



Child Protection Policy and Practice – September 2016

C.Keenan – Welfare Officer

Formartine United Football Club

Club Licensing 2016

Derogation in Respect of Child Protection



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1/ Background:

1.1: In the course of the 2016 SFA review of the club in the process of Club Licensing, deficiencies in its revision/evaluation process in the area of Child Protection Policy were identified. I was asked to review its extant Child Care Policy and reported accordingly. The initial response is provided at Appendix 1.

1.2: this document chronicles the measures [completed and ongoing] taken by Formartine United FC to remediate the deficiencies identified in this area.

2/ Deficiencies Identified:

2.1: Whereas the extant policy Document was considered to be generally “fit for purpose” it was noted that it was couched in rather arcane terms which made it less than fully effective as a driver of the club’s practices and activities in Child Protection. In addition it became apparent in the process of this evaluation that the culture of the club in this area was overly weighted towards administrative compliance as an end in itself.

2.2: for those in child facing roles, who needed to not only access the document but to use at the very least, the principles behind it on a regular basis. It was recommended that a user guide be prepared. [see Appendix 2].

2.3: in addition it was apparent that a degree of cultural change was also needed. The simplest way of describing what was needed is to define it as a move from a position where documented compliance may have been regarded as an end in itself to one where the function and purpose of what was documented becomes an active, organic part of the day to day life of the club. With regard to child protection, the task was identified as raising the level of engagement with and commitment to modern practice in lines with GIRFEC to imbue the club, or at least the relevant parts of it with, a recognition of that looking after children is “everyone’s business”. Such awareness raising is best begun with a training event and the club has contracted with Robert Buckley an acknowledged expert in the field and who has an excellent reputation as a trainer/facilitator to devise and deliver an ad hoc training event for FUF. Date to be decided – likely to be in October 2016.

2.4: the club’s contact with its child protection officer was sporadic and reactive and the role had become little more than a conduit for processing applications to Disclosure Scotland. He had once maintained an active presence within the club but due to pressures of other work, he was unable to maintain or restore that previous level of commitment. It was



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concluded that the role needed to be refreshed and that in order to drive cultural change an incumbent with a regular and active presence in the day to day life of the club was needed. A new Child Protection Officer will be appointed, target date October 2016.

3/ Conclusion.

3.1 The club has found the process of this enforced re-appraisal of policy [and ultimately its practices] in this area a useful, educational task. It is anticipated that the principle and spirit of moving from a rather defensive “administrative compliance as an end in itself” approach to review to one of openness, mutuality and organisational development is likely to pervade other aspects of culture and practice over time.