KNIGHTSWOOD FC

CLUB HANDBOOK

KNIGHTSWOOD FC

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KNIGHTSWOOD FC

ABOUT THE CLUB

Gary Soave Angela Bitters & William Edgar started Knightswood Football Club in 2013.

A group of young boys, including Gary's son, were looking to play for a local team within Knightswood. However, there weren't enough accessible football teams within the west end of Glasgow. It was at this point that Gary decided to start an age group with William and, after a successful first season, Angela Bitters came on board to launch a younger age group for her son, called the Mini Wood.

Both teams thrived, and Knightswood's name quickly became well known across local clubs and the wider community. The club expanded rapidly and soon found itself in a strong position to introduce additional age groups with the vision of building a fantastic youth academy in the West End of Glasgow.

KNIGHTSWOOD FC

Club History

Knightswood Juveniles History

Graham Haig founded Knightswood Juveniles in 1974, along with Davie Gilchrist, Tommy Gordon, and George Bonner.
All initial players came from the local area, and after the club's success in its early years, it began attracting players from further afield. Each year, the club continued to grow until it reached the top of the U21's league, widely regarded as the pinnacle of Scottish youth football.

Knightswood Juveniles won the Scottish Cup in 1988 and 2001, and were runners-up in 1992, 1995, 2004, 2009, and 2013. They also claimed the Lady Darling Cup (Scottish Consolation Cup) five times and were runners-up twice.
Competing consistently at the highest level, Knightswood Juveniles secured numerous honours including 11 West of Scotland Premier League titles and won trophies almost every season.

International recognition came in 1982, when the team travelled to Holland to compete in the European U18s Tournament, ultimately winning the Zeeburgia Tournament.

The club's most successful period came during the 2000s and 2010s, when they won 25 trophies and were crowned league champions eight times, finishing runners-up twice.

In 2013, founder Graham Haig made the difficult decision to retire from football. Around this time, Gary Soave approached Graham to discuss continuing the Knightswood legacy by forming a new U15 team. From this decision, the Knightswood Football Club that many know today was born.

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Club History

CHAIRPERSON INTRODUCTION

Welcome to Knightswood Football Club.
It is my pleasure and privilege to serve as Chairman and coach of what I believe is a fantastic, family-run club at the heart of our local community.

At Knightswood FC, the health, safety, and welfare of every child are our top priorities. We are committed to providing a fun, inclusive, and supportive environment where children and young people can learn and develop both football and life skills under the guidance of our SYFA-qualified coaches, all of whom are PVG-checked and appropriately trained.

We believe football plays an important role in the lives of children and young people — helping them build confidence, resilience, and teamwork. Our club provides a safe and welcoming environment where players can learn, grow, and enjoy the game, while developing respect for others and a sense of belonging.

As Chairman, I believe it is vital that we uphold an ethos that ensures:

- The welfare of our children is always paramount.
- The club remains open and inclusive to all, regardless of gender, race, nationality, ethnicity, religion, or sexual orientation.
- All players, coaches, and parents follow our Club Code of Conduct and demonstrate respect and sportsmanship at all times.

Together, we strive to make Knightswood Football Club not just a place to play football but a community that inspires success, teamwork, and pride.

KNIGHTSWOOD FC

CLUB STATEMENT

Knightswood FC strive to make a positive difference for everyone through sport and learning.
“Life is a gameof football, you need goals.”

CLUB VISION

The clubs vision is to build strong relationships within the community and to provideopportunities through sport.
Improve lives through football
To develop a first class football club that will provide the tools and skills for everyone to succeed in life





KNIGHTSWOOD FC

MEET THE KNIGHTSWOOD TEAM

Chairperson: Gary Soave
Club Secretary: Angela Bitters knightswoodfootballclub@gmail.com
Child Wellbeing Protection Officer: Denise Mullen
knightswoodfootballclubcwpo@gmail.com

- **Gerry McCarthy (Club Treasurer)**
- **Geraldine Abbott (Fundraising Co-ordinator)**
- **Graham Haig (Club Fundraiser)**
- **David Thomson (Head of Academy)**
- **Gary Docherty (Club Coach Co-ordinator)**
- **Tony Andrew (Head of Recruitment)**
- **John Miller (Club Liaison Officer)**
- **Emma Docherty (Mental Health & Wellbeing Officer)**
- **David Rowson (Media & Communications Officer)**
- **Richard McDonald (Health & Safety Officer)**

KNIGHTSWOOD FC

Club Constitution and Rules

1. Club Mission Statement

Since its inception, Knightswood Football Club has been proudly developed within the West End of Glasgow.

Football at youth level has long been recognised as an integral part of Scottish football. It is widely acknowledged that younger players should be taught the game in a structured, inclusive, and supportive environment that promotes teamwork, tolerance, and discipline.

The Scottish Youth Football Association (SYFA) has been entrusted with the administration, education, development, and discipline of the game at this level. Alongside this, the Scottish Football Association (SFA) promotes and develops football at all levels, while the Scottish Amateur Football Association (SAFA) serves as the national body for adult football in Scotland.

As a result, Knightswood Football Club has adopted a structured constitution to ensure the club operates in line with best practice, focusing on development, welfare, and community engagement.

2. Name and Colours

- The club shall be known as Knightswood Football Club.
- The official home colours shall be blue and white.
- The away colours shall be black and white.

3. Aims and Objectives

- To encourage participation and enjoyment of association football.
- To develop the skills of all participating players and officials.
- To promote health, fitness, and positive lifestyle choices for all participants.
- To provide a safe, positive, and inclusive environment for both developmental and competitive football.
- To create structured opportunities for players to participate in Fun Fours, 5-a-side, 7-a-side, 9-a-side, and 11-a-side formats.

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Club Constitution and Rules

- To provide, as and when required, and in conjunction with the Scottish Youth Football Association, SFA Development Plan, and local leagues, educational courses covering child wellbeing and protection, football development, drugs and alcohol awareness, health and wellbeing, first aid, and any other relevant topics for all participating players and officials.

- To promote sportsmanship and fair play among all young footballers, officials, and parents irrespective of gender, race, religion, or social status.

4. Membership of Knightswood Football Club

Player Membership

Membership of Knightswood Football Club shall include the following categories:

- Knightswood Tiny Academy: Under 5s to Under 6s
- Small-Sided Football: Under 7s to Under 12s
- 11-a-Side Football: Under 13s to Under 20s
- Adult Amateur Teams: Amateur and Over 35s

All member clubs must hold membership with the Scottish Youth Football Association (SYFA) and the Scottish Amateur Football Association (SAFA).

