

CHARLTON ATHLETIC FOOTBALL COMPANY LTD

SAFEGUARDING CHILDREN POLICY

Introduction

Charlton Athletic Football Company Ltd acknowledges and accepts, as one of its responsibilities, the well being and safety of those children and young persons who partake in activities in the name of the Company/Club. It does so in the belief that placing their welfare at the centre of its concerns provides a solid foundation for the development of young persons and for good Safeguarding Children practice.

A Club Dedicated to Welfare

Charlton Athletic Football Company/Club is a caring and responsible institution.

Summary of Charlton Athletic Safeguarding Children Policy

Objectives

- Promotes and supports good outcomes in terms of health, development and educational achievement for all children attached to the Company/Club.
- Enables parents and other members of the child's family to be as involved as is practicable in a working partnership with the relevant departments of the Company/Club.
- Recognises the significance of ethical and cultural diversity.
- Acknowledges its responsibility to set high football, academic and social standards, behaviour, be honest and take the feelings of others into account.
- Seeks opportunities for celebrating children's success and recognises achievement, effort and good behaviour.
- Recognises that good behaviour will be achieved if those involved at the Company/Club have a clear and mutual understanding of the aims of the Company/Club.
- Provides a disciplined environment where children will work together taking a pride in themselves and their surroundings.
- Ensures that all staff directly involved with working with children and young persons are only employed after clearance from the Criminal Records Bureau and other appropriate recruitment/vetting procedures and have undergone the relevant Safeguarding Children awareness sessions.

- Charlton Athletic Football Company Ltd is a registered body with the Criminal Records Bureau. The Company has one lead signatory and several 'Activity' related countersignatory's with the CRB and has a working party that meets every 6-8 weeks to discuss issues or as and when required if urgent attention is required. The working party regularly invites representatives from other relevant agencies or governing bodies to participate.
- For the purpose of clarification it should be noted that this policy specifically covers Charlton Athletic Football Company Ltd and those designated activities that sit within the Company/Club, for example Youth Academy and Young Addicks.
- Charlton Athletic Community Trust as a business in its own right has developed and implemented it's own Safeguarding Children policy which covers the designated activities of all the Community programmes, including Women's & Girls Football

Safeguarding Children

Charlton Athletic Football Company Ltd accepts and adheres to The Football Association Safeguarding Children's Policy. Along with this, the Company adopts the guidelines and procedures on Safeguarding Children as advised by the appropriate bodies, Greenwich Council, Football League and CEOPS.

The Company/Club recognises that the various Social Service agencies, the NSPCC and the Police have a statutory duty to protect children and young persons at risk. The Company accepts that it must work in partnership with these agencies when safeguarding children issues arise and will always refer to the appropriate agency. The list of contact details below cover a range of national organisations or individuals within governing bodies who can provide assistance to any safeguarding children enquiry.

Useful contact details listed below:

- The FA/NSPCC 24 HOUR HELPLINE: 0808 8005000
- Ann Hussey, Child Protection Advisor, The Football League, Operations Centre, Edward VII Quay, Navigation Way, Preston, PR2 2YF. T 01772 325811
ahussey@football-league.co.uk
- Val Hajialexandrou , County Welfare Officer ,The Kent County Football Association, 69 Maidstone Road , Chatham , Kent , ME4 6DT.
T 01634 812032. F 01634 815369. M 07790 049 445.
Val.hajialexandrou@kentfa.fa.com . www.kentfa.com
- Sue Gill, County Welfare Officer, London Football Association Ltd, 11 Hurlingham Business Park, Sullivan Road, Fulham, London, SW6 3DU.
T 0207 751 2420. F 0207 610 8370. M 07525237350.
Sue.gill@londonfa.com www.londonfa.com
- CEOPS – Child Exploitation and Online Protection Centre, 33 Vauxhall Bridge, London, SW1V 2WG. General enquiries: T 0870 000 3344. www.ceop.gov.uk

- Children's Services – Greenwich Council, Initial Response & Assessment Team. Office hours; 0208921 3172. Emergency Duty Team; Mon-Thurs, after 5.30pm; Fri; after 4.30pm, weekends and public holidays.
- Matt Baker, Pastoral Support Director in English Football. T 0161 962 6068. www.scorechaplaincy.org.uk or www.matt.baker@cafc.co.uk.

