

## ACADEMY OF SPORTING EXCELLENCE SAFEGUARDING & EQUALITY POLICY 2020

Academy of Sporting Excellence (ASE) 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 (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding Children Policy are that:

- The child's welfare is, and must always be, the paramount consideration
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly, appropriately and confidentiality will not be promised to the individual and any concern will be passed onto the club welfare officer.
- No member of the academy staff should exchange mobile phone numbers or any social media contact but only use school email communication.
- Working in partnership with other organisations, children and young people and their parents/carers is essential.
- Members of staff must not arrange to meet students outside of school without reference to the head teacher.

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. Academy of Sporting Excellence (ASE) recognises that this is the responsibility of every adult involved in our club.

Academy of Sporting Excellence (ASE) 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 Safeguarding Children Regulations apply 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.



We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- Specify what the role is and what tasks it involves
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
- Ask for and follow up with 2 references before appointing someone
- Where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

Members working in our club in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Academy of Sporting Excellence (ASE) 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 CRC Process and that all suitability decisions will be made in accordance with legislation and 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 offending 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.

Academy of Sporting Excellence (ASE) supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team. Academy of Sporting Excellence (ASE) encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

Academy of Sporting Excellence (ASE) has appointed a Club Welfare Officer 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 County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (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 club members.

We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly.



Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted.

Respect codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by Academy of Sporting Excellence (ASE). 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 County FA in more serious circumstances which is listed below.

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.

- If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
- If the issue is one of poor practice the Club Welfare Officer will either: deal with the matter themselves or seek advice from the CFA Welfare Officer.
- If the concern is more serious – possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children’s Social Care.
- If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern.

Role	Name	Signature	Date
<b>Head of Football</b>	Jhovan Bruce de Rouche	<i>JBruceDeRouche</i>	01/07/2020
<b>Secretary</b>	Jaida Rae	<i>JRae</i>	31/07/2020
<b>Club Welfare Officer (Youth)</b>	Samantha Bird	<i>SBird</i>	01/07/2020
<b>Assistant Club Welfare Officer (Youth)</b>	TBC	TBC	TBC



## ACADEMY OF SPORTING EXCELLENCE SAFEGUARDING & EQUALITY POLICY 2020

### **Equality**

Academy of Sporting Excellence (ASE) & Subsidiaries is opposed to discrimination of any form and will promote measures to prevent it, in whatever form, from being expressed.

### **Participants**

Academy of Sporting Excellence (ASE) & Subsidiaries recognises the sense of ownership felt by those who participate at all levels of the game. This includes those who play, those who coach or help in any way, and those who officiate, as well as administrators and supporters. Academy of Sporting Excellence (ASE) & Subsidiaries Football is committed to appropriate consultation.

### **Young People**

Academy of Sporting Excellence (ASE) & Subsidiaries acknowledges the extent of its influence over young people and pledges to set a positive example.

### **Propriety**

Academy of Sporting Excellence (ASE) & Subsidiaries acknowledges that public confidence demands the highest standards of financial and administrative behaviour within the game, and will not tolerate corruption or improper practices.

### **Trust and Respect**

Academy of Sporting Excellence (ASE) & Subsidiaries will uphold a relationship of trust and respect between all involved in the game, whether they are individuals, Academy of Sporting Excellence (ASE) & Subsidiaries or other organisations.

### **Violence**

Academy of Sporting Excellence (ASE) & Subsidiaries rejects the use of violence of any nature by anyone involved in the game.

### **Fairness**

Academy of Sporting Excellence (ASE) & Subsidiaries is committed to fairness in its dealings with all involved in the game.



**Integrity and Fair Play**

Academy of Sporting Excellence (ASE) & Subsidiaries is committed to the principle of playing to win consistent with Fair Play.

**PLAYERS CODE OF CONDUCT**

- Ensure I am on time and productive in training, working to the best of my ability.
- Ensure I play and train fairly, I will not cheat, complain and be waste time.
- Ensure I respect my team mates, staff, parents and the opposition.
- Ensure I play by the rules, as directed by the referee and accept his / her decision.
- Shake hands with all of my team mates, staff and the opposition.
- Always play and train to the best of my ability.
- Ensure I talk to the Club Welfare Officer if I am unhappy with an issue and understand this information will not be shared.

REMEMBER – MISTAKES HAPPEN, IT IS WHAT YOU DO NEXT THAT COUNTS.

