

Fraserburgh Football Club Limited



Policy Statement & Code of Good Practice and Procedures

*In Relation to Safeguarding the Welfare
of All Young Persons Under 16 Years of
Age with whom the Club is Associated*

Reviewed July 2020

Incorporated under the Companies Acts and Registered in Scotland (Regd. No. SC187738)

Registered Office: - 83 Broad Street, Fraserburgh, AB43 9AX.



Policy Statement

Fraserburgh Football Club is committed to practice which protects young persons under 16 years of age from harm whether in the form of physical abuse, emotional abuse, sexual abuse or neglect.

Fraserburgh Football Club is committed to implementing this policy statement and to safeguard young persons under 16 years of age by: -

- having in place Child Protection Guidelines as set out in the following code of conduct for all directors, committee members, players, coaching and other staff and volunteers
- sharing information about young person protection and good practice with young persons under 16 years of age, parents/guardians, directors, committee members, players, coaching and other staff and volunteers
- sharing information about concerns with agencies, who need to know, and involving parents/guardians and young persons under 16 years of age appropriately
- following carefully procedures for recruitment and selection of staff and volunteers; and
- providing effective management for staff and volunteers through supervision, support and training.

Fraserburgh Football Club (hereinafter referred to as “the Club”) is also committed to reviewing this Policy Statement and the following Code of Good Practice and Procedure and Appendices attached hereto at regular intervals.



Code of Good Practice and Procedure

1. Duty to safeguard young players

It shall be the duty of all directors, committee members, players, coaching and other staff and volunteers engaged by or involved with the Club (which directors, committee members, players, coaching and other staff and volunteers engaged by or involved with the Club are hereinafter collectively referred to as “the Club Officials” or, if any one of the Club Officials is hereinafter referred to in the singular, he/she is hereinafter referred to as “Club Official”) to prevent the physical, sexual, verbal or emotional abuse or neglect of the young players with whom they come into contact.

This duty shall be brought to the attention of all existing and any new Club Officials and to parents or guardians of any young persons under the age of 16 years with whom the Club is associated (which young persons under the age of 16 years are hereinafter referred to, when referred to in the plural, as “young players” or, when referred to in the singular, as “young player”.)

2. Duty to minimize the opportunity for abuse

The Club imposes upon all the Club Officials a duty to plan activities so as to minimize situations where it may be possible for a young player to be abused.

Methods of discharging these Guidelines shall include, but shall not be solely restricted to, the following guidelines: -

(i) Every Club Official shall as much as reasonably practicable keep to a minimum the occasions when he/she meets with a young player or young players away from the football club situation or meeting place without a parent/guardian or other adult present;

(ii) Except either (a) in the event of an emergency (e.g. for health and safety reasons) or (b) with the written permission of a young person’s



parent/guardian and a paid Club Official or a Director of the Club, no Club Official shall be alone with a young player or young players in any dressing room or other room without a parent/guardian or other adult present. This duty is also designed to protect Club Officials from any mischievous or false allegations of wrongdoing;

(iii) Except either (a) in the event of an emergency (e.g. for health and safety reasons) or (b) with the written permission of a young person's parent/guardian and a paid Club Official or a Director of the Club, all unsupervised contact between a Club Official and a young player or young players on a one to one basis shall be avoided;

(iv) No Club Official, whether an employee or a volunteer, shall be appointed to a coaching role or a role in the Club requiring the supervision of young players after the date of adoption of this Policy Statement and Code of Good Practice and Procedure by the Club, without -

(a) being disclosed through the PVG Scheme;

(b) agreeing to abide by and signing to that effect a copy of this Policy Statement and Code of Good Practice and Procedure;

3. Management of All Club Officials To Protect Young Players

The duties set out in Guideline 2 of this Code shall also be the responsibility of all existing Club Officials from the date of adoption hereof by the Club.

4. Clear Definition of Roles of all Club Officials Involved in the Coaching of Young Players

As unclear roles, responsibilities and accountability can conceal and perpetuate abuse, each Club Official involved in coaching young players shall enter into with the Club a Coaching Agreement that will set out the role, responsibility and accountability of such Club Official and give a clear written description of the work he/she is expected to do.



5. Use of Supervision as a Means of Protecting Young Players

The Team Manager and all other Club Officials involved in coaching young players shall meet regularly to review and plan work programmes involving young players.

At such meetings it shall be the responsibility of those attending to explore, discuss and review the personal relationships of all Club Officials involved in coaching young players and consider and explore further and fully if there are any detectable signs of abuse, including, but without prejudice to the foregoing generality, any signs of favouritism, and/or harsh treatment.

It shall be the responsibility of all Club Officials to observe all the other Club Officials involved in the coaching or supervision of young players and report any concerns to the Team Manager or the Club's Youth Protection Co-ordinator.

6. The Club's Guidelines on How to Deal with the Disclosure of Suspicion of Abuse

The Club recognizes that Club Officials may gain the trust of a young player to such an extent that it is to them a young player may turn when wanting to share unhappiness about being abused, whether at the Club or at home or elsewhere, and not know how to deal with such disclosure.

In the event that a Club Official or young player wishes to disclose details of abuse known to them or they suspect that abuse may have taken place, the following guidelines should be followed: -

- all Club Officials should remember their duty to prevent abuse, including the duty to report any abuse discovered or suspected
- all Club Officials have a duty to report any abuse if disclosed or suspected to the Club's Youth Protection Co-ordinator

In the event that any abuse is reported to the Club's Youth Protection Co-ordinator, it should be noted that the Club will be obliged or entitled: -

(a) to report all sexual and physical abuse amounting to a criminal offence to either the Social Work Department Child Protection Team or the local police;



(b) to have the Team Manager and/or the Assistant Team Manager and at least one director of the Club carry out an internal investigation of any other incident of abuse which in the opinion of the Club's Youth Protection Co-ordinator falls short of a criminal offence;

(c) while investigations are being conducted into an incident of alleged abuse, to consider suspending from Club duties till further notice any Club Official suspected of abuse, - with full pay, in the case of a paid Club Official;

(d) to dismiss any Club Official from having control of young players or from his/her post in the event of the Club having reasonable grounds for believing that the Club Official has been guilty of abuse; and

(e) to seek assistance and support for any young player who is the victim of abuse.

The role of the Club's Youth Protection Co-ordinator is set out in Appendix G attached hereto.

The Club reserves the right at any time to seek guidance and advice from the local Social Work Child Protection Team, police or other agency in dealing with any allegations of abuse or in drawing up, revising or implementing this Code which is based on the recommendations contained in the Scottish Football Association's Player and Coach Protection Code of Practice for Football Clubs in Scotland.