



Godalming Town Child Protection Policy

Godalming Town Football Club acknowledges its responsibility to safeguard the welfare of every child and young person who has entrusted to its care and is committed to working to provide a safe environment for all 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 processes and endorse and adopt the policy statement contained in that document.

The key principles of The FA Child Protection Policy are that:

1. The child's welfare is, and must always be, the paramount consideration
2. 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
3. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
4. Working in partnership with other organisations, children and young people and their parents or carers is essential.

Godalming Town acknowledges 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.

Godalming Town recognises that this is the responsibility of every adult involved in our club.

Godalming Town 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 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:

1. Develop a role profile
2. Request identification documents
3. As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
4. Request and follow up with two references before appointing
5. Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA Guidelines.

All current Godalming Town 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 Godalming Town guidance will be sought from The FA. It is noted and accepted the The FA will consider the relevance and significance of the information obtained via The FA CRB Unit and that all decisions will be made in the best interest 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 or 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.

Godalming Town supports The FA's whistle blowing policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacted The FA Child Protection Manager on

0207 745 4771, by writing to The FA Case Manager at The Football Association, Wembley Stadium, London or by going direct to the police, social services or the NSPCC. Godalming Town encourages everyone to know about it and utilise if necessary.

Godalming Town 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 CFA 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.

Godalming Town 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.

Godalming Town have developed a policy on photography in order to further safeguard children. This can be downloaded via the club website.

Further advice on child protection matters can be obtained from:

1. The County Football Association's Child Protection Officer
2. The Football Association / NSPCC Child Protection
3. 24 hour Helpline 0808 8005000
4. www.thefa.com/goal
5. The FA Child Protection Team 0207 745 4649

Godalming Town Football Club - Child Protection Photography Policy

There has been much talk about whether it's safe to take pictures of under 18s playing sport. Godalming Town and the FA would like to assure parents, carers, coaches, spectators, players and local media that we encourage the taking of appropriate images of children in football

Potential risks

Godalming Town and the FA have developed this guidance to help avoid the following:

1. The inappropriate use, adaption or copying of images for use on child abuse websites on the internet (often referred to as pornography sites);
2. The identification of children when photography is accompanied by significant personal information that will assist a third party in identifying the child. This can lead, and has led, to children being 'groomed'; and
3. The identification and locating of children in inappropriate circumstances which include: (i) where a child has been removed from his/her family for their own safety; (ii) where restrictions on contact with one parent following a parental separation exist e.g. in domestic violence cases; (iii) in situations where a child may be a witness in criminal proceedings; or (iv) other child protection concerns.

The majority of images taken are appropriate and taken in good faith. If we take the following simple measures we can help to ensure the safety of children in football.

Common sense considerations to ensure everyone's safety:

Do:

1. Share Godalming Town and the FA's guidance on taking images with all parents, carers and members when they join the club.
2. Ensure the club has parental consent to use a player's image if it is to be used in the public domain e.g. club website or newspaper article. This is essential in relation to point 3 below;
3. Ensure that any child in your club who is under care proceedings, is protected by ensuring that their image is not placed in the public domain. This can be done by using an annual consent form, so that parents/carers can identify if this applies to children in their care (visit www.thefa.com/goal and click on the downloads to access a template annual consent form).
4. Focus on the activity rather than the individual.
5. Ensure all those featured are appropriately dressed (a minimum of a vest or shirt and shorts).
6. Aim to take pictures which represent the broad range of youngsters participating safely in football e.g. boys and girls, disabled people, ethnic minority communities; and
7. Report any instances of inappropriate images in football to the FA Case Manager or the Internet Watch Foundation (IWF). Contact details below.

Don't

1. Publish photographs with the full name(s) of the individual(s) featured unless you have written consent to do so and you have informed the parents as to how the image will be used;
2. Use player profiles with pictures and detailed personal information on websites;
3. Use an image for something other than that which it was initially agreed, e.g. published in local press when initially produced for a clubhouse commemorative picture; and
4. Allow images to be recorded in changing rooms, showers or toilets – this includes the use of mobile phones that record images.

