



PACES SAFEGUARDING POLICY

PACES acknowledge our 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 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 (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding Children 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, race, sexual orientation, faith or belief • 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 recognise the responsibility to ensure that our work delivers this, and our staff understand the importance of this.

PACES have 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

We will ensure our recruitment procedures are strong including: Specifying what the role is and what tasks it involves • We will request identification documents • As a minimum we will meet and chat with the applicants and where possible interview people before appointing them • We will ask for and follow up with 2 references before appointing someone • where eligible require an accepted Enhanced Criminal Record Check (CRC) with Barring List Check.

If concerns are made regarding PACES practices or staff, the first point of contact will be Jim McGettrick who is PACES Welfare Officer. The parents/guardians of participants will be given information on who to contact externally in each sport to ensure that there is clear opportunity for concerns to be raised.



WELFARE PROCESS POLICY

We at PACES ensure that children and young people are safe during their time with us. If any concerns are raised regarding PACES provision the following process is in place to ensure that the welfare of Children and Young People are paramount.

- 1) **Contact PACES Welfare Officer Jim McGettrick**
 - a. **Contact Details**
 - i. jim.mcgettrick@paces.co.uk
 - ii. **07799021482**
- 2) Jim will then take advice from the County Welfare Officer in place for that sport
 - a. Make a note of what has been raised
 - b. file the note with the CWO for records
 - c. If appropriate deal with the situation
 - d. If not appropriate escalate after taking advice
- 3) Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Social Care or the NSPCC.
- 4) 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 or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted
- 5) Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility if you are worried about a child it is important that you report your concerns – no action is not an option.
 - a. If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
 - b. If the issue is one of poor practice the Club Welfare Officer will either: • deal with the matter themselves or • seek advice from the CFA Welfare Officer
 - c. If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Social Care.
 - d. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let Jim McGettrick know what action you have taken, they in turn will inform the CFA Welfare Officer.
 - e. If at any time you are not able to contact your Jim McGettrick or the matter is clearly serious then you can either: • contact your CFA Welfare Officer directly • contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com • contact the Police or Children's Social Care • call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk



Sign In and Sign Out Procedure

- All players must sign in and sign out with a parent or guardian.
- Parents are not permitted to drop off without signing in
- Children will not be permitted to leave the provision without a parent or guardian signing out with the member off staff leading the centre.

Anti Bullying Policy

Paces recognise and undertake The FA's anti Bullying policy which can be found in The FA's anti Bullying Policy for clubs.

Equality Policy

PACES are responsible for setting standards and values to apply throughout the club at every level. Sport belongs to and should be enjoyed by anyone who wants to participate in it.

PACES in all its activities will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. PACES will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

PACES 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 racially based harassment or other discriminatory behaviour, whether physical or verbal. The club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs

PACES is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities to promote the eradication of discrimination and promote equality in Sport.

PACES 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 Equality Act 2010.

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

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