I agree and understand that failure to adhere and agree to this Code of Conduct can result in the termination of my contract with the Academy with immediate effect.

**Player Name:** .....

**Signature:** .....

**Date:** .....



## PARENTS/GUARDIAN CODE OF CONDUCT

- Ensure I will not coach, influence or go against what the staff are telling the players
- Ensure I do not and will not shout, swear or become violent with any players, referees or opposition.
- Ensure I do not and will not ignore people / young people who are in need of help
- Ensure I do not attempt to “referee” the game in away way e.g. appealing for free kicks
- Assess players for their competence
- Abuse or argue with the referee or linesman
- Attempt to undermine the coach or team manager
- Enter the field of play at any time
- Praise effort and performance more than results
- Look for aspects to praise in players who might not otherwise get attention
- Give them clear examples of excellent behaviour
- Show consistency
- Encourage fair play at all times
- Assess players with regards to their skills AND attitudes
- Praise good behaviour quickly to show players value it
- Help, encourage and support

REMEMBER – CHILDREN DO NOT MEAN TO MAKE MISTAKES.

I agree and understand that failure to adhere and agree to this Code of Conduct can result in the termination of my child’s contract from the Academy with immediate effect.

**Parent / Guardian Sign:** .....  
**Signature:** .....  
**Date:** .....



## ACADEMY OF SPORTING EXCELLENCE (ASE) SAFEGUARDING & EQUALITY POLICY 2020

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Academy of Sporting Excellence (ASE) & Subsidiaries is equally accessible to all. Academy of Sporting Excellence (ASE) & Subsidiaries is responsible for setting standards and values to apply throughout the Academy of Sporting Excellence (ASE) & Subsidiaries at every level. Football belongs to and should be enjoyed by, anyone who wants to participate in it.

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

This policy is fully supported by Academy of Sporting Excellence (ASE) & Subsidiaries Officers who are responsible for the implementation of this policy.

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

Academy of Sporting Excellence (ASE) & Subsidiaries will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Academy of Sporting Excellence (ASE) & Subsidiaries will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. Academy of Sporting Excellence (ASE) & Subsidiaries is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness - raising events and activities in order to promote the eradication of discrimination and promote equality in football.

Academy of Sporting Excellence (ASE) & Subsidiaries is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of



the relevant equalities legislation - Race Relations Act 1976, Sex Discrimination Act 1975 and Disability Discrimination Act 1995 as well as any amendments to these acts and any new legislation.

Academy of Sporting Excellence (ASE) & Subsidiaries commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate. This policy is reviewed every 6 months and if so amended for the following season & comes into effect once the player / parent / guardian signs below.

## ACADEMY OF SPORTING EXCELLENCE (ASE) SAFEGUARDING & EQUALITY POLICY 2020

In the event that any member feels that they have suffered discrimination in any way or that the Academy of Sporting Excellence (ASE) & Subsidiaries Policies, Rules or Code of Conduct have been broken they should follow the procedures below.

1. They should report the matter to the Academy of Sporting Excellence (ASE) Child Welfare Officer. The report should include:
  - Details of what, when, and where the occurrence took place
  - Any witness statement and names
  - Names of any others who have been treated in a similar way
  - Details of any former complaints made about the incident, date, when and to whom made
  - A preference for a solution to the incident
2. The Academy of Sporting Excellence (ASE) Child Welfare Officer will sit for any hearings that are requested.
3. The Academy of Sporting Excellence (ASE) Child Welfare Officer will have the power to:
  - Warn as to future conduct
  - Suspend from membership
  - Remove from membership

Any person found to have broken the Academy of Sporting Excellence (ASE) and Subsidiaries' Policies or Codes of Conduct.

If the complaint is with regard to the Academy of Sporting Excellence (ASE) and Subsidiaries' Management staff the member has the right to report the discrimination direct to the relevant County Football Association (London or Middlesex)

I have read and understand the Code of Conduct and Complaints Procedure. I understand and agree that if I do not follow the listed above and similar and likeness of the above my contract will be terminated with the Academy.

**Player Name:** .....

**Signature:** .....

**Date:** .....





I agree and understand that failure to adhere and agree to this Code of Conduct and Complaints Procedure can result in the termination of my child's contract from the Academy with immediate effect.

**Parent / Guardian Sign:** .....

**Signature:** .....

**Date:** .....