Remember

1. It's not an offence to take appropriate photographs in a public place even if asked not to do so.
2. No one has the right to decide who can and cannot take images on public land.
3. If you have serious concerns about a possible child protection issue relating to the recording of images then call the police, this action should only be taken where you believe that someone may be acting unlawfully or putting a child at risk.
4. The land or facility owner can decide whether or not photography and or videoing at football activities will be permitted when carried out on private land. However you need to make this known before allowing individuals access to the private property. If they do not comply then you may request that they leave; and
5. Try not to use images that include players wearing jewellery (as wearing jewellery whilst playing is contrary to the Laws of the Game as well as being a health and safety issue).

Commissioning professional photographers and the local media

If you are commissioning professional photographers or inviting the press to cover a football activity ensure you and they are clear about each other's expectations. Remember the key is to plan ahead and communicate early on.

1. Provide a clear brief about what is considered appropriate in terms of content and behaviour
2. Inform them of your club's commitment to safeguarding children and young people and establish who will hold the recorded images and what they intend to do with them, e.g. place on a website for sale, distribute thumb nails to the club to co-ordinate sales.
3. Issue the professional photographer with identification, which must be worn at all times.
4. Inform participants and parents or carers prior to the event that a professional photographer will be in attendance and ensure you have established that no under 18s will be compromised due to child protection concerns if their image is taken – remember this can be done by using the annual consent form at the start of the season.

Staying safe online:

More and more frequently, coaches and team managers are making use of the internet to communicate with players. Remind your club officials that they need to be mindful of what they are saying, how they are saying it and ensure they are adhering to The FA's Safeguarding Children Policy and are mindful of maintaining appropriate relationships with U18's in football.

The use of sarcasm and innuendo are not appropriate - it's important that coaches, team managers, referees and medics remember they are in a position of trust and need to be responsible role models.

Football and CEOP join forces

Millions of children across the UK have access to the internet. It is now central to how they stay in touch with their friends and family. However the internet is also a public place and while bringing many benefits and opportunities, also opens up new risks and challenges. That's why The FA and Surrey County Football Association have teamed up with the Child Exploitation and Online Protection (CEOP) Centre.

CEOP is part of the UK police, set up to tackle the sexual exploitation of children. The CEOP Centre aims to educate children, young people, their parents, carers and fans to understand the risks they may face online and what they can do to empower themselves to stay safe. They also track, locate and hold child sexual offenders to account.

Football uses the internet to communicate to coaches, referees, medics, welfare officers, young leaders, players, parents/carers and fans. We all need to understand how to make use of this technology appropriately and working with the CEOP Centres education programme 'Thinkuknow' will help to do this.

Thinkuknow is an excellent education programme developed by the CEOP Centre, which delivers online safety messages to young people, their parents and the public. The 'Thinkuknow' programme uses innovative materials, aimed at empowering young people and their parents, to make the right choices when using the internet. The materials include films, leaflets, posters and a website, which focus on three key themes: how to have fun online, how to stay in control online and how to report.

We recommend that you take the time to visit the 'Thinkuknow' website simply click on the 'Thinkuknow' logo.

If you have a concern about the way someone is behaving towards you online use the 'CEOP Report' button at the bottom of the page. You have immediate access to advice and guidance as well as the actual reporting form – help is only a click away

Contacts

To report potentially unlawful materials on the internet please contact: The Internet Watch Foundation (Email: report@iwf.org.uk, Telephone: 08456 008844, Web: www.iwf.org.uk) or The FA Case Management (Email: compliancequeries@thefa.com, Web: www.thefa.com/goal).

Godalming Town's Child Welfare Officer can be contacted by email (info@godalmingtownfc.co.uk)