KNIGHTSWOOD FC

CHILD WELLBEING & PROTECTION POLICY



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INTRODUCTION
OVERARCHING AIM

VISION
Children flourish because we put their safety,wellbeing, rights and enjoyment at the heart ofevery level of Scottish football.

MISSION
Children are the priority. We lead with confidence takingresponsibility to create a culture of safety and wellbeing.
We empower children through active promotion of their rights.

Child Wellbeing and Protection Policy
Child Wellbeing and Protection Policy includes:
• Introduction — Overarching Aim, Definitions, Children's Wellbeing in Scotland, Risks to Children's Wellbeing in Scottish Football, Everyone's Responsibility and Review
• Policy Statement
• Set the Standards — Behaviours, Expectations and Requirements
• Procedures— Appointment and Selection, Responding to Concerns and Case Review
• All associated Practice Notes

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CHILDREN'S WELLBEING IN SCOTLAND DEFINITIONS

Definition of Child

Article 1 of the United Nations Convention on the Rights ofthe Child states that everyone under 18 has the rights setout inthe Convention. Within the Children and Young People(Scotland)Act 2014, a child is defined as anyone who has notreached the age of 18.1 For the purpose of this policy "children", "child", "youngperson" and "young people" refer to any persons underthe age of 18. The Scottish FA's Child Wellbeing and Protection Policy applies to all children and young people regardless of age, gender, sexual orientation, disability, race, religion, nationality, socio-economic status or family circumstance.

Definition of Adult

For the purpose of this policy an "adult" is any individual aged 18 and over or any individual under the age of 18years old but who is in a 'position of trust'. For further information on positions of trust see Practice Note –Relationships.

Definition of Associated Persons

Associated Persons includes Board Members, Directors,Congress Members, Youth Congress Members, Committee Members, Volunteers, Co-optees, Agency Workers, Casual Staff, Consultants, and Contractors of the Scottish FA.

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DEFINITIONS

Definition of Child Abuse
Child abuse is the act or omission that harms a child or young person.

An individual may abuse a child or young person directly, or may indirectly be responsible for abuse because they fail to prevent another person from harming that child or young person, or their inaction leads to harm or risk of harm. Abuse can be physical, emotional, sexual or by neglect. Abuse can take place in person or online. Although typically thought of as when an adult is mistreating a child or young person, children and young people can also be perpetrators of abuse against other children or young people.

Definition of Safeguarding
Safeguarding is taking action to ensure that all children and young people are safe from harm when involved in football. It means proactively doing everything possible to minimise risk and prevent abuse of children and young people.

Definition of Child Protection
Child protection refers to the actions in response to a specific concern for a child or young person who is at risk or suffering from abuse. Child protection is an essential part of safeguarding if there is a concern that a child or young person is being abused or their safety is compromised.

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CHILDREN'S WELLBEING IN SCOTLAND

The Scottish Government's Getting It Right for Every Child (GIRFEC) is based on children's rights, and its principles reflect the United Nations Convention on the Rights of the Child (UNCRC). The GIRFEC approach is child focused, based on an understanding of the wellbeing of a child or young person in their current situation, and based on tackling needs early in a collective way. As part of the Children and Young People (Scotland) Act 2014, the concept of wellbeing and the GIRFEC approach is now enshrined in law in Scotland

The GIRFEC approach supports children and young people so that they can growup feeling loved, safe and respected, and can realise their full potential. Children and young people should be: Safe,Healthy, Achieving, Nurtured, Active, Respected, Responsible,Included. These are the eight wellbeing factors and are commonly known as SHANARRI Indicators.

A child or young person's wellbeing is influenced, both positively and negatively, by everything around them and the different experiences and needs they have at different times in their lives.
There is no set level of wellbeing that a child or young person should achieve, but each child should be helped tor each their full potential as an individual.The wellbeing indicators make it easier for everyone to be consistent in how they consider the quality of a child or young person's life at a particular point in time.



getting it right for every child

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WELLBEING CONCERN

A WELLBEING CONCERN IS IF A CHILD'S WELLBEING (MEASUREDUSING THE 8 SHANARRI INDICATORS) IS, OR IS AT RISK OF BEING,ADVERSELY AFFECTED.

A range of experiences can have a negative impact on children Behaviour which is abusive or neglectful and is, or is likely and young people. These can range from harmful or abusive to cause harm, will often be referred to as a 'child protection behaviour to a family bereavement or social economic factors, concern'. Regardless of whether a concern is awellbeing or such as poverty.

