



Hamilton Academicals Women's & Girls FC Child Protection Policy

Hamilton Academicals Women's & Girls FC 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 eighteen, engaged in any football activity. We subscribe to the Scottish FA child protection and best practice policy and procedures and endorse and adopt the policy statement contained in that document. We also know that Section 97 of the Protection of Vulnerable Groups (Scotland) Act 2007 we must have an appointed person who is Responsible for Child Protection at the club.

1. The key principles of the club's child protection 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, culture, language, racial origin, religious beliefs or sexual orientation.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organisations, children and young people and their parents or carers is essential.

2. 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. Hamilton Academicals Women's & Girls FC recognise that this is the responsibility of every adult involved in our club.

3. Hamilton Academicals Women's & Girls FC 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. This applies to everyone in football whether in a paid or a voluntary capacity. This includes those who are a volunteer, match official, football coach, and club official or medical staff.

4. We adopt a strong child protection and best practice guidelines for recruiting volunteers:

- Develop a role profile
 - Request identification documents
 - As a minimum meet and chat with the applicants and where possible conduct interviews before appointing
 - Require PVG checks for relevant staff at the club
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All decisions made by Hamilton Academicals Women's & Girls FC will be made in the best interests of children and young people.

5. Any adult or young person with concerns about a colleague or coach can 'report' by contacting the Child Wellbeing Protection Officer, or by speaking to the Manager for the age group.

6. Hamilton Academicals Women's & Girls FC has appointed a Child Wellbeing Protection Officer who will have completed the Child Protection and best practice workshop. The CWPO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise with the club and will be aware of the procedures for referring any concerns.

They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members.

7. Bullying of any kind is not acceptable at our club. If bullying does occur, all players, parents or carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWPO, the Manager, a member of the committee or, in cases of serious bullying contact the chairperson directly.

8. Codes of Conduct for players, parents or spectators have been implemented by Hamilton Academicals Women's & Girls FC.

In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the leagues or the SFA in more serious circumstances. All prospective members will be informed of these codes.
