



PENYBONT FOOTBALL CLUB

Penybont Football Club, Bryntirion Park, Llangewydd Road, Bridgend. CF31 4JU.

Tel: - 01656 650702



PENYBONT FOOTBALL CLUB WELFARE CHARTER.

PENYBONT FOOTBALL CLUB recognises its responsibilities to safeguard the welfare of all children, young people and vulnerable adults who are attracted to and participate in football. As part of the club's commitment to providing good quality football in a safe environment, the Welfare Policy and Code of Conduct and Good Practice have been extended to cover everyone (paid and unpaid staff, volunteers, coaches, officials and players) taking part in the sport of football in Wales.

TERMS OF REFERENCE

"A relationship of trust is defined as any in which a person has power or influence over and/or is in a position to confer advancement or failure. A sexual relationship is deemed to be intrinsically unequal within such a relationship of trust and is therefore judged as unacceptable, even where the young person or participant is above the legal age of consent."

A "Vulnerable Adult" is any with a learning or physical disability or physical or mental illness, which results in their being incapable of protecting themselves from abuse and when their moral well being may be overpowered.

A "Vulnerable Person" is any adult or the weaker party in a relationship of trust.

AIMS

- To establish an effective system to ensure that all children, young people and vulnerable adults are able to enjoy football in as safe an environment as possible.
- To ensure that everyone involved in football at the club, in whatever capacity, is trained in the welfare and protection of children, young adults and vulnerable adults.
- To promote high standards of behaviour by all those involved in all aspects of football.
- To ensure everyone who enjoys football at the club is protected from sexual harassment.

Club Penybont Ltd.

Vat No: 164385786, Company Registration No: 8409732



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RESPONSIBILITIES

In order to ensure that all members, officials, voluntary or paid workers, players and participants are protected from abuse, exploitation, harassment and harm, inside or outside of the Club, the Board of PENYBONT FOOTBALL CLUB will:

- Accept the moral and legal responsibility to implement procedures to provide a duty of care to children, young people and vulnerable adults, safeguard their well being and protect them from abuse.
- Respect and promote the rights, wishes and feeling of children, young people and vulnerable adults.
- Recruit, train and supervise its employees and volunteers to adopt best practice to safeguard and protect children, young people and vulnerable adults from abuse, and themselves against false allegations.
- Require staff/volunteers to adopt and abide by the PENYBONT FOOTBALL CLUB Code of Conduct and Good Practice and Welfare Policy and Procedures.
- Require that all coaches, officials and volunteers be aware of the potential for the development of a relationship of trust between themselves and young people and vulnerable adults, and the consequences inherent in the accidental or intentional abuse of that relationship.

PRINCIPLES

The key principles underlining the Welfare Policy are that:

- The Welfare of children and young people (the Children's Act 1989, defines a young person as under 18 years of age) and vulnerable adults is the primary concern.
- All children, young people and vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious beliefs or sexual identity have the right to protection from abuse.
- All incidents of poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Confidentiality should be upheld in line with the Data Protection Act (1998), and the Human Rights Act (1998).
- It is the responsibility of the Child Protection experts to determine whether or not abuse has taken place, but is everyone's responsibility to report any concerns.
- All forms of sexual harassment are prohibited.

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