Each club in membership must be controlled and managed by a committee approved by the Chairperson. At least one committee member must hold:

- A current Scottish Football Association Coaching Certificate of a relevant standard, and
- A valid First Aid Certificate or Sports Injuries Certificate (to be obtained within six months of the club's initial acceptance into membership if not already held).

Insurance and Compliance

As a condition of membership, all clubs must maintain the required insurance cover as determined by the SYFA and SAFA.

Member clubs are required to:

- Uphold the constitution and rules of Knightswood Football Club and the SYFA.
- Fully implement all Player Protection Policies of the SYFA and policies and procedures of the SAFA.

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Upon acceptance into membership, all member clubs and their officials must provide a written acceptance of the Community Club's aims, objectives, expectations, rules, and disciplinary procedures.

Disclosure and Vetting

It is the responsibility of any coach, representative, or supervisor to disclose to the Club Executive any criminal record held against them, particularly any investigations or inquiries related to Player Protection matters, whether founded or not.

All prospective new members must:

- Appear before the Executive Committee for interview, and
- Be submitted for PVG (Protecting Vulnerable Groups) Disclosure Scotland checks through the SYFA before membership is granted.

Membership approval is dependent on the applicant's suitability as per the SYFA Player Protection Policy procedures. While a PVG Disclosure Scotland application is being processed, the proposed member may not work unsupervised with children.

Any official seeking membership of the club must complete both an SYFA Self-Declaration Form and a PVG Disclosure Scotland Application Form prior to approval



Disclosure SCOTLAND

5. Management

The Club shall be affiliated to the Scottish Youth Football Association (SYFA), the Scottish Amateur Football Association (SAFA) where an amateur team operates, and the Scottish Football Association (SFA) through participation in the West of Scotland Football League (WOSFL).

The management of the Club shall be vested in an Executive Committee, consisting of the Office Bearers, each of whom shall have one vote at any Club meeting. The Chairman shall have a casting vote.

Specific matters of policy not covered in this document are detailed within the Club Policy Statements document, and all members must adhere to the statements contained therein.

The Office Bearers of the Club shall consist of:

- Chairman
- Vice-Chairman
- Secretary
- Treasurer
- Child Wellbeing and Player Protection Officer
- Development Officer

All Office Bearers shall be elected annually at the Annual General Meeting (AGM).

The Trustees of the Club are Gary Soave, Angela Bitters, and Denise Mullen. Trustees are not subject to election and shall remain in position to provide continuity, governance, and oversight of Club operations and assets.

The Executive Committee shall have the authority to deal with any matters arising from the activities of the Club, its Member Teams, and all Club Members, as it sees fit.

Executive Committee meetings shall be held as and when required. The Secretary shall have the power to convene such meetings when necessary.

In the event of a vacancy among the Office Bearers during the season, the Executive Committee shall appoint a replacement at the next Executive Committee meeting.

General Committee meetings shall be held monthly, as advised by the Secretary. The Executive Committee may also convene a General Committee meeting as and when required. All Executive and General Committee members shall be given at least seven (7) days' notice of any General Meeting.

The General Committee shall consist of the Executive Committee plus one representative from each Member Team. Each Member Team present shall have one vote at General Committee meetings.
The agenda for all General Meetings shall be as follows:

- Chairman's Opening Remarks
- Apologies
- Minutes of the Previous Meeting
- Business Arising from the Previous Minutes
- General Secretary's Report
- Treasurer's Report
- Child Wellbeing and Protection Officer's Report
- Team Reports
- Any Other Competent Business (previously notified)

6. Annual General Meeting (AGM)
Knightswood Football Club shall hold an Annual General Meeting (AGM) each year. Only Executive Committee Members and General Committee Members, as defined in Section 5 – Management, are eligible to attend the AGM.
The Club Constitution may be added to or amended by a Resolution passed at an Annual General Meeting or at a Special General Meeting (SGM) duly convened for that purpose. Any proposed alteration shall require the approval of at least two-thirds (2/3) of those present and entitled to vote.
Notice from a Member Team of any proposed addition or alteration to the Constitution for consideration at the AGM must:

- Be submitted in writing by the proposer and seconder,
- Be signed by the respective team secretary, and
- Be submitted to the Club Secretary within the period specified in the AGM notice.

The Executive Committee shall also have the power to propose additions or alterations to the Constitution for consideration at the AGM.
A Special General Meeting (SGM) may be convened on the written requisition of one more than half of the General Committee. The General Secretary shall be responsible for issuing notice of such a meeting.

All Club Members must be given at least seven (7) days' notice of any Special General Meeting. The agenda for a Special General Meeting shall be restricted to the business stated in the notice.
Agenda for the Annual General Meeting

- Chairman's Opening Remarks
- Apologies
- Minutes of the Previous Meeting
- Business Arising from the Previous Minutes
- Secretary's Report
- Treasurer's Report
- Development Officer's Report
- Team Reports
- Changes to the Constitution & Rules
- Election of Office Bearers
- Appointment of Auditors
- Any Other Competent Business (previously notified)

6.1 Football Development Committee

To implement a consistent policy on playing systems, training methods, and player and official development, it is essential that all coaches share a unified approach aligned with the ethos and long-term vision of Knightswood Football Club.
Coaches are encouraged to:

- Embrace new ideas and innovative practices that support player and coaching development.
- Participate in training sessions and workshops delivered by other coaches within the club who can offer valuable insight or expertise.
- Collaborate openly to ensure that coaching standards and methods are consistent across all age groups and teams.

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7. Finance

- All club accounts shall be held in the name of Knightswood Football Club.
- The Club Treasurer shall be responsible for the management and oversight of all club finances.
- The Treasurer shall present the audited annual accounts at the Annual General Meeting (AGM).
- Any cheques or financial transactions drawn against club funds must be authorised and signed by both the Treasurer and the Club Secretary.
- Each age group shall produce a quarterly or annual financial statement detailing their individual income and expenditure.

