



CRIEFF JUNIORS FOOTBALL CLUB

Child Protection and Recruitment Policy



Child Protection

Crieff Juniors will operate within the child protection guidelines developed by Scottish Youth Football Association as available on the SYFA website:

<http://www.scottishyouthfa.co.uk/index.php/information-downloads/protection-information>

POLICY STATEMENT

In Scottish law a child is defined as being a person under the age of 16 years however for the purpose of this policy SYFA registered players up to the age of 18 years will be covered. SYFA plus its Working Groups, Committees, regions, member leagues/associations, member clubs and officials are fully committed to providing every player and official with a safer environment in which they may enjoy participating in grassroots football.

BACKGROUND AND THE RIGHTS OF THE CHILD

The Children's Act (Scotland) 1995 states that the 'welfare of the child is paramount' Child protection in the wider context of the Scottish Government framework for every child in Scotland is set under the framework of 'Getting it right for every child' (GIRFEC) which is supported by the UN Convention on the Rights of the Child of which the principles are enshrined in legislation and practice throughout the UK.

All children and young people have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs met. Children and young people should get the help they need, when they need it, and this is paramount within a SYFA setting.

The Scottish Government's vision is that all Scotland's children and young people will be: successful learners, confident individuals, effective contributors and responsible citizens. GIRFEC promotes the well-being of all children and young people in eight areas. The well-being indicators state that children and young people will be: Safe, Healthy, Active, Nurtured, Achieving, Respected, Responsible and Included. (The indicators are referred to as SHANARRI indicators)

POLICY PRINCIPLES The SYFA is fully committed to protecting the welfare of all players in its care. It recognises the responsibility to promote safe practice and protect players from harm, abuse and exploitation. This policy outlines the SYFA commitment to protect players and is based on the following player's rights:

The rights to:

- a safe environment;
- not to be illegally discriminated against;
- protection against harm or the risk of harm;



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- protection against all forms of abuse including physical, verbal, emotional, sexual, neglect and bullying;
- express opinions and to have those opinions considered in all matters that concern their wellbeing; all actions concerning the child will be in his/her best interests;
- Have all suspicions and allegations taken seriously and actioned as appropriate.

Crieff Juniors Football Club intends to create an environment in which children are safe from abuse or harm and in which suspicion of abuse is promptly and appropriately responded to. Each individual associated with Crieff Juniors owes a “duty of care” to the children in their care and will be aware of possible signs of physical abuse, sexual, bullying, emotional and neglect, through ongoing training and information.

If a coach suspects a child is being abused or a child discloses information giving rise to concern for the safety of the child. The coach will:

- Listen to the child
- Not ask questions
- Not prompt the child to go on
- Not put words into the child’s mouth
- Document in writing what the child has said, using the child’s own words as far as possible
- Document in writing the behaviour observed

Parents will normally be the first point of reference, unless there are suspicions that the parents are implicated. Suspicions will be referred using the following procedure

Procedure:

Coach to report any concerns to the parent unless they suspect that a parent is implicated.

Agreement reached with parents (if appropriate) and coach as to the way forward.

Advice and guidance to be sought from either Dave Graham or Audrey Cramb

If necessary the matter will be reported to Perth and Kinross Child Protection team or Perth Public Protection Unit Police Scotland



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Recruitment of Officials

The application process for any official seeking membership of Crieff Juniors Football Club shall be as follows: The applicant should make verbal application to the club. He/she should outline the following: His/her experience in working with children; His/her experience with other clubs, leagues or associations he/she has been involved with; and The reasons he/she wishes to join the club, league or association.

If satisfied with the applicant, the club will ask the applicant to complete an SYFA Self-Declaration form, a membership application form giving the names and full contact details of two separate individuals who are prepared to supply references approving the suitability of the official to work with children.

A PVG check will also be completed in line with SYFA Protection Guidelines.