

Longsight Eagles FC SAFEGUARDING POLICY

Longsight Eagles FC is committed to safeguarding the welfare of children and vulnerable adults who engage in Club organised activities. These will include players, Staff and spectators.

All members of club staff, whether paid or voluntary, have a duty to keep children and vulnerable adults safe and to protect them from emotional, physical and sexual harm. All vulnerable people have a right to be safe and to be treated with respect and dignity.

Staff who have direct responsibility for and who are engaged in the supervision of children (U18) and vulnerable adults are trained in and committed to best practice in relation to their involvement with such persons. All Manchester Futsal Club staff and volunteers should be aware of their personal responsibility, in safeguarding children and vulnerable adults, regardless of their role within the club. All club members and coaches understand the need to –

Be observant: understand and be able to spot the signs of potential abuse.

Be attentive: listen to children and vulnerable adults, and to information about them from others.

Be careful: how you behave around children and vulnerable adults

Be understanding: some people have additional vulnerability (e.g. disability or cultural) and may act or communicate in different ways.

Be ready: to report any suspicion or concerns you have to the Club's Safeguarding Officer

Longsight Eagles FC strictly adheres to and rigorously pursues the policies, practices and procedures stipulated and regulated by the FA and the NSPCC.

The Club recognises its responsibility to ensure that all personnel associated with Longsight Eagles FC in whatever capacity, can expect to be embraced by a culture and environment whereby safety is paramount.

Should any person experience, witness or become aware of a situation, which raises concerns around possible abuse or harm, or which constitutes a potential risk to the Club he/she should contact :

The Club has an appointed Welfare Officer who is responsible for all aspects of Safeguarding at Longsight Eagles FC

Samuel Richardson can be contacted on: 07817290974 or by email sam.richardson@manchesterfutsal.com

Please call or email Samuel, in the first instance, if you have any genuine safeguarding concerns or queries, however trivial you think they may be.

Code of Ethics and Conduct

A 'child' is a person under the age of 18 years.

Children involved with the Club should be welcomed into a safe, positive, caring and encouraging environment.

It is the responsibility of all associated with the Club to treat one another with respect, dignity, sensitivity and fairness irrespective of race, age, gender, disability, religion, culture and sexuality.

The individuality and personal privacy of children should be respected.

Children should be listened to and engaged in the decision-making process where appropriate.

Advice and guidance should be positive and constructive.

Children should be encouraged to express their views freely, openly and respectfully.

Staff And Volunteers Should:

- ›Provide a positive role model in terms of good conduct.
- ›Always operate according to the Club's guidance and procedures.
- ›Maintain professional relationships with children and observe the boundaries of such a relationship.
- ›Challenge unacceptable behaviour and report all concerns or allegations of poor practice or possible abuse.

Concerns Around Abuse:

In Safeguarding we recognise that there may be concerns around five forms of abuse: Neglect, Emotional Abuse, Physical Abuse, Sexual Abuse, Bullying.

What Is Safe Working Practice?

Do

- ›Endeavour to display high standards of personal and professional behaviour.
- ›Ensure that the activities in which a child is expected to engage are within the capacity, experience, and level of maturity for that child.
- ›Conduct all contact with that child in an open environment and within the public gaze.
- ›Observe professional boundaries.
in terms of all aspects of communication with a child
- ›Challenge unprofessional or inappropriate attitudes, values and behaviour
- ›Endeavour to build relationships based on openness, trust and mutual respect
transparency of contact and behaviours.
- ›Share any concerns with the appropriate designated person.

Do Not

- ›Show favouritism to an individual and spend time alone with a child.
- ›Have inappropriate physical, verbal or written communication with a child.
- ›Humiliate a child or cause the child distress.
- ›Put yourself in a position whereby you are at risk of allegation through poor working practice or naïve crossing of boundaries.

Anti-Bullying Policy

Manchester Futsal Club is committed to the prevention and effective management of bullying behaviour relating to anyone, but children and 'adults at risk', who are taking part in a Manchester Futsal Club activity.

This Policy aims to:

provide staff, coaches, volunteers and officials with information about bullying;

- provide children, vulnerable adults and parents with information about what steps are being taken to safeguard against bullying.
- set clear and consistent standards of behaviour.
- establish an operational framework and introduce procedural action to take if there are concerns about bullying behaviour.
- assure all children and vulnerable adults that they will take part in a safe and friendly environment and that their well-being is our priority.
- ensure that the rights of children and young people to protection from abuse and neglect are upheld. (UN Convention on the Rights of the Child Article 19).