All expenditure must receive prior approval from the Executive Committee before any purchase is made.
If a new Treasurer is appointed before the AGM, the club accounts must be audited prior to the appointment taking effect.
The Club may, where funds allow, contribute all or part of League Fees, Affiliation Fees, and Cup Entry Fees from the central fund for newly registered teams only. Existing teams will remain responsible for covering their own fees each season.
All equipment and funds obtained under the club's name are the property of Knightswood Football Club. In the event that an age group disbands, all equipment and funds must be returned to the Club Secretary within seven (7) days.
No Office Bearer, Executive Committee Member, General Committee Member, Club Official, or Club Member shall be personally or collectively liable for any club debt, unless that individual was solely responsible for incurring it.
Furthermore, no such individual shall derive any personal financial benefit from the activities of the Club or its member teams.
Authorised Office Bearers shall have the authority to initiate legal proceedings in the name of Knightswood Football Club where necessary.

8. Child Wellbeing Protection Officer and Disclosure Applications

As a condition of membership with the Scottish Youth Football Association (SYFA), Knightswood Football Club must complete the official membership application form and sign the required declaration authorising all club officials to undergo Disclosure checks.
Any official who refuses to complete a self-declaration form, fails to obtain a Disclosure check, or is deemed ineligible for SYFA membership by the SYFA Player Protection Panel shall not be permitted to hold membership within the club.
The Club shall appoint a Child Wellbeing Protection Officer (CWPO), whose contact details shall be communicated to all club members, players, and parents or guardians.

The Club and its officials acknowledge that the SYFA Child Wellbeing and Protection Policy, along with all associated and amended policies, shall be binding on the Club. All club members, including players, officials, parents, and spectators, must adhere to the Club's Code of Conduct at all times.

The Club must ensure that:

- All officials complete a PVG Disclosure Scotland application, a SYFA Disclosure Application Form, and a SYFA Self-Declaration Form.
- These forms are submitted to the relevant SYFA Protection Officer, who will forward them to Disclosure Scotland upon approval.
- All necessary Disclosure and Self-Declaration forms are requested through the local SYFA Protection Officer or the SYFA National Secretary.
- All officials are fully conversant with both the Club's Protection Policies and the SYFA Child Wellbeing and Protection Policy.
- All officials are fully conversant with the Club Constitution and Rules and the SYFA Constitution and Rules.

The Club is committed to protecting all players and officials from every form of abuse and to maintaining the highest standards of safeguarding practice. All officials are required to report any concerns or suspicions of abuse to the relevant Protection Officer. The Club is dedicated to identifying and eradicating poor practice in all forms. In cases of reported abuse, the Club shall maintain strict confidentiality. Information shall be shared only on a need-to-know basis with individuals directly responsible for ensuring the child's health, welfare, and safety.

Note: Every individual involved in grassroots football holds a duty to report any suspected or alleged cases of abuse to the appropriate Protection Officer. It is not the responsibility of any club official to determine whether or not abuse has occurred.

9. Discipline and Appeals

All member clubs, officials, and players of Knightswood Football Club shall adhere to the disciplinary procedures established by the Club, the Scottish Youth Football Association (SYFA), and any other relevant Leagues or Associations.

Any complaints regarding the conduct or behaviour of members must be submitted in writing or by email to the Club Secretary.

The General Committee shall convene to review and hear complaints within fourteen (14) days of a complaint being received. The Committee reserves the authority to impose suitable disciplinary action, which may include, but is not limited to, the termination of membership.

The outcome of any disciplinary hearing shall be communicated in writing to both the complainant and the member against whom the complaint was made, within seven (7) days of the hearing.

Any member subject to disciplinary action shall have the right of appeal to the General Committee. Appeals must be submitted in writing to the Club Secretary.

The General Committee shall consider the appeal within fourteen (14) days of receiving the notice of appeal.

10. Dissolution

In the event of the dissolution of the Club, all remaining assets shall become the property of Knightswood Football Club.

Any decision to dissolve an individual age group within the Club must receive prior authorisation from the Club Secretary.

Should an individual age group be dissolved, all assets, equipment, and funds associated with that age group shall automatically become the property of Knightswood Football Club.

CLUB KIT POLICY

11. Club Colours and Kit Policy

The Club Colours are a registered design with the Scottish Youth Football Association (SYFA) and must not be altered or changed in any way. Adherence to this rule is mandatory, and any breach will constitute a violation of the Knightswood Football Club Constitution.

11.1 Club Kit Regulations

- All official Club Kit must be purchased through the Club's approved supplier and receive approval from the Club Secretary.
- Managers and Coaches are required to wear official Club Kit during training sessions and matches. For Scottish Cup fixtures, a shirt and tie must be worn.
- Club Kit must only be worn when representing the Club at training sessions, matches, or official club activities. This restriction exists to prevent any behaviour that could potentially bring the Club into disrepute.
- Managers and Coaches are responsible for ensuring that all players are correctly attired in the appropriate kit.

11.2 Sponsorship and Funding

Each team is responsible for securing its own sponsorship to fund the purchase of kits, coats, bags, bottles, hats, and other related items.

11.3 Ownership and Care of Club Kit

All kit purchased through the Club remains the property of Knightswood Football Club.

Any player leaving the Club must return all kit in good condition. Failure to do so may result in the Club taking appropriate action.

While registered with Knightswood Football Club, players are responsible for the care, maintenance, and safekeeping of all kit and equipment issued to them. Any loss or damage will be the responsibility of the player to replace.

Coaches and Managers must inform players that Club Kit is solely for use at official Knightswood Football Club matches, training sessions, and tournaments, and must not be lent or worn by any other person.



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PLAYERS CODE OF CONDUCT

12. Players' Code of Conduct

At Knightswood Football Club, we all share a collective responsibility to promote the highest standards of behaviour both on and off the pitch. As a player, you play a vital role in upholding these standards. Fair Play and Respect are at the heart of our game, and every player is expected to follow this Code of Conduct to Honour Our Game.

When Playing Football, I Will:

- Always work hard to learn, improve, and play to the best of my ability.
- Play fairly, showing good sportsmanship and respect to honour the spirit of the game.
- Be a team player and treat others as I would wish to be treated.
- Show respect towards my teammates, opponents, officials, and myself regardless of the result.
- Abide by the rules of football, the Club's rules, and always respect the referee's decisions.
- Train with the same commitment and attitude expected in matches, working for the benefit of the team, not just myself.
- Treat training as a learning environment be creative, take risks, and learn from mistakes.
- Value the opposition by playing hard, fair, and within the spirit of competition.
- Shake hands with the opposition and match officials at the end of each game.
- Lead by example, both on and off the pitch.
- Listen carefully to and respond positively to coaching instructions.
- Accept all coaching and team selection decisions made by my coach or team manager.