IN THE EVENT YOU BELIEVE A CHILD MAY BE IN IMMEDIATE DANGER, CALL THE POLICE

Identification and Referral of Child Abuse

The protection of children is the proper concern of everyone in a position to help. All staff and volunteers at the Company, /Club who are involved with children and young persons, will be made aware of how to recognise child abuse and make appropriate referrals to the designated person. Training in this will be provided by the company, usually in the form of the FA learning Safeguarding Children workshops and subsequent re-certification process or any other appropriately recognised training programmes deemed current at the time.

Grievance/Complaints Procedure

The Company/Club has in place a complaints procedure in order to address any complaint from players, parents and staff alike appropriate to the department that is responsible. Each area of the Company/Club that is directly responsible for working with children and young persons has produced their own code of conduct that includes an appropriate complaints procedure which have been designed and approved by the appropriate governing body or with the assistance of the experts in the field.

Experience confirms the importance of apparently small matters needing to be taken seriously, listened to and addressed. A recurring pattern of 'minor' complaints could indicate deep-seated problems that need to be addressed. All staff and volunteers at the Company/Club who are involved with children and young persons, should take complaints seriously and report them to the designated person for their activity. Students should have direct access to the designated person and complaints should always be acknowledged and logged.

The Company/Club provides easily accessible contact information for all appropriate bodies to which a child or young person could contact for help if they felt unable to go through the Company's own procedures.

Discipline and Sanctions

The Company/Club recognises that children need to discover where the boundaries of acceptable behaviour lie and this can sometimes lead to challenging situations.

Disapproval should be of behaviour and not the person.

Unacceptable behaviour should be prevented through verbal reprimand.

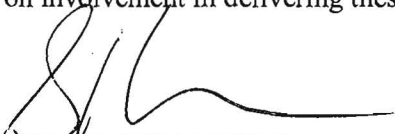
No form of corporal punishment (including striking, slapping, pushing or nudging a student).

Model behaviour is exemplified through the coaching staff.

The imposition of formal disciplinary measures – a sanction – should only be considered after other approaches have proved ineffective. The young person should first be warned that a specific sanction will be imposed if behaviour does not improve. If a sanction is subsequently necessary, it should be clear and appropriate to the misbehaviour. The young person and the parents of the young person should be informed why the sanction is imposed.

Staff and volunteers must make themselves aware of the sanctions operated by their department and to whom the responsibility of imposing sanctions has been delegated. In the first instance speak to the designated Safeguarding Children Officer.

For more detail, copies of the Safeguarding Children Policy and Procedures or general information on any matter relating to Safeguarding Children, please contact the appropriate individual as listed below, who have hands on involvement in delivering these services.


Signed:.....

Stephen Kavanagh(Chief Executive)

Date:.....

Safeguarding Children Officers/Officials for CRB Procedures at Charlton Athletic Football Company Ltd.

Helen Reed – Personnel Manager, CAFC. (CRB Lead signatory) Helen.reed@cafc.co.uk

Dave Regis – Head of Education, Youth Academy, CAFC. Dave.regis@cafc.co.uk

Safeguarding Children Officers/Officials for CRB Procedures at Charlton Athletic Community Trust.

Matt Parish – Community Director, CACT. (CRB Counter signatory) matt.parish@cact.org.uk

Barry Simmons – Disability & Mental Health Manager, CACT. Barry.simmons@cact.org.uk

Natalie Thomas – Personnel Officer, CACT. (CRB Counter signatory) natalie.thomas@cact.org.uk

Tina Johnson – Admin Officer, CACT. (CRB Counter signatory) tina.johnson@cact.org.uk

