa.com/Goal
- The FA child protection team on 0207 745 4649