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Commitment and Responsibilities:

- Arrive on time for all training sessions and matches.
- Notify the coach in advance if unable to attend training or a match.
- Ensure all fees are paid on time and up to date. If experiencing financial difficulty, contact the team secretary or coach to make suitable arrangements.
- Pay any disciplinary fines imposed by the league or SYFA, if applicable.
- Take care of all issued club kit and equipment, and return items in good condition when leaving the Club. Failure to do so may result in appropriate action.
- Represent Knightswood Football Club with pride and integrity, maintaining high standards of conduct both on and off the pitch.
- Refrain from using inappropriate language or gestures, and avoid all forms of violent or unsporting behaviour.
- Assist injured opponents when necessary, showing respect and compassion irrespective of the match outcome.
- Speak to someone I trust such as my coach, team manager, or the Club Welfare Officer if I am unhappy or concerned about anything at the Club.

Consequences of Misconduct:

I understand that if I fail to follow this Code of Conduct, disciplinary action may be taken by Knightswood Football Club, the League, or the National Association.

SHOW CLASS, HAVE PRIDE, DISPLAY CHARACTER AND A CAN DO ATTITUDE THEN WINNING TAKES CARE OF ITSELF.

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COACHES CODE OF CONDUCT

13. Coaches and Club Officials Code of Conduct
At Knightswood Football Club, coaches and club officials hold positions of significant responsibility. You serve as a role model to players, parents, and the wider football community, and are central to promoting high standards of behaviour both on and off the pitch. All coaches and officials are expected to follow this Code of Conduct to Honour Our Game.
Responsibilities and Behaviour

As a coach or club official, I will:

- Show respect to all participants in the game, including match officials, opposition players, coaches, club officials, and parents.
- Understand and abide by the laws, rules, and spirit of the game, as well as any competitions in which I participate.
- Promote Fair Play and uphold high standards of behaviour.
- Work constructively with match officials, always showing respect.
- Never publicly criticise officials.
- Never engage in or tolerate offensive, insulting, or abusive language or behaviour.
- Place the well-being, safety, and enjoyment of each player above all, including winning.
- Clearly communicate expectations to players and explain what they can expect from me.
- Ensure that all parents and spectators have agreed to and understand the Players' Code of Conduct.
- Act with honesty and integrity in dealings with players, parents, guardians, and officials.
- Develop mutual trust and respect with players to support their self-esteem and personal growth.
- Encourage each player to take responsibility for their own behaviour and performance.
- Focus on identifying and promoting positive attributes, effort, and performance in all players.

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Coaching Practice

- Ensure coaching sessions are enjoyable, well-structured, and aimed at developing skills, decision-making, and understanding of the game.
- Maintain knowledge of first-aid procedures and ensure the first-aid kit is available at all times.
- Not engage in or condone violence of any form by any participant.
- Wear club-provided coaching kit at all training sessions, matches, tournaments, coaching courses, or when representing the club.
- Be familiar with and implement all SYFA and club policies and procedures, including completing the Child Wellbeing and Mental Health course.

Recruitment and Compliance

- All coaches will undergo a recruitment process, which includes completing a PVG check, providing two references, and registering personal details with the Scottish Football Association.
- I understand that failure to adhere to this Code of Conduct may result in action taken by the Club, League, or National Association.

A GOOD COACH CAN CHANGE A GAME
A GREAT COACH CAN CHANGE A LIFE.

KNGHTSWOODFOOTBALLCLUB

KNIGHTSWOOD FC

PARENTS & SPECTATORS CODE OF CONDUCT

14. Parents and Spectators Code of Conduct

At Knightswood Football Club, parents and spectators play a vital role in fostering high standards of behaviour and promoting a positive experience for all players. Children participate in football primarily for fun, development, and enjoyment. While winning is part of the game, it must never be at the expense of respect, fair play, or enjoyment.

All parents and spectators are expected to follow this Code of Conduct at all times.

Responsibilities and Behaviour

As a parent or spectator, I will:

- Remember that children play football primarily for fun.
- Applaud effort, skill, and good play, regardless of the result.
- Respect the decisions of match officials at all times.
- Remain outside the field of play or within designated Spectator Areas.
- Allow coaches to do their job and avoid giving players conflicting instructions.
- Encourage all players, including my child, and focus praise on effort and performance, not just results.
- Promote respect for opposition players, referees, and officials.
- Avoid criticising players for mistakes — mistakes are an essential part of learning.
- Never engage in or tolerate offensive, insulting, or abusive language or behaviour, either on or off the pitch.
- Recognise that my own behaviour influences players' behaviour both on and off the pitch.

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Supporting the Club and Coaches

- Develop a supportive and trusting relationship with both the coach and my child based on mutual respect.
- Support the coach's decisions and raise any concerns directly with the coach after training or matches, not during.
- Remember that when supporting my team, I am representing Knightswood Football Club.
- Refrain from posting comments on social media or websites that criticise referees, opponents, or match officials. Any such behaviour will be treated as a breach of SYFA disciplinary guidelines and may result in appropriate action by the Club.

Consequences of Misconduct
I understand that failure to follow this Code of Conduct may result in action taken by the Club, League, or National Association.

ALL PLAYERS NEED IS A LITTLE HOPE AND SOMEBODY WHO BELIEVES IN THEM. REMEMBER THESE ARE KIDS IT'S THEIR GAME AND OUR COACHES ARE VOLUNTEERS

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CHILDREN'S WELLBEING CODE OF CONDUCT

15. Children's Rights Policy Statement

Knightswood Football Club is fully committed to embedding a rights-based approach in Scottish football. The Club recognises and works within the general principles of the United Nations Convention on the Rights of the Child (UNCRC), including:

- Best interests of the child
- Non-discrimination
- Participation
- Survival and development

For the purposes of this policy, a child is defined as any individual under the age of 18 years. This policy applies to all children, regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status, or family circumstances.