What Is Bullying?

Bullying is any persistent behaviour by an individual or group which intimidates or threatens or has a harmful and distressing impact on another individual or group. Bullying behaviour may be any of the following:

- Verbal or social
- Material or emotional
- Physical or sexual
- Discriminatory (e.g. homophobic, racist)
- Cyber (i.e. via social media or mobile communication devices)

Bullying is different from fighting, which is usually a one-off incident of physical conflict, as it tends to be regular or frequent nature initiated by a perpetrator onto a victim. Some examples are listed below:

- name calling or making hurtful personal comments.
- the victim is ostracised or left out of peer group activities.
- possessions are stolen or damaged or extortion takes place.
- pressure to conform with unwanted situations.
- harassment or aggression towards victim.
- deliberate inflicting pain or injury

(Kidscape, 1994)

Equal Opportunities and Anti-Discrimination Policy

Manchester Futsal Club is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Code of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

* All members are expected to abide by the requirements of Race Relations Act 1976. Sex Discrimination Act.

1986 and Disability Discrimination Act 1995. Specifically, discrimination is prohibited in:

Treating any individuals on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion sexual orientation or disability less favourably than others.

2. Expecting an individual solely on the ground stated above to comply with requirements for any reason whatsoever related to their membership, which are different to the requirements for others.

^ Imposing on individual, requirements, which are in effect more onerous on that individual than they are on others. For Example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.

4. Victimization of individuals

5. Harassment of an individual (which for the purposes of the policy and the actions and sanction applicable thereto is regarded as discrimination)

6. Any other act or omission of an act, which has its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in the entire club's requirement, selection, promotion and training processes, as well as disciplinary and other matters (in other words all instances where those in control of members and required to make judgments between them) it is essential that merit, experience skills and temperament are considered as objectively as possible.

Longsight Eagles FC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

* Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the futsal club's policy, any members offending will be dealt with under the disciplinary procedure.

Longsight Eagles FC commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitments and membership, in the same manner as other members.

The difficulties of their disablement permitting, assistance will be given wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Longsight Eagles FC is responsible for setting standards and values to apply throughout the club at every level. Longsight Eagles FC believes that futsal belongs and should be enjoyed by everyone, equally.

Our commitment is to challenge and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

* Equality of opportunity at Longsight Eagles FC means that in all our activities we will not discriminate or in any way treat any one less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

A The advertisement for volunteers

A The selection of candidates for volunteers

A Futsal development activities

A Selection for teams

An Appointment to honorary positions

Longsight Eagles FC will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Manchester Futsal Club is committed to the development of programme of ongoing training and awareness raising events and activities to promote the eradication within its own organisation and the wider context, within futsal as a whole.

What Will Longsight Eagles FC Do?

As a club our staff, volunteers, players, parents and spectators will:

- aim to create a positive and safe environment for everyone, especially children and 'adults at risk.
- not ignore bullying activity and always act where it is reported.
- listen to and take seriously the concerns of individuals, or their parents or carers, taking part in Club activities. respond proportionately and effectively to incidents of bullying ensure all staff are suitably trained to deal with any incidents.

raise awareness amongst targeted groups (U18s squad) on the impact of bullying and consequences of being involved.

club our staff, volunteers, players, parents and spectators will:

- aim to create a positive and safe environment for everyone, especially children and 'adults at risk'.
- not ignore bullying activity and always take action where it is reported.
- listen to and take seriously the concerns of individuals, or their parents or carers, taking part in Club activities.
- respond proportionately and effectively to incidents of bullying.
- ensure all staff are suitably trained to deal with any incidents.
- raise awareness amongst targeted groups (U18s squad) on the impact of bullying and consequences of being involved.

The ground rules are as follows:

- 1 We will not tolerate bullying or harassment of any kind.
- 2 We will be accepting of others regardless of age, race, religion, culture or disabilities.
- 3 We will not ignore an incident of bullying.
- 4 We will use 'time out' if we feel angry or under pressure, or just need time to calm down.
- 5 We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- 6 We will not join in fights or disturbances.
- 7 We will report any bullying incident to a member of staff/official immediately.
- 8 We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- 9 We will try to remember that everyone matters, including ourselves.
- 10 We will encourage our staff, coaches, volunteers and officials to be always vigilant and observant.

Who to contact if you have a concern: