

Tweedmouth Rangers Football Club Policy Statement on Safeguarding the Welfare of Children & Coaches

Every child who plays or participates in football under the Tweedmouth Rangers Football Club umbrella should be able to take part in an enjoyable and safe environment and be protected from abuse and the fear of abuse. This is the responsibility of every adult involved in the physical and mental development of young Tweedmouth Rangers Football Club players.

Tweedmouth Rangers Football Club recognises its responsibility to safe guard the welfare of all young players from the dangers of all forms of physical, sexual and emotional abuse and that they do not suffer neglect or are exposed to bullying.

To achieve this aim, Tweedmouth Rangers Football Club commits to educating its coaches and all staff engaged in and involved with the development of young players, in preventing abuse and taking the appropriate action if there is the suspicion of abuse or a belief that a child is at risk of abuse.

Objectives and Methods

The club will plan and organise its work with children so as to minimise the situations where abuse of young players may occur.

The club will introduce a system whereby young players, parents, guardians, carers and coaches may talk with an independent person if so requested.

The club will set in place a rigorous recruitment procedure to ensure all reasonable steps have been taken to safeguard children.

The club will issue guidelines on how to deal with the disclosure of suspicion of abuse.

The club will actively encourage its coaches to attend SFA Coach Development Courses.

The Club will issue guidelines based on this policy to all coaches and other relevant staff, as well as having in-house training. The Club will also highlight relevant literature to review, in order that coaches and others fully understand the Child and Coach Protection issues.

The Club will also encourage staff to discuss concerns or queries informally with the Child and Coach Protection Officer where they are in doubt how to proceed.

Where appropriate parents will be advised of the existence of these Guidelines and a summary made available.

This policy is in force to protect all young players from potential abuse and also to protect our coaches from the possibility of false accusations.

Types of Abuse

It is generally accepted that there are four main forms of abuse. However, specific issues of racism and bullying can also arise and they have severe and adverse effects on people, especially children. Tweedmouth Rangers Football Club and The Football Association are committed to protecting children from all forms of abuse.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to the child that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person.

It may feature expectations being imposed on children who are inappropriate due to the child's age or development. It may also involve causing children to frequently feel frightened or in danger, or the corruption and exploitation of a child.

Some level of emotional abuse is persistent in all types of child abuse although it may exist on its own.

Emotional Abuse in Sport

This may include the persistent failure to show self-respect, build self-esteem and confidence. And support children that may be caused by :

Exposing children to humiliating, taunting or aggressive behaviour or tone.

Failure to intervene where a child's self confidence and worth are challenged or undermined.

Imposing unrealistic goals or expectations on a child thereby creating feelings of inadequacy.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent failing to provide adequate food, shelter, warmth, clothing, and cleanliness. It may also include leaving a child home alone, exposing the child in a manner likely to cause them unnecessary suffering or injury and the failure to ensure that a child receives appropriate medical care or treatment.

Neglect in Sport

This could include lack of care, guidance, supervision, or protection such as :

Exposing the child to unnecessary cold or heat.

Exposing the child to unhygienic conditions, lack of food, water or medical care.

Not intervening to prevent bullying or taunting.

Neglect, as well as being a result of a deliberate act, can also be caused through omission or the failure to act or to protect.

Physical Abuse

Physical abuse may involve the actual or attempted physical injury to a child including hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or otherwise harming a child.

Physical abuse may also be caused when a parent feigns the symptoms of or deliberately causes ill health to a child they are looking after. This situation is known as Fictitious or Induced Illness Syndrome. A person may do this because they need or enjoy attention they receive through having a sick child.

Physical abuse may be the result of a deliberate act, an omission, or the failure to protect.

Physical Abuse in Sport

This may include bodily harm caused by a lack of care, attention, or knowledge that may be caused by :

Over training or dangerous training of players.

Overplaying an athlete.

Failure to take into account the physical limits of a player or their pre-existing injuries or medical conditions.

Administering, condoning or failure to intervene in drug use.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of, or consents to what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include no contact activities such as forcing children to look at or be involved in the production of pornographic material, to watch sexual activities or encouraging children to behave in sexually inappropriate ways.

Boys and girls can be sexually abused by males and/or females, including people to whom they are not related, and by other young people. This includes people from all walks of life.

Sexual Abuse in Sport

This could include contact non-contact activities and may be caused by:

Exposure to sexually explicit inappropriate language, jokes or pornographic material.

Inappropriate touching.

Having any sexual activity or relationship.

Creating opportunities to access children's bodies.

Recognising Abuse

There follows a list of signs or symptoms of abuse. It is important to remember this list is not definitive or exhaustive. Any of these signs or behaviours has to be seen in the context of the child's whole situation and it is the combination with other information related to the child and his/her circumstances that may indicate abuse.

Emotional Abuse

Low self esteem or continual self-deprecation.

Sudden speech disorder.

Significant decline in concentration.

Immaturity.

"Neurotic" behaviour (e.g. rocking, head banging)

Self-mutilation.

Compulsive stealing.

Extremes of passivity or aggression.

Running away.

Indiscriminate friendliness.

Physical Neglect

Constant hunger or tiredness.
Poor personal hygiene or poor state of clothing.
Frequent lateness and/or unexplained non-attendance at school.
Untreated medical problems.
Low self esteem.
Poor peer relationships.
Stealing.

Neglect (Non-Organic Failure to Thrive)

Significant lack of growth.
Weight loss.
Hair loss.
Poor skin or muscle tone.
Circulatory disorder.

Physical Abuse

Unexplained injuries or burns, particularly if they are recurrent.
Improbable excuses given to explain injuries or refusal to discuss injuries.
Untreated injuries, or delays in reporting them.
Excessive physical punishment by an adult.
Arms and legs kept covered in hot weather.
Avoidance of swimming, physical education etc.
Running away or fear of returning home
Aggression towards others.

Sexual Abuse

Behavioural

Lack of trust in adults or over familiarity with adults
Fear of particular individual.
Social isolation-withdrawal or introversion.
Sleep disturbance (e.g. Nightmares, bed-wetting, fears of sleeping alone etc)
Running away from home
Girls taking over the mothering role.
Sudden school problems e.g. falling standards, truancy.
Reluctance or refusal to participate in physical activity or to change clothes for games.
Low self-esteem.
Drug, alcohol or solvent abuse
Display of sexual knowledge beyond the child's age e.g. French kissing
Unusual interest in the genitals of adults or children or animals.
Fear of bathrooms, showers, closed doors.
Abnormal sexual drawings.
Fear of medical examinations.
Development regression.
Poor peer relationships.
Over sexualised behaviour.
Compulsive masturbation.
Stealing.
Irrational fears

Psychosomatic factors e.g. recurrent abdominal or headache pain.
Sexual Promiscuity.
Eating disorders.

Physical/Medical

Bruises, scratches, bite marks to the thighs or genital areas.
Anxiety/Depression
Eating disorder e.g. anorexia nervosa or bulimia.
Discomfort/difficulty in walking or sitting
Pregnancy-particularly when reluctant to name father.
Pain on passing urine, urinary tract problems, vaginal infections or genital damage.
Venereal disease/sexually transmitted diseases.
Soiling or wetting in children who have been trained.
Self mutilation, suicide attempts
Itch, soreness, discharge, unexplained bleeding from the rectum, vagina or penis.
Stained underwear.
Unusual genital odour.

RACISM and BULLYING

Race and Racism

The Scottish Football Association has in place an on-going campaign called "Show Racism The Red Card" which is fully supported by Duns Football Club, aimed at raising awareness on racism and equal opportunities. Children from black minority and ethnic groups (and their parents) may have experienced harassment, racial discrimination, and institutional racism. Although not a separate category of abuse, racism may be recognised as a specific type of emotional abuse under local child protection procedures.

All organisations, including football, working with children including those operating where black and ethnic communities are numerically small, should address institutional racism, defined in the Macpherson Inquiry Report on Stephen Lawrence as;

"The collective failure by an organisation to provide appropriate and professional service to people on account of their race, culture and/or religion"

Any suspicion or allegation of racism, whether by a member of staff, a player or even by a spectator or a parent should be reported to the Chairperson or The Director of Football to be fully investigated and dealt with appropriately.

Bullying

The lives of many people are made miserable by bullying. Victims of bullying can feel lonely, isolated and deeply unhappy. It can have a devastating effect on a child's self-esteem, destroy their self-confidence and concentration. They may also become withdrawn and insecure, more cautious, less willing to take any sort of risk. They may feel it is somehow their fault or that there's something wrong with them and at the worst cause depression and/or feelings of worthlessness that lead to suicide.

As a result of the above and to ensure Tweedmouth Rangers Football Club creates an atmosphere where bullying of children is unacceptable the guidelines for identifying and managing bullying have been developed. Bullying may be done by people in authority or with responsibility for children in their care or it may be done by other children.

Any suspicions or allegations that a Member of Staff might be bullying a child must be reported to the Child & Coach Protection Officer and will be dealt with through normal employment disciplinary procedures.

Bullying can be difficult to pick up because it often happens away from others and victims do not tend to tell. However you can watch for signs that may indicate the presence of bullying. The following signs are common in victims of bullying behaviour:

Hesitates to come to training/programme/session

Is often the last one picked for a team or group activity for no apparent reason, or gets picked on when they think your back is turned.

Is reluctant to go to certain places or work with certain individual/s

Has clothing or personal possessions go missing or damaged.

Has bruising or some other injury.

Keeps 'losing' their pocket money.

Is quite nervous, withdraws from everybody else and becomes quiet and shy, especially in the case of those who are normally noisy and loud.

Though usually quiet, they suddenly become prone to lashing out at people, either physically or verbally.

Action to Help the Victim(s) and Prevent Bullying;

Take all signs of bullying very seriously.