The Club Will:

- Respect the rights of children as paramount in all decisions and activities.
- Provide opportunities for every child interested in football to gain a positive and rewarding experience.
- Include and involve children in decision-making, ensuring their voices are heard.
- Promote and implement policies and procedures to safeguard the wellbeing of children, protecting them from abuse, and ensuring they know what to do and who to contact if they need help.
- Promote and implement anti-bullying policies and guidelines, ensuring children know how to seek support.
- Require all staff, volunteers, and club members to adopt and comply with this policy.
- Train, support, and supervise volunteers and staff to adopt best practices in embedding children's rights in football and in promoting, protecting, and respecting these rights.
- Respond promptly and effectively to any concerns where a child's rights are being denied in football.
- Regularly monitor and evaluate the implementation of this policy and associated procedures, actively incorporating children's views in this process to strengthen our child-rights-based approach.

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16. Code of Conduct for Safeguarding Children's Wellbeing

This Code of Conduct outlines the standards and practices required of all Knightswood Football Club volunteers, coaches, and committee members when working with children and young people. For the purposes of Child Wellbeing and Protection, this includes all activities involving children and young people under the age of 18 years.

All concerns regarding breaches of this Code will be taken seriously and addressed in accordance with the Knightswood Football Club Responding to Concerns about the Conduct of an Adult policy and associated disciplinary procedures.

Good Conduct

All volunteers and officials must:

- Make football fun, enjoyable, and promote fair play.
- Treat all children equally, with respect, dignity, sensitivity, and fairness. (UNCRC Article 2)
- Build balanced relationships based on mutual trust.
- Prioritise the wellbeing and best interests of each child over winning or achieving performance goals. (UNCRC Article 3)
- Support children in understanding their rights in football and the safeguards in place to protect them.
- Include children in decisions and activities affecting them wherever possible, respecting and taking seriously their contributions. (UNCRC Article 12)
- Serve as an excellent role model, including avoiding smoking or alcohol in the presence of children.
- Always work in an open and visible environment wherever possible.
- Provide enthusiastic and constructive feedback, rather than negative criticism.
- Recognise and respect the developmental needs and capacity of children.
- Involve parents or carers wherever possible.

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Practice to Be Avoided

The following practices must be avoided in the context of your role within Knightswood Football Club:

- Developing ‘favourites’ among children, as this can lead to resentment, jealousy, or misinterpretation.
- Spending excessive amounts of time alone with children away from others.
- Subjecting children to excessive training or competition, or pushing them against their will, placing undue pressure on them.

Additional Practices to Be Avoided

- Entering children’s bedrooms on trips away from home, except in emergencies or for health and safety reasons. If entry is necessary, always knock, announce your presence, and leave the door open where appropriate.
- Performing personal tasks for children that they are capable of doing themselves.

Unacceptable Conduct

In the context of your role within Knightswood Football Club, the following practices are unacceptable and must not occur under any circumstances:

- Failing to act on, record, or acknowledge allegations or concerns raised by a child.
- Allowing bullying behaviour between children to go unchallenged.
- Displaying bullying behaviour or making inappropriate comments that cause emotional harm to a child.
- Allowing children to swear or use sexualised language without challenge.
- Engaging in sexually provocative games, including horseplay or touching a child in a sexually suggestive manner.
- Making sexually suggestive comments to a child, even in jest.
- Forming intimate emotional, physical, or sexual relationships with children.
- Engaging in rough physical contact with children.
- Establishing inappropriate contact with children via social media, online platforms, or mobile phones.
- Reducing a child to tears as a form of control.
- Inviting or allowing children to stay at your home.
- Sharing a room alone with a child.

17. Safeguards

Knightswood Football Club implements the following safeguards as a combination of best practice and guidelines to support both children and adults in a range of situations. These safeguards are designed to minimise risks identified through experience and risk assessment. While not every situation can be anticipated, the following principles provide an informed approach, applying common sense to ensure the safety and wellbeing of all participants.

Behaviours

- Managing Behaviour: Ensure positive guidance and interventions, addressing issues constructively.
- Physical Contact: Only use appropriate and necessary physical contact to support coaching or wellbeing.
- Sexual Activity: Absolutely prohibited in all circumstances with children under 18

.

Children's Health

- First Aid and Treatment of Injuries: Provide prompt and competent first aid; ensure a first aid kit is available at all times.
- Responding to Allergies: Identify children with allergies and ensure appropriate measures are in place to prevent and respond to allergic reactions.

Planning and Organisation

- Adult-to-Child Ratios: Maintain safe supervision levels for all activities.
- Collection by Parents/Carers: Ensure children are collected safely by authorised adults.
- Safe Use of Changing Facilities: Supervise changing areas appropriately, respecting children's privacy.
- Trips Away from Home: Plan activities and accommodation to ensure children's safety, wellbeing, and appropriate supervision.
- Transporting Children: Ensure safe and authorised travel arrangements, with consent from parents or carers.

Celebration and Communication

- Safe Use of Images of Under-18 Players: Follow guidelines for photography and video to protect children's privacy.
- ICT and Social Media: Use digital communication appropriately, avoiding one-to-one messaging and maintaining transparency.

These safeguards provide generic advice applicable to most situations and should be applied appropriately by staff or volunteers responsible for particular activities or events. Staff and volunteers must always exercise professional judgement and ensure the safety and wellbeing of children at all times.

BEHAVIOURS

18. Managing Behaviour

At Knightswood Football Club, it is recognised that members, staff, and coach volunteers may occasionally be required to manage children displaying challenging behaviour. These guidelines aim to promote good practice to help children manage their own behaviour, provide clear strategies for coaches and staff, and identify actions that are unacceptable.

Principles

The following principles underpin the Club's approach to managing behaviour:

- The welfare of the child is the paramount consideration.
- A risk assessment should be completed for all activities, taking into account the needs of all children involved.
- Children must never be subjected to harmful, abusive, humiliating, or degrading treatment and must always maintain their dignity and respect.
- No member of staff or volunteer should respond to behaviour using techniques for which they have not been trained.

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Planning Activities

- Coaching sessions should be planned to accommodate the needs of the group as a whole, as well as individual players.
- Risk assessments should identify children who may have presented challenges previously or who may require additional support.
- Strategies to manage potential risks should be agreed in advance of the session, event, or activity.
- Risk assessments should also determine the appropriate number of adults required to manage the session safely and support children effectively.
- All staff and volunteers delivering activities to children should receive training on these guidelines and be supported through regular supervision.

