



# FLEUR-DE-LYS YOUTH F.C.

FOUNDED 1967

*Affiliated to Hampshire Football Association*  
An F.A. Charter & Community Standard Club



## Club Policies

- Anti-Discrimination and Equal Opportunities Policies
- Child Protection Policy
- Goalpost Safety Guidelines



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## **Anti-Discrimination and Equal Opportunities Policies**

As the governing body of the game, The Football Association is responsible for setting standards and values to apply throughout the game at every level. Football belongs to, and should be enjoyed by, everyone equally. Our commitment is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

The following policies are at the heart of our club's activities.

### **Anti Discrimination Policy**

Fleur de Lys Football Club 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 Fleur de Lys Football Club 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.

Fleur de Lys Football Club 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.

Fleur de Lys Football Club 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.



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## Equal Opportunities Policy

### 1. General

Fleur de Lys Football 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 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, 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 favourably 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 an 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 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 Club'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.

Fleur de Lys Football Club 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.

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

The Football Club commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, 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.



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## CHILD PROTECTION POLICY

Designated Club Child Protection/Welfare Officer - Scott Banks  
Home telephone number: 023 92 641591  
22 Aylen Road  
Copnor  
Portsmouth  
Hants  
PO3 5HB

### **The FA 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 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. In striving to attain this, The Football Association has the following objectives:

A requirement that The FA Premier League and The Football League include in their rules a policy statement concerning child protection.

A requirement that all bodies affiliated to The Football Association as Charter Standard Organisations, affiliated through the County Associations, which provide the opportunity to work with children and young people up to the age of eighteen, include in their rules a policy statement concerning child protection.

To provide ongoing development and training opportunities to all organisations as mentioned above.

To provide ongoing development and training opportunities for members of The FA Coaches Association as an integral part of all FA Coach and Medical Education courses and courses for Referees in staff development courses for Members of the FA. Premier League and The Football League through the County Football Association structure through the process of attaining and maintaining the Charter Standard Award.



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## **The aims of The FA 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.
- 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 Football Association is committed to working together with Social Services Departments and local Area Child Protection Committees (ACPC) in accordance with their procedures. The Football Association's Regulations on child protection are defined in The FA Handbook.

1. Any act, statement, conduct or other matter which harms a child or children, or poses or may pose a risk of harm to a child or children, shall constitute behaviour which is improper and brings the game into disrepute.

2. In these Regulations the expression "Offence shall mean any one or more of the offences contained in Schedule 1 to the Children and Young Persons Act 1933 and any other criminal offence which reasonably causes The Association to believe that the person accused of the offence poses or may pose a risk of harm to a child or children.

3. Upon receipt by The Association of:

3.1 notification that an individual has been charged with an Offence; or,

3.2 notification that an individual is the subject of an investigation by the Police, social services or any other authority relating to an Offence.

3.3 any other information which causes The Association reasonably to believe that a person poses or may pose a risk of harm to a child or children then The Association shall have the power to order that the individual be suspended from all or any specific football activity for such period and on such terms and conditions as it thinks fit.



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4. In reaching its determination as to whether an order under Regulation 2 should be made The Association shall give consideration, inter alia to the following factors: -

4.1 whether a child is or children are or may be at risk of harm.

4.2 whether the matters are of a serious nature.

4.3 whether an order is necessary or desirable to allow the conduct of any investigation by The Association or any other authority or body to proceed unimpeded.

5. The period of an order referred to in 2 above shall not be capable of lasting beyond the date upon which any charge under the Rules of The Association or any Offence is decided or brought to an end.

6. Where an order is imposed on an individual under Regulation 2 above, The Association shall bring and conclude any proceedings under the Rules of The Association against the person relating to the matters as soon as reasonably practicable.

7. Where a person is convicted or is made the subject of a caution in respect of an Offence that shall constitute a breach of the Rules of The Association and The Association shall have the power to order the suspension of the person from all or any specific football for such period (including indefinitely) and on such terms and conditions as it thinks fit.

8. For the purposes of these Regulations, The Association shall act through its Council or any committee or sub-committee thereof, including the Board.

9. Notification in writing of an order referred to above shall be given to the person concerned and/or any club with which he is associated as soon as reasonably practicable.

## CONCLUSION

The 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.

## OTHER USEFUL NUMBERS

THE FOOTBALL ASSOCIATION / NSPCC

FOR DEAF USERS: TEXTPHONE - 0800056 0566

CHILD PROTECTION HELPLINE - 0808 800 5000



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## Goalpost Safety Guidelines

The Football Association, along with the Department for Culture, Media and Sport, the Health and Safety Executive and the British Standards Institution, would like to draw your attention to the following guidelines for the safe use of goalposts. Too many serious injuries and fatalities have occurred in recent years as a result of unsafe or incorrect use of goalposts. Safety is always of paramount importance and everyone in football must play their part to prevent similar incidents occurring in the future.

1. For safety reasons goalposts of any size (including those which are portable and not installed permanently at a pitch or practice field) must always be anchored securely to the ground.

Portable goalposts must be secured by the use of chain anchors or appropriate anchor weights to prevent them from toppling forward.

It is essential that under no circumstances should children or adults be allowed to climb, swing on or play with the structures of the goalposts.

Particular attention is drawn to the fact that if not properly assembled and secured, portable goalposts may topple over.

Regular inspections of goalposts should be carried out to check that they are kept properly maintained.

2. Portable goalposts should not be left in place after use. They should be dismantled and removed to a place of secure storage.

3. It is strongly recommended that nets should only be secured by plastic hooks or tape and not by metal cup hooks. Any metal cup hooks should be removed and replaced. New goalposts should not be purchased if they include metal cup hooks which cannot be replaced.

4. Goalposts which are "home made" or which have been altered from their original size or construction should not be used. These have been the cause of a number of deaths and injuries.

5. Guidelines to prevent toppling:

i. Follow Manufacturer's guide-lines in assembling goalposts.

ii. Before use, adults should:

- ensure each goal is anchored securely in its place
- exert a significant downward force on the cross bar
- exert a significant backward force on both upright posts
- exert a significant forward force on both upright posts

These must be repeated until it is established that the structure is secure. If not, alternative goals/pitches must be used.

For reference, you should note that The F.A. and BSI have developed a standard for future purchases (PAS 36:2000), available from BSI. It is hoped this will be developed into a full British Standard in due course.

**REMEMBER TO USE ALL EQUIPMENT, NOT JUST GOALPOSTS, SAFELY AT ALL TIMES.**