Encourage all children to speak and share their concerns, however trivial they may seem.

Create an open environment where children feel that they can tell the person in charge or someone in authority about behaviour , which concerns them.

Take all allegations seriously and take action to ensure the victim is safe.

Speak to the victim(s) and the person thought to be bullying separately.

Reassure the victim(s) that you can be trusted and will help them, although you cannot promise not to tell anyone else.

Keep a record of what is said I.e. what happened, who did/said what, where and when it occurred, who else was present etc.

Report any concerns to the Child & Coach Protection Officer.

Action towards the Person Bullying

It is important to focus on the bullying behaviour-not to label the alleged perpetrator.

Do not accuse the perpetrator of being a "bully"- refer to what has happened.

Talk with the person about their behaviour. Explain the situation and try to get the person to understand the consequences of their behaviour.

If appropriate, seek an apology from the person to the victim(s)

If appropriate, there may need to be some negotiated recompense for the victim.

Impose sanctions as necessary.

Encourage and support the person to change their behaviour.

Keep a written record of action taken.

In the case of an adult (whether or not a Member of Staff) bullying a child, the Child & Coach Protection Officer must be informed and disciplinary action may need to be taken

In the case of bullying by a child then it may be appropriate to inform the child's parents of the concerns and the actions taken in regard to the child's behaviour. It would always be wise to involve a third party in such a discussion or meeting.

Code of Conduct for the Care of Children and Young People

To minimise the risk of abuse (or any false accusations of abuse) the following guidelines for all Tweedmouth Rangers Football Club staff involved with young players must be followed:

Always

- Treat everyone with respect and encourage players and staff to do the same.
- Be aware of risks-even in situations, which require sensitivity, such as dealing with bullying, bereavement or abuse.
- Work with children or young people in a public and open environment.
- Work in pairs when dealing with potentially hazardous situations such as going into changing rooms to administer first aid.
- Encourage open and frank communication between coaches and players.
- Encourage children to feel comfortable when reporting problems or behaviour they do not like.
- Follow up any concerns, allegations or complaints made by children.
- Behave in a professional and careful manner-and insist that others do the same.
- Follow the procedures and good practice outlined in this policy.
- Be willing to listen to advice and to adapt your own practice when necessary.

Never

- Spend time alone with an individual child or show favouritism toward any child.
- Work or talk with players in private or unobserved.
- Take children or young people alone on car journeys, however short.
- Take or invite children or young people to your home.
- Agree to meet with children outside of football.
- Allow or engage in 'horseplay' such as tickling or wrestling.
- Allow or engage in any inappropriate touching-ideally avoid all physical contact with players.
- Allow or engage in lewd or sexually suggestive talk or joking.
- Get drawn into attention seeking behaviour such as tantrums or crushes.
- Assume that your good name or reputation will protect you.
- Trivialise, joke about or exaggerate child abuse.
- Jump to conclusions about individuals.

Don't believe 'it could never happen to me'. Take care to make sure that it can't'.

Coach Recruitment

Apply agreed procedure to all coaches and volunteers

In order to minimise risk and to ensure appropriate safeguards are in place, Tweedmouth Rangers Football Club will take all necessary steps to ensure that all applicants go through a rigorous

recruitment programme, which involves taking all necessary steps to ensure that young players are protected.

Treat all applicants for positions involving contact with children in the same way.

On issuing the Job Description, person specification and application form, the applicants should submit their Application Form detailing previous experience in working with young players and also identifying at least two references. It is advised that one should be associated with former work with children or young people and one with previous sport involvement.

Gain a degree of background knowledge from a person who has experience of the coach working with young players.

Tweedmouth Rangers Football Club will investigate each reference given. Referees will be sent a reference form to complete and will investigate the coach's previous experience.

Where the coach has no previous experience of voluntary or paid contact with young people, two references will be sought from reputable persons (not relative) who can comment on the applicant's character and relationship's with others.

In addition, successful candidates will be asked to complete an Enhanced Disclosure Scotland Application and appointment will be subject to satisfactory response from Disclosure Scotland.

Explore all applicants' experience of working with young people in an interview before appointment.

On successful completion of the Application Form and the Enhanced Disclosure Check results, the applicant will be invited for interview, at which the applicants' level of experience with working with young people will be explored.

Make all appointments conditional on the successful completion of probation.

Once selected for the position, the coach goes through an Induction Programme and has their roles and responsibilities clearly marked out for them. An experienced coach will then mentor the new recruit for a probationary period of 3 months. In addition, a Personal Details Form is required to be filled out to be kept on file.

On completing a successful probationary period, the new recruit will be established as a coach/manager/official. From then, supervision and performance review will be undertaken in the normal course of coaching management.

I confirm that I have read and understand the attached Child and Coach Protection Policy.

Name-----

Signature-----

Date-----

DOCUMENT CONTROL

Mandatory Review Date (to be reviewed and published annually)

Review Date – 1st July 2019 -