Agreeing Acceptable and Unacceptable Behaviours

- Club officials, coaches, children, and parents/carers should collaborate to develop a clear agreement on acceptable and unacceptable behaviour.
- They should also agree on appropriate responses to unacceptable behaviour (e.g., sitting out for a game).
- This agreement can be established at the start of the season, prior to a trip away, or during a welcome session.
- Behaviour and control should be regularly discussed with children, parents, and coaches, with reference to children's rights and responsibilities.
- Children can contribute by identifying acceptable and unacceptable behaviours and suggesting appropriate consequences.
- Once agreed, all group members should sign the agreement, and new members should do so upon joining.
- A visible copy of the agreement should be available for reference during activities.

Managing Challenging Behaviour

When dealing with risk-taking or unacceptable behaviour, coaches or officials may consider:

- Time Out — removing the child from the activity, group, or individual work.
- Making Up — supporting the child to make amends for their behaviour.
- Payback — giving something back to the group or activity.
- Behavioural Reinforcement — using rewards for positive behaviour and consequences for negative behaviour.
- Calming the Situation — discussing the issue with the child.
- Increased Supervision — providing closer monitoring by staff or volunteers.
- Individual Agreements or Contracts — outlining expectations for future participation.
- Consequences — such as missing an activity.

Unacceptable Methods

Adults and children must never manage behaviour using:

- Physical punishment or threats of physical punishment.
- Withdrawal of communication with the child.
- Deprivation of food, water, or access to changing facilities or toilets.
- Verbal intimidation, ridicule, or humiliation.

19. Behaviour Reviews, Physical Interventions, and Physical Contact

Behaviour Reviews

Knightswood Football Club officials and coaches should regularly review the needs of any child on whom consequences are frequently imposed. This review should involve the child and their parents/carers to ensure informed decisions are made regarding the child's future or continued participation in the group or team.
While all decisions should aim to maintain participation, if a child continues to present a high level of risk or danger to themselves or others, they may not be able to continue participating in activities safely.

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Physical Interventions

Physical interventions should always be avoided unless absolutely necessary to prevent a child from injuring themselves, others, or causing serious damage to property. Any physical intervention must form part of a broader approach to managing behaviour.
Before intervening, staff or volunteers should ask themselves:
“Is this the only option to manage the situation and ensure safety?”

Guidelines for physical intervention:

- Avoid contact with buttocks, genitals, or breasts. Interventions must never be interpreted as sexual.
- Physical interventions should only achieve an outcome in the best interests of the child.
- Consider the circumstances and risks of using intervention versus not intervening.
- The scale and nature of intervention must be proportionate to the behaviour and potential harm.
- Only use the minimum force necessary for the shortest period of time to avert injury or serious damage.
- Never employ interventions that present an unreasonable risk to children or adults.
- Physical intervention must not be used as a form of punishment.

Recording and Reporting:

- Any physical intervention used must be recorded immediately using the Club’s Concern Recording Form.
- The incident must be reported to the Child Wellbeing and Protection Officer as soon as possible.
- A timely debrief should be held with club officials, coaches, the child, and parents/carers to address physical and emotional wellbeing and to provide ongoing support.
- Discussions should also include the child and parents/carers regarding the child’s continued safe participation in the group, team, or activity.

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Physical Contact

- All physical contact must respect the needs and wishes of the child, promoting dignity and respect.
- Children should be encouraged to express their views regarding physical contact.
- Coaching techniques should primarily be delivered by demonstration, with clear explanation of any intended contact. Coaches should ask if the child is comfortable before providing manual support.
- Manual support must be proportionate and transparent, with educational instruction accompanying any contact.
- For personal tasks (e.g., toileting or changing), parents/carers and children should be consulted regarding preferences and methods of support.
- Coaches should develop routine practices in partnership with parents/carers to ensure children know what to expect.
- Coaches and officials must not undertake tasks for which they are not appropriately trained, such as manual assistance for a child with a physical disability.

20. Sexual Activity

Sexual activity in football, as in other activities, must be addressed clearly due to the potential risks and power imbalances involved.

Sexual Activity Between Children

- Sexual activity between children involved in football is prohibited during team events, in club facilities, or during social activities organised by Knightswood Football Club.
- Inappropriate or criminal sexual behaviour by a child may be reported to the child's Named Person and, where appropriate, to external agencies such as the police or social services.

Sexual Activity Between Adults and Children (16+)

- Sexual interactions between adults and children aged 16+ raise serious concerns due to the power imbalance inherent in the relationship, which may affect the child's ability to consent.
- Adults in positions of trust or authority (coaches, trainers, officials) must not engage in sexual activity with children in their care.
- Breaches will result in suspension and disciplinary action in accordance with BSC Glasgow Disciplinary Procedures, including contacting the police for criminal behaviour.

Sexual Activity With Children Under 16

- Any sexual activity with a child under 16 is a criminal offence. Immediate action must be taken to report the matter to the police.

21. Celebration and Communication
Safe Use of Images of U18 Players

Photographs, films, and video clips are commonly used to celebrate achievements, promote activities, and support performance development. These guidelines ensure that children are protected from misuse or harm while allowing these activities to take place.

Permission

- Children and their parents/carers will be informed that the child may be photographed or filmed for:
  a. Video footage for performance development
  b. Media coverage of an event or achievement
  c. Promotional purposes, e.g., club website or publications
- Written consent must be obtained from parents/carers for children under 16 using the Consent Form – U18 Players.
- Special care must be taken for vulnerable children, including those with disabilities or those at risk due to personal circumstances.
- Children with a public profile as a result of achievements are entitled to the same protections as other children. Decisions should always reflect the best interests of the child.

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Use of Images and Information

- No unsupervised access or one-to-one photography/video sessions unless explicitly agreed with the child and parents/carers.
- All photography/videoing equipment must be switched off before entering changing rooms.
- No photography or filming is permitted in changing areas, bathrooms, or sleeping areas.
- Images and accompanying information must only include appropriate personal details.
- Focus action images on the activity rather than the individual.
- For celebration images, group photos are preferred over individual images.
- Ensure all children are appropriately dressed (minimum: shirt and shorts).
- Images must not be shared externally without express permission from the child and parents/carers.



22. Taking of Images

Knightswood Football Club has established the following guidelines to ensure the safe and responsible use of photography and video involving U18 players:

- All players, parents/carers, and club members must sign to confirm they understand and will adhere to these guidelines.
- During training sessions, coaches and club officials may use equipment only for player development or performance analysis. Personal use of photography or video equipment, including mobile phones, is prohibited.
- External agencies must obtain permission from Knightswood Football Club before taking any images during training sessions, matches, or club activities.
- Photography or video for promotional, marketing, or social networking purposes must be authorised by the club.
- For safeguarding and safety reasons, players should not use mobile phones, tablets, or photographic/videoing equipment during training, matches, or other club activities.
- When images of U18 players are taken, arrangements may allow players and parents/carers to receive copies of the images or videos. Uploading these to personal or social media platforms is prohibited.
- The club may seek media publicity to promote football positively. Elite players receiving endorsements or sponsorship may welcome coverage, but all players, parents/carers, and media representatives must adhere to clear arrangements and ground rules for interviews, filming, and photography.

