

THE FIVE STEPS

SAFEGUARDING CHILDREN IN FOOTBALL IS BASED AROUND THE FOLLOWING FIVE PRINCIPLES THAT APPLY TO ALL STAKEHOLDERS:



THE FIVE STEPS TOWARDS SAFEGUARDING CHILDREN IN FOOTBALL



STEP 01

How are children involved in our game and what safeguards already exist?



STEP 02

Set out and define your safeguarding policy



STEP 03

Develop procedures and guidelines to implement your policy



STEP 04

Communication and education



STEP 05

How will you monitor, evaluate and review your policies, procedures and guidelines?



HOW ARE CHILDREN INVOLVED IN OUR GAME AND WHAT SAFEGUARDS ALREADY EXIST?



STEP 1 HOW ARE CHILDREN INVOLVED IN OUR GAME AND WHAT SAFEGUARDS ALREADY EXIST?



The first step towards safeguarding children in football is to consider:

- A. The ways in which children are involved in football in your country.
- B. Undertaking an assessment to understand what is already in place to safeguard them. You may not consider certain actions in terms of "safeguarding", but it is likely that you are already undertaking a number of measures to safeguard children in your country.
- C. What agencies and organisations exist within your country to safeguard and protect children and to promote their rights? These locally based expert agencies and organisations may be able to provide guidance and support you in safeguarding and protecting children

in your country.

involved in football





STEP 2

SET OUT AND DEFINE YOUR SAFEGUARDING POLICY

Good practice when starting policy development and Implementation

1. Developing a safeguarding policy requires the skills and expertise of a variety of football and other sports organisations working together with local expert child protection agencies, social services, health, education, law-enforcement professionals and civil society organisations. Set aside resources to establish a working group bringing all relevant stakeholders and local experts together.
2. The child safeguarding policy should be based on an organisational

- self-assessment and should be accompanied by an action or implementation plan. The head of the MA should endorse the policy and provide appropriate resources and support for its implementation, especially in relation to implementing safeguarding measures and training.
3. Hold all stakeholders accountable for the policy, including within all relevant job descriptions.
 4. Use simple, clear language.
 5. Ensure that children's input is taken into account when developing and implementing the policy and action plan

STEP 3: DEVELOP PROCEDURES AND GUIDELINES TO IMPLEMENT YOUR POLICY





Policies, procedures and guidelines will not in themselves safeguard children involved in football. Communication and education are therefore essential to ensure understanding of safeguarding measures and principles and what they mean for everyone in football

The first step is to map out all the roles in your organisation and to what extent each role involves children. This will help your organisation to determine what level of safeguarding training is needed for the role. For example, adults that are taking children on trips away will need additional training on how to ensure that safeguarding measures are in place to keep them safe while away from home.

Addressing child trafficking and modern-day slavery through awareness raising and education: every year, thousands of young people, particularly from Africa, Asia and South America, are told they can be the next football star in Europe. They are at risk of being sold a false dream by agents and academies who may aim to exploit them for profit and economic gain. If child trafficking through football is a concern in your country, education to raise awareness and address the risks of exploitation can be found here:
www.mission89.org

STEP 4: COMMUNICATION AND EDUCATION



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As a minimum, education should include:

- Awareness-raising for everyone coming into contact with children and young people in football. This should include how to recognise and respond to concerns and standards of expected behaviour.
- Education for those requiring more specialist knowledge, such as staff who will be managing child-related concerns or recruiting people to work with

children.

- Awareness-raising for children and their families, in particular to empower them to prevent, detect and report abuse and ensure that they know whom to speak to if they have any concerns.
- A visible or easily available code of conduct or “charter” for children and parents or guardians on championing childhood.

STEP 5: HOW WILL YOU MONITOR, EVALUATE AND REVIEW YOUR POLICIES, PROCEDURES AND GUIDELINES?

Monitoring and evaluating your policy and how it is implemented is an essential part of keeping children safe. This should include a process for reviewing any concerns that are received, as well as measures for success if your policy, procedures and guidelines are implemented. For example:

- How will you check that everyone is attending the training they are meant to attend, including when new people join?
- How will you ensure the code(s) of conduct is/are being read, understood and signed?
- How will you ensure that the code of conduct is being implemented in practice?
- How will you ensure that children know who to speak to if they are worried or anxious about anything?
- How will you assess risk on an ongoing basis, both in relation to a particular activity and generally?