



## Milford AFC Child Protection Policy

1. **Milford AFC** acknowledges its 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 Safeguarding Children - Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. 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, culture, language, racial origin, religious beliefs or sexual orientation.
  - 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 acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

**Milford AFC** recognises that this is the responsibility of every adult involved in our club.

3. **Milford AFC** has 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. It is noted and accepted that The Football Association's Child Protection Regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

4. We endorse and adopt The FA's Responsible Recruitment guide lines for recruiting volunteers and we will:
  - Develop a role profile.
  - Request identification documents.
  - As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing.
  - Require an FA DBS Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All our current members who are regularly caring for, supervising, training or being in sole charge of children and young people will be required to complete a DBS Enhanced Disclosure via The FA DBS Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of our club, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA DBS Unit Enhanced DBS Disclosure and that all decisions will be made in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant off ending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

Please note: The policy on DBS Enhanced Disclosures will be subject to change, in light of the Protection of Freedoms Act 2012. Further information will be provided on this via TheFA.com and via the County FA Welfare Officers.

5. **Milford AFC** supports The FA's Whistle blowing Policy. Whistle-blowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or within an independent structure associated with it. It can be used as an early-warning system or when it's recognised that appropriate actions have not been taken. This approach or policy is adopted in many different walks of life.

Any adult or young person with concerns about a colleague's conduct towards a child or young person can also use whistleblowing by calling **0800 169 1863** and asking for The FA's safeguarding team, or via email to: [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com)

Alternatively, concerns can be reported:

- Direct to the local Police or Children's Social Care services; or
- The Child Protection in Sport Unit at [cpsu@nspcc.org.uk](mailto:cpsu@nspcc.org.uk); or
- The NSPCC Helpline on **0808 800 5000** or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Our club encourages everyone to know about this information and utilise it if necessary.

6. **Milford AFC** has appointed a Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or CFA. The CWO is the first point of contact for all Club committee members regarding concerns about the welfare of any child or young person. The CWO will liaise directly with the CFA Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice and abuse amongst their Club members

7. **Milford AFC** acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in our league. 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 CWO or alternatively, in cases of serious bullying, we may contact the CFA Welfare Officer.

8. Respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by our Club. In order to validate these Respect codes of conduct the Club has clear actions it will take regarding repeated or serious misconduct at Club level and acknowledges the possibility of potential sanctions which may be implemented by the CFA in more serious circumstances. All registering members will be required to adopt the Respect codes.

9. **Milford AFC** has a zero-tolerance approach to online abuse and understands our responsibility to keep children safe – to the online environment as much as to the offline world.

The club follows best practice in social media and technology use. Club officials, match officials and parents/carers involved in football understand how their safeguarding responsibilities apply online.

To find out more about staying safe in a digital environment, please read The FA's guidance below: <https://www.thefa.com/football-rules-governance/safeguarding/section-6-safeguarding-in-the-digital-world>

The CEOP Safety Centre, which is run by the National Crime Agency (NCA), helps children and young people who are being sexually abused or are worried that someone they've met is trying to abuse them online. If you are a child or young person and someone you have met online is putting you under pressure to have sex or making you feel uncomfortable you [should report to CEOP](#). If the concern happens within a football context, then please also let your County FA know ([see list of contacts](#)) or The FA direct via [safeguarding@TheFA.com](mailto:safeguarding@TheFA.com).

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10. 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.
- To your club or league Designated Safeguarding Officer
  - To your County FA Designated Safeguarding Officer.
  - By emailing The FA Safeguarding Team at [safeguarding@TheFA.com](mailto:safeguarding@TheFA.com);
  - If urgent and you cannot contact your club, league or County FA Designated Safeguarding Officer, you can contact the NSPCC Helpline for expert advice and support on 0808 800 5000 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk)
  - If it is an emergency because a child or children are at immediate risk, then call the Police or Children's Social Care in your area.

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11. Further advice on Safeguarding Children matters can be obtained from:
- County Football Association's Welfare Officer:  
Jan Scott – Designated Safeguarding Officer Staffordshire FA  
E: [support@staffordshirefa.com](mailto:support@staffordshirefa.com)  
T: 01785 256994 Ext: 205
  - <https://www.thefa.com/football-rules-governance/safeguarding>
  - The FA Safeguarding Children general enquiry line 0845 210 8080

If you would like to learn more, why not complete The FA's 'Safeguarding For All' free online course below:  
<https://learn.EnglandFootball.com/courses/safeguarding>

Further details and information on The FA's Safeguarding Policy and Procedures is available via  
<https://www.thefa.com/football-rules-governance/safeguarding>

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