23. Matches / Events

- Photography or video during matches or events should be restricted to immediate family members for private, non-commercial purposes. Images must not be posted on personal social media or other online platforms.
- External agencies must obtain permission from Knightswood Football Club before taking any images during matches or club events.

24. Storage and Retention of Images

- All negatives, video copies, and digital photograph files must be stored securely and only retained as long as necessary for the purposes for which they were taken.
- At the end of each season, all images, negatives, and video files should be reviewed to determine whether they should be archived securely with restricted access or safely disposed of.

25. Misuse of an Image

- If at any time the use of an image or related information appears inappropriate, the incident must be reported immediately to the Child Wellbeing and Protection Officer using the Concern Recording Form, as outlined in the Responding to Concerns about a Child Procedure.

26. Concerns

- Any behaviour that could reasonably be viewed as inappropriate in relation to photographing or filming should be reported to the Child Wellbeing and Protection Officer, who will seek an explanation.
- If a satisfactory explanation is not provided, the circumstances must be reported in line with the Responding to Concerns about the Conduct of an Adult Procedure.
- Where appropriate, concerns may also be reported to the police.

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MENTAL HEALTH STATEMENT POLICY

27. Mental Health and Wellbeing

Knightswood Football Club recognises that playing football not only supports physical health and fitness, but also contributes significantly to mental wellbeing. Just as we pay attention to physical fitness, mental fitness deserves equal focus.

Participation in football at Knightswood FC helps:

- Increase self-esteem and confidence
- Reduce social isolation
- Create a sense of belonging
- Improve social skills

Club Commitments

- Knightswood FC will encourage and promote mental health awareness, including via social media, to help break down the stigma around mental health.
- All coaches and club officials will complete a mental health and wellbeing online course to understand the principles of mental health in sport.
- The club will continue to promote positive activities that enhance wellbeing, including:
  - Building strong relationships
  - Being physically active
  - Learning new skills
  - Performing acts of kindness
  - Practising mindfulness

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Understanding Mental Health and Wellbeing

- Like physical health, mental health affects everyone and is not a reflection of personal weakness or lack of character.
- Mental health encompasses emotional, psychological, and social wellbeing, influencing how we:
  - Think, feel, and act
  - Handle stress
  - Relate to others
  - Make decisions
- Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Wellbeing refers to the wider set of feelings and thoughts that influence our emotions and daily behaviour. It is affected by factors such as:

- The quality of relationships
- Engagement with family, peers, and the community
- Ability to cope with daily stressors

Mental wellbeing is dynamic, changing day-to-day, month-to-month, or year-to-year. It can be characterised by periods of confidence, engagement, and productive living, as well as periods when coping may be more difficult.

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HE VISION FOR WELLBEING IN SPORT

28. Mental Health Vision and Support

Vision:

Knightswood Football Club is committed to ensuring that everyone involved in sport is aware of the importance of looking after their own mental health, and that of others, promoting a healthier lifestyle and positive wellbeing.

Delivering the Vision

- Encourage and facilitate a collaborative approach to raising awareness and understanding of mental health and wellbeing in sport.
- Support players, coaches, officials, and parents to recognise the signs of poor mental health and to access help where needed.

Accessing Support

- If you have concerns about your mental health, contact your GP, who can provide advice and guidance on treatment.
- You can also contact mental health support organisations, which offer free, confidential advice and support.
- All members are encouraged to seek help early and to support others in accessing appropriate mental health resources.

SAMH
for Scotland's mental health

BREATHING SPACE

MEN MATTER

Place 2Be

mind
for better mental health

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WELLFARE AND PRIVACY POLICIES

29. Anti-Bullying Policy

Knightswood Football Club is fully committed to safeguarding the wellbeing of all children in its care. We recognise that bullying behaviour can seriously impact a child's wellbeing.

We acknowledge the guidance provided by respectme, Scotland's Anti-Bullying Service:

"Bullying is never acceptable; it doesn't make a child better or stronger to get through it and it should never be seen as a normal part of growing up. Bullying is a behaviour that can make a child feel frightened, threatened, left out and hurt. Something only has to happen once to make a child feel worried or scared to go to school or other places they enjoy going."

For the purposes of this policy, a child is defined as anyone under the age of 18. This policy applies to all children regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status, or family circumstance.

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Club Commitments

Knightswood Football Club will:

- Respect the rights of children as paramount.
- Develop positive relationships among children and adults that are mutually respectful, responsible, and trusting, promoting emotional health and wellbeing.
- Prevent, reduce, and respond effectively to bullying behaviour through the implementation of this policy and guidelines.
- Require all staff and volunteers to adopt and abide by this policy.
- Train, support, and supervise staff and volunteers to adopt best practices for preventing, reducing, and responding to bullying.
- Address the needs of both children who are bullied and those who engage in bullying, using a framework of respect, responsibility, resolution, and support.
- Respond to any concerns raised regarding poor practice, misconduct, or abuse caused by an adult's bullying behaviour.
- Highlight and address bullying based on prejudice or perceived differences, ensuring our practices are effective in dealing with these issues.
- Regularly monitor and evaluate the implementation of this policy, incorporating children's views in the process.

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30. Privacy Policy

Knightswood Football Club is committed to protecting the privacy and personal information of all members, players, parents, volunteers, and staff. This Privacy Notice explains how we:

- Collect, use, and store personal information
- Ensure your information is kept secure
- Comply with applicable data protection laws

As the data controller, Knightswood Football Club is responsible for the processing of any personal data you provide. We take reasonable measures to prevent unauthorised access, use, or disclosure of your information.

If you want, I can now expand this section into a full Privacy Policy, covering:

- Types of personal data collected
- Purposes of processing
- Data sharing and disclosure
- Storage and retention
- Your rights under data protection law
- How to contact the club about privacy concerns



31. Personal Data

What Personal Data We Hold

Personal data is any information that can identify an individual. Knightswood Football Club collects, uses, stores, and transfers some personal data of our participants, their parents or guardians, and other Club members.

