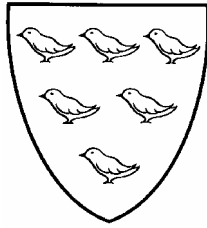


THE SUSSEX COUNTY FOOTBALL ASSOCIATION LIMITED  
CHILD PROTECTION POLICY



Every child and young person who plays football should be able to participate in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in football.

We recognise, however, that child abuse is also a very emotive and difficult subject. It is important to understand the feelings involved but not to allow them to interfere with our judgment about any action to be taken.

The Sussex County Football Association recognises its responsibility to safeguard the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying.

It is determined to meet its obligation to ensure that those clubs and organisations providing football opportunities for children and young people do so, to the highest possible standard of care.

Clear practices and procedures, in addition to a detailed training programme already under way, will ensure that everyone knows exactly what is expected of them in relation to the protection of children and young people within our sport.

It is essential that those children and young people attracted to and participating in football are able to do so in a quality, safe and enjoyable environment.

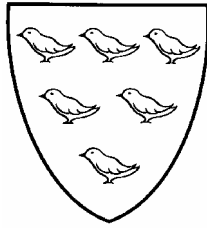
The aims of The Sussex County Football Association Child Protection Policy are:

- To develop a positive and pro-active position in order to best protect all children and young people who play football, enabling them to participate in an enjoyable and safe environment.
- To deliver quality assured child protection training and build a network of tutors to facilitate this delivery, in conjunction with, and supported by, the NSPCC.
- To demonstrate best practice in the area of child protection.
- To promote ethics and high standards throughout football.

The key principles underpinning this Policy are that:

- The child's welfare is, and must always be, the paramount consideration.

THE SUSSEX COUNTY FOOTBALL ASSOCIATION LIMITED  
CHILD PROTECTION POLICY



- 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 identity.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Working in partnership with children and young people and their parents/carers is essential. Social Services Departments have a statutory responsibility to ensure the welfare of children and young people. The Sussex County Football Association is committed to working together with Social Services Departments and local Area Child Protection Committees (ACPC) in accordance with their procedures.

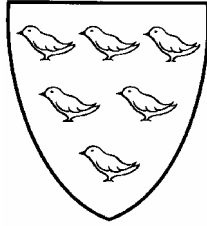
### **Conclusion**

The Sussex County Football Association, through confirming this Policy Document, has indicated its determination to ensure that children and young people can participate in all forms of football activity and do so with their safety being of paramount importance. It is essential that this document is representative of a process of continual improvement in the area of child protection within football. It is for all adults engaged in football activities to promote good practice and procedures, whilst being ever vigilant and aware of their responsibilities towards the children and young people in their care.

Recommendations for persons involved with the treatment of children and young people.

- 1) It is recommended that no child or young person should be treated in any way in a situation where the child or young person is on his/her own in a treatment room with the door closed.
- 2) It is strongly recommended that all treatment procedures should be "open" i.e. the door remains open, parents/guardians are invited to observe treatment procedures. Where strict medical confidentiality is to be observed then the parents or guardian of the child or young person should be invited to attend.
- 3) It is recommended that if treating an area of the body which is potentially embarrassing to a child or young person (i.e. the groin) a suitable consenting adult acting as chaperone should be present.
- 4) It is important to maintain medical confidentiality and patient dignity at all times.
- 5) Prior to medical treatment being carried out on a child or young person, parental/guardian consent in the written form must be sought where appropriate.

THE SUSSEX COUNTY FOOTBALL ASSOCIATION LIMITED  
CHILD PROTECTION POLICY



- 6) It is recommended that all treatment procedures are explained fully to the child or young person and **verbal consent** is given before they are carried out.

**Child Protection Policy statement for Match Officials**

Referees have an obligation towards the game to support the introduction and implementation of The Sussex County Football Association Child Protection Policy.

Referees must respect the rights, dignity and worth of every person, player and non-player alike, treating everyone equally within the context of the game. In particular, to be aware of the special needs of young people, their wellbeing, including difficulties or possible abuse experienced from within the game or from other sources.

The referee has a duty to ensure that every child and young person involved in the game of football is able to participate in an enjoyable and safe environment and be protected from abuse.

**Anti – Discrimination Policy**

Sussex County Football Association is responsible for setting standards and values to apply throughout the club at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

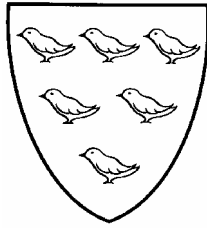
Equality of opportunity at Sussex County Football Association means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers
- The selection of candidates for volunteers
- Courses
- External coaching and education activities and awards
- Football development activities
- Selection for teams
- Appointments to honorary positions

Sussex County Football Association 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.

THE SUSSEX COUNTY FOOTBALL ASSOCIATION LIMITED  
CHILD PROTECTION POLICY



Sussex County Football Association is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

**Equal Opportunities Policy**

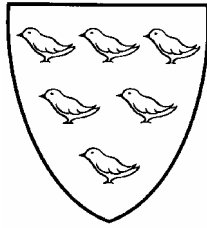
Sussex County Football Association is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, the Human Rights Act, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourable than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from 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 makes it more difficult for members of a particular race or sex to comply than others not of that of race or sex.
- Victimisation of an individual
- Harassment of an individual, by virtue of discrimination
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Sussex County Football Association's recruitment selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Sussex County Football Association commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

THE SUSSEX COUNTY FOOTBALL ASSOCIATION LIMITED  
CHILD PROTECTION POLICY



Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Sussex County Football Association policy, any members offending will be dealt with under the disciplinary procedure.

The Sussex County Football Association commits itself to the disabled person whenever possible and will treat such members in exactly 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.

**CHILD PROTECTION OFFICER**

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**ALL CASES WILL BE TREATED IN THE STRICTEST CONFIDENCE**