The nature of a wellbeing concern will child protection concern, it must be responded to in line with influence how to support the child or young person. the Responding to Concerns Procedure.



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RISKS TO CHILDEREN'S WELLBEING IN SCOTTISH FOOTBALL

The protection and wellbeing of all children and young people involved in Scottish football must be a priority for everyone working, volunteering or participating in the game, including spectators

For children and young people involved in football there may be risks associated with their involvement whether it be injury, the despair of their team losing, or exposure to poor practice or abusive behaviour.

It is essential that those working or volunteering with children and young people are alert to the associated risks and take steps to prevent, minimise or respond to the risks

In addition to recognising risks to all children and young people,it is important to understand that somec hildren and young people may be more vulnerable to particular risks associated with taking part in football.

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RISKS TO CHILDEREN'S WELLBEING IN SCOTTISH FOOTBALL

In line with Article 23 of theUnited Nations Convention on the Rights of the Child (UNCRC), a child with a disability "should enjoy a full and decent life, in conditions which ensure dignity ,promote self-relianceand facilitate the child's active participation in the community".

Children and young people who have a disability have the same needs as other children and young people, but may also have additional needs associated with their disability.

For example, additional steps maybe needed to promote their wellbeing or they may be at an increased risk of abuse due to their vulnerability.Research has shown that children with a mental or physical disability are more likely to be abused than non-disabled children.2

Children and young people who are deaf, disabled or have a learning disability can be additionally vulnerable because they may.

- Depend on a number of people for care and handling, some of which can be intimate care
- Depend on the abuser for their involvement in sport
- Fear disclosing abuse
- The signs of abuse can be misinterpreted as a symptom of the disability
- Have a reduced capacity to resist either verbally or physically
- Have significant communication differences — this may include very limited verbal communication, the use of sign language or other forms of non-verbal communication

- Lack a wide network of friends who support and protect them
- Lack access to peers to discover what is acceptable behaviour or to understand the inappropriateness of actions
- Not be believed due to negative attitudes towards children and young people with disabilities or possible failure to recognise the impact of abuse on children and young people

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EVERYONE'S RESPONSIBILITY

The responsibility to safeguard, promote, support and protect a child or young person's wellbeing does not rest on one person

Football can contribute in many different ways to a child or young person's positive wellbeing including health benefits of being active,the achievements they can make in gaining new skills and their experiences of being included and respected as part of a team.

Supporting and promoting a child or young person's wellbeing at all times includes forming positive relationships, understanding their circumstances and responding appropriately to any concerns about their wellbeing.

To ensure we can respond when a child or young person needs help or support, we must firstly understand their rights and the meaning of wellbeing. Secondly, we must recognise and acknowledge the risks that exist for children and young people in football and put in place a range of safeguards that minimise these risks.



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EVERYONE'S RESPONSIBILITY

Leadership is essential to ensure that thesesafeguards are managed and promoted, and this will be done by members of staff and Associated Persons within particular roles who receive specific training for their level of responsibility

However, everyone must understand the risks associated for children and young people, and the appropriate processes which are in place should a child or young person's wellbeing be at risk or they are in need for protection

Everyone has the responsibility to recognise the concern, to ensure the child or young person is safe if they are at risk of immediate harm, and to report the concern to the Scottish FA's Wellbeing and Protection Department. There after the Wellbeing and Protection Department can respond appropriately in line with the Responding to Concerns Procedure.

The Scottish FA's Child Wellbeing and Protection Policy combined with relevant training, mentoring and support will give us the confidence and support needed to fulfil our role and responsibility to keep children and young people safe in football. In addition to this, advice can be sought at any point from the Wellbeing and Protection Department.

Safeguarding is Everyone's Responsibility



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EVERYONE'S RESPONSIBILITY

OUR VALUES

Our values support our efforts to achieve our vision.
They set the tone of our work and will be visible in our decisions and actions.
All Scottish FA members of staff and Associated Persons, when working or volunteering with children and young people involved in Scottish FA activities, will be...

ACCOUNTABLE

We accept responsibility and take ownership of
the wellbeing and protection of children in our game. Our collective leadership calls upon integrity, consistency and confidence in our everyday behaviours.