We may collect personal data when you:

- Register with the Club
- Fill in forms at an event or online
- Correspond with the Club via phone, email, or other methods

The information we may collect includes:

- Name, date of birth, address, email address, phone number, and gender
- Emergency contact details
- Relevant health information (classified as special category personal data) for health, wellbeing, welfare, and safeguarding purposes

Where such data is collected, it will only be held with the explicit consent of the participant or, where applicable, the participant's parent or guardian. Note: If personal data required to fulfil Club responsibilities is not provided, we may not be able to honour or administer your membership.

Why We Need Your Personal Data

Personal data is used only for the purpose it is provided. We need this information to:

- Run the Club and arrange matches
- Administer memberships and provide membership services
- Fulfil our contractual obligations to participants and members

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Who We Share Your Personal Data With

Your personal data may be shared with:

- Leagues and Associations: Scottish Football Association (SFA), Scottish Youth Football Association (SYFA), Central Scotland Football Association (CSFA), Glasgow League (GADYFL), Paisley Johnston League (PJDYFL) for registration, matches, tournaments, events, and affiliation purposes
- Third parties: referees, coaches, and match organisers, strictly for specified purposes and under our instructions
- Legal obligations: where disclosure is required to comply with the law or to protect the rights, property, or safety of participants, members, or others

Some data may be transferred outside the UK, but only with appropriate safeguards to ensure its security.

Protection of Your Personal Data

We have implemented appropriate security measures to prevent personal data from being:

- Accidentally lost
- Used or accessed without authorisation
- Altered or disclosed inappropriately

32. Retention of Personal Data

- Personal data is retained while participants or members are actively involved with the Club.
- Data will be deleted within 2 years after a participant or member has left, unless retention for legal or regulatory purposes is required.
- Personal data is stored securely on password-protected systems.
- If you wish your personal data to be deleted earlier, please contact: knightswoodfootballclub@gmail.com.

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33. Use of Personal Information

Knightswood Football Club processes personal information for the following purposes:

- Maintaining the membership database
- Informing members of club events
- Contact regarding membership or application matters
- Internal use to improve services and resolve issues

34. Disclosure of Personal Data

- Your personal data may be shared with partners for payment processing or communication purposes.
- Data may be disclosed to football regulatory bodies (e.g., SFA, SYFA) as required.
- Disclosure may also occur if obliged or permitted by law.

35. Timescale for Retention

- Personal data is maintained for the duration of membership.
- Upon resignation or cessation of membership, data will be deleted within 2 years.

36. Your Rights Regarding Personal Data

As a data subject, you may:

- Request access, rectification, or erasure of your personal data
- Restrict or object to certain types of processing, including direct marketing
- Request portability of your personal data
- Lodge a complaint with the Information Commissioner's Office (ICO)

Note: Providing personal data is not mandatory, but without it, the Club may not be able to register or administer your membership.

- Knightswood Football Club will update this Privacy Notice as necessary and notify members of changes.
- For questions, contact the Club Secretary.

37. Equality Statement

- Knightswood Football Club is committed to eliminating all forms of discrimination within its structures.
- The Club takes a zero-tolerance approach to discrimination, harassment, victimisation, or bullying.
- The Club is responsible for monitoring implementation of the Diversity and Equality Policy, overseeing the Equality Action Plan, and ensuring progress toward equality goals.

38. Racism

- Knightswood Football Club supports the SFA's zero-tolerance approach to racism and all forms of discrimination.
- Any discriminatory abuse, including race, ethnicity, sexual orientation, gender, faith, age, ability, or other forms of abuse, will be reported to the relevant Football Association for action.

39. Social Media & ICT Policy

- The Club recognises the importance of social media and technology for communication and celebration of achievements.
- Knightswood Football Club may contact players and parents/carers via text, email, or social networking platforms depending on the activity.
- Members must adhere to responsible online behaviour, respecting the rights and wellbeing of others.

40. ICT & Social Media Policy

Knightswood Football Club recognises the importance of digital communication, social media, and ICT in supporting club activities, sharing information, and celebrating achievements. At the same time, misuse of technology can pose significant safeguarding risks for children and adults.
Safeguarding Risks for Children

Children may be at risk from:

- Inappropriate access to, use of, or sharing of personal details (e.g., names, email addresses)
- Unwanted contact by adults with wrongful intent
- Receiving offensive or inappropriate material
- Online bullying
- Grooming for sexual abuse
- Direct contact and abuse

Risks for Adults

Adults must be aware that misuse of ICT or social media may result in:

- Misinterpretation of their communications with children
- Potential internal or statutory investigation
- Potential disciplinary action

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1. Text & Email Communications

All communications with children should be open, transparent, and appropriate. Best practice includes:

- Obtaining parent/carer consent for all children under 16. For children aged 16–17, consent is not legally required, but parents/carers should be informed.
- Using only the parent/carer-provided phone number/email for contact.
- Offering parents/carers the option to be copied into all messages sent to their child.
- Keeping children's phone numbers and email addresses secure and confidential.
- Limiting access to children's details to the minimum number of personnel necessary.
- Ensuring all messages are appropriate, clear, and free from offensive or abusive language.

2. Social Networking Sites

Where the Club allows interaction via social media:

Permission:

- Written consent from parents/carers of under-16s must be obtained using a Consent Form – U18 Players.
- Parents/carers should be made aware of the profile, platform, and usage restrictions.
- An official agreement should govern interaction, ensuring social media is used only to share relevant Club information or answer football-related questions.

Concerns:

- Discourage informal online chats outside football topics.
- Any disclosures or concerns must be removed from the site and reported following the Responding to Concerns about a Child Procedure, passed to the Child Wellbeing and Protection Officer.

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3. Internet Forums

- Sites should be monitored regularly; any offending comments must be removed.
- Staff or volunteers must refrain from engaging in debates about selection, performance, or personalities.
- Participation in such discussions, even anonymously, may constitute a breach of the Code of Conduct for Safeguarding Children's Wellbeing.

4. Mobile Phones, Cameras & Video

- Discreet recording or sharing of images via mobile devices can put children at risk.
- The Club's Safe Use of Images of U18 Players guidelines must be strictly followed.
- Extra care must be taken in areas of personal privacy, including changing rooms, bathrooms, and sleeping areas.
- Photography or video recording is strictly prohibited in private areas.



