



Cramlington Town FC

Child Welfare Policy

Introduction

As a club we have a duty of care towards our club members, and a responsibility to protect them from harm and ensure the safety of all our players.

We must ensure that all adults involved within the club are aware of their responsibilities.

We need to be sure that if any allegations are made, the club has the procedures in place to effectively deal with the situation.

The Club Welfare Officers are:

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Club Statement: Cramlington Town FC strives to achieve and maintain that:

- The players welfare is paramount ;
- All players have the right to protection from abuse;
- Any allegations or disclosures will be taken seriously; and
- Any allegations will be responded to as a matter of urgency.

Forms of Abuse

It is widely recognised that there are 4 main areas of abuse.

Emotional Abuse: this may occur if the managers / coaches:

- Are regularly negative in their feedback ;
- Repeatedly demand performance levels above those of which a player is capable;
- Repeatedly ignore a players efforts to progress; and
- Put too much emphasis on winning.

Neglect: this may occur if the managers / coaches:

- Leave the players without proper supervision;
- Expose players to excessive cold / heat without protection; and
- Expose players to unacceptable risk of injury.

Physical Abuse; this may occur if the managers / coaches:

- Expose players to exercise / training of which the player is incapable of completing due to players immaturity or growing body; and
- Expose players to injury due to overplaying / over training or fatigue.

Sexual Abuse

Generally players that are abused by adults to meet their own sexual needs e.g. forcing a child to take part in any sexual activity, showing players pornographic material or suggesting taking part in sex to enhance their sporting career.

What to do if you have any concerns about behaviour of managers/ coaches or officials

Poor Practice Unlawful



Abuse outside of playing environment

Child abuse may be made aware to you by:

- Child disclosing i.e. telling you that there is abuse going on;
- Concerned third party reporting to you; and
- Your own suspicions.

Indications of Child Abuse

- Injury that has inconsistent explanations for cause ;
- Third party reporting incident;
- Unexplained changes in behaviour e.g. becoming quiet / withdrawn or outbursts of temper;
- Inappropriate sexual awareness;
- Distrusting of adults, who would normally have a close relationship;
- Variation in over eating / loss of appetite ;
- Inexplicable weight loss;
- Becoming dirty / unkempt; and
- Use of sexually explicit language.

As a club we need to ensure that levels of awareness are raised without creating anxiety or suspicion. However, sometimes acting on your own suspicions is the correct thing to do.

What to do if you have concerns regarding child abuse outside of the club

Report to Welfare Officer

↓
Refer immediately to social services

↓
Social services decide how to involve parents/careers

↓
Record everything that has been said and copy it to social services

Coaches Guidance on Abuse

Do

- Stay calm;
- Reassure the child;
- Listen;
- Only one adult talk to the child;
- Make sure you clearly understand what the child has said;
- Record everything; and
- Contact Welfare Officer immediately
- Follow confidentiality and ensure all information is handed over to the Welfare Officer

Do not

- Question the child;
- Ignore what has been disclosed;
- Panic;
- Challenge the alleged abuser;
- Make promises you can't keep;
- Make the child repeat the story unnecessarily;
- Delay.

Good Practice

All players have a right to be treated with dignity and respect

Recruitment

- All managers / coaches should be qualified to the basic level;
- All Managers / coaches / officials should have a current CRC check ; and
- Every team is required to have a first aid officer .

Supervision

Managers / coaches / officials should be sensitive to any concerns about abuse, and act on them immediately. Support should be offered to those who report concerns.

Complaints

The committee ensures that all complaints will be dealt with effectively and are committed to reducing situations for the abuse of children and the protection of staff / volunteers by promoting good practice.

Coaches Good Practice

- Avoid situations where you are alone with a child;
 - Tell the player beforehand and ask if there are any objections if you need to make direct contact with the child;
 - Ensure there are always 2 adults in the changing rooms and are of appropriate gender;
 - Mixed teams should be accompanied by 1 male and 1 female adult ;
 - Respect the rights and dignity of the player and treat all equally;
 - Well-being and safety are of paramount importance;
 - Avoid over playing players;
 - Ensure children play for enjoyment, winning only being a part of it;
 - Never allow injured players to play / train;
 - Coaches should have a coaching badge;
 - Display high standards of personal behaviour and appearance;
 - Do not overtly criticise players;
 - Do not spend time alone with children away from others ;
 - Never be alone travelling with children; and
 - Never take children to your home.
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- If you accidentally injure/cause distress to a player, tell a colleague immediately and produce a brief written report. Parents/careers should also be told.

You should not

- Engage in inappropriate physical contact;
- Share a room with a player;
- Permit players to use unacceptable language;
- Make sexually suggestive comments even in fun;
- Meet a player on your own outside of normal match day/ coaching hours;
- Allow allegations by a player to go unrecorded or not acted on; and
- Do things for the player that they can do for themselves e.g. fastening their boot laces.

Cramlington Town FC Club Committee