APPROACHABLE

We are visible, accessible, open and caring.
We build respectful and supportive relationships, listening to
children's voices, and championing their views in everything we do.

INCLUSIVE

Football is for everyone, irrespective of background.
We celebrate what makes us unique and embrace our differences. We create a culture where rights are respected and everyone is treated fairly, with dignity and respect.

EMPOWERING

We are forward facing and strive to be the best for children
and young people. We are brave, challenging ourselves and others to continually strive for the best outcomes for children
and young people. We encourage and support children and young people to express their views.

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POLICY STATEMENT

POLICY STATEMENT

Knightswood Football Club are committed to ensuring that every child who takes part in football, in any capacity, is able to participate in an enjoyable and safe environment, which promotes inclusion and protects them from harm, poor practice, exploitation, bullying or abuse.

The Scottish FA values a rights-based approach within our sport, and our child wellbeing and protection policy is based on the fundamental rights of children as set out in the United Nations Convention on the Rights of the Child (UNCRC).

We will act in the best interests of children and young people

The protection and wellbeing of all children in our care is everyone's responsibility

A child or young person's rights, wishes and feelings should be respected and promoted. For example:

A child or young person, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religiousbelief and/or sexual identity has the right to protection from all forms of harm, abuse and exploitation

We see the child or young person before the player, coach, volunteer, spectator or referee

Children and young people have the right to express views on matters that affect them, should they wish to do so, and to have those views taken into account

Children and young people have the right to relax, play, and join in a wide range of sporting activities

The best way to promote the wellbeing, health and development of a child or young person is to work in partnership with each other, thechild or young person, their parents/carers and other relevant organisations

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RISKS TO CHILDEREN'S WELLBEING IN SCOTTISH FOOTBALL

Children in elite football

For many children and young people it is their dream to play football professionally. When they have the talent, skill and dedication to realise this dream they will pursue it. Unfortunately this can lead to a number of increased risks for children and young people involved in football at an elite level. For example, rivalry among their peers, inappropriate or detrimental relationships with their peers, pressure from their family, friends and the wider public, or, in some cases, exploitation by a trusted adult who can, or who they perceive can, help them 'achieve' this dream. Research by Celia H. Brackenridge in 2010 4 highlighted the following about the risk to children and young people at an elite level:

- The greatest risk of emotional and sexual abuse occurs among the highest ranked athletes
- Poor practice, emotional abuse and bullying are probably more prevalent in sport than sexual abuse
- Athletes perpetrate more sexual harassment on their peers than coaches
- Athlete-athlete bullying is widespread
- Coach perpetrators are often very highly qualified and very highly respected which acts as a mask for their poor practice and abuse.

Children and young people from Black, Asian and Minority Ethnic communities

The UNCRC sets out the general principle of non-discrimination and that children shouldbe protected from all forms of discrimination. It also states that children have the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of people in the country where they live. Unfortunately within wider society and football, discriminatory behaviour still exists therefore children and young people from black and ethnic communities are additionally vulnerable because they may:

- Experience racism and racist attitudes
- Experience people in authority ignoring or not responding
- to racist abuse or comments
- Experience no action being taken by others for fear
- of upsetting cultural norms
- Be afraid of further abuse if they challenge others
- Want to fit in and not make a fuss
- Be using or learning English as a second language

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SET OF STANDARDS AND BEHAVIOURS

SET THE STANDARDS
BEHAVIOURS, EXPECTATIONS AND REQUIREMENTS

Every member of Knightswood Football club and Associated Person will be asked to sign up to the following standards, outlining the behaviours, expectations and requirements of Scottish FA staff and Associated Persons working or volunteering with children and young people.

Creating an environment where children and young people are respected, their rights are promoted, and they are supported to have fun, learn, and develop in a safe environment is essential to inspire them to love the game.

To achieve this goal Knightswood FC expects everyone involved or Associated Persons to embody the Wellbeing and Protection Values — Inclusive, Empowering, Approachable and Accountable —
to create a positive football environment, and by displaying exemplary behaviour and implementing practices that make football a safe, fun, and positive experience for all children and young people involved.

Report a concern

If you have any concerns about the wellbeing of a child or young person or about the conduct of any adult then you must report thematter to the Scottish FA Wellbeing and Protection Department on 0141 616 6133 or at childrenswellbeing@scottishfa.co.uk or viaTootoot if you have a Scottish FA account.