



Lincoln Red Imps Football Club

Safeguarding Children Policy

Version	3.0	Date:	16/01/25
Review	Yearly	Date:	16/01/26

POLICY

About this Policy

Lincoln Red Imps FC acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club football activity. We strive to ensure a child's protection with respect to best practice, policy and procedures.

Reference Document

- Laws of Gibraltar
- Club Constitution and all relevant documents to this policy
- The Gibraltar Football Association Safeguarding Policy
- Anti-Bullying Policy
- Social Media Policy
- Code of Conduct
- Anti Racism Policy
- #oneteam Collaborative Social and Environmental Strategy

CONTENTS

1	Key Principles
2	Safe Environment
3	Best Practices for Child Protection
4	Youth Match official Protection
5	Club Welfare Officer
6	Code of Conduct
7	Other Policies
8	Reporting your Concerns

1. Key Principles

The key principles of Lincoln Red Imps FC child protection policy are that:

- a. The child's welfare is, and must always be, the paramount consideration
- b. 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 orientation
- c. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- d. Working in partnership with other organisations, children and young people and their parents or carers is essential.

2. Safe Environment

Lincoln Red Imps FC acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

Lincoln Red Imps FC recognises that this is the responsibility of every adult involved in our club.

Lincoln Red Imps FC has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying.

It is noted and accepted that child protection applies to everyone in football whether in a paid or voluntary capacity. This includes those who are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

3. Best practice for child protection

Lincoln Red Imps FC endorse and adopt best practice for child protection and for recruiting volunteers and may:

- a. Develop a role profile
- b. Request identification documents
- c. As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- d. Request and follow up with two references before appointing
- e. Require a recognised Police.

All current Lincoln Red Imps FC members working in eligible roles and with direct access to children and young people such as Managers and Coaches are required to hold an in date Gibraltar Football Association Safeguarding Award Children and may be required to complete a recognised Police Check.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Lincoln Red Imps FC guidance will be sought from appropriate sources. It is noted and accepted all decisions will be made in the best interests of children and young people.

It is accepted that Lincoln Red Imps FC aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

4. Youth Match Officials Protection

At Lincoln Red Imps Fc, we recognise that child and youth protection extends beyond players to include youth match officials, who are also young people in our care. Just as we safeguard young players from abuse, intimidation, and undue pressure, we must ensure that youth match officials are treated with the same respect and protection.

As part of our Child & Youth Protection Policy, Lincoln Red Imps Fc is committed to creating a safe and respectful environment for all youth match officials.

This means:

- A zero-tolerance approach to abuse, intimidation, and harassment directed at youth match officials.
- Ensuring that players, coaches, parents, and spectators understand and uphold respectful conduct towards youth referees.
- Providing a clear process for reporting concerns so that youth match officials feel safe, supported, and protected.

5. Club Welfare Officer (CWO)

Lincoln Red Imps FC has appointed a Club Welfare Officer (CWO) as well as a Safeguarding Focal Point Officer (SFPO). The CWO and/or SFPO is the first point of contact for all club members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise directly with the appropriate authorities. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members.

Lincoln Red Imps FC acknowledge bullying as a category of abuse.

Bullying of any kind is not acceptable at our club. If bullying does occur, all players, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or a member of the committee.

6. Code of Conduct

Codes of conduct for players, parents or spectators, officials and coaches have been implemented by Lincoln Red Imps FC. In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented in more serious circumstances. All prospective members can have access to these codes.

7. Other Policies

The club have other policies in place to ensure the well-being of Children and to which all its members must adhere to including the children themselves. Refer to Reference Policies above.

8. Reporting your concerns

In this Club, Safeguarding is everyone's responsibility, and we know that inaction is not an option and if anyone is worried about a child it is important that they report their concerns to the Club Welfare Officer (if there is one) or a member of the Club committee, who will deal with reported concerns as follows:

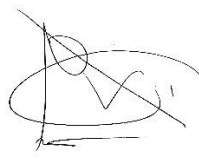
- i) The Club Welfare Officer (if there is one) ("CWO") or a member of the Club committee will manage poor practice and where necessary seek advice from the Designated Safeguarding Officer (DSO).
- ii) The CWO or a member of the Club committee will make referrals about more serious concerns to the DSO, or in an emergency contact the Police or Care Agency.
- iii) We will ensure that if the child needs immediate medical treatment that we take them to a hospital or call an ambulance and tell them it is a child protection concern
- iv) The CWO or a member of the Club committee will keep records of the actions taken and keep the Designated Safeguarding Officer (DSO) informed.
- v) If the CWO or a member of the Club committee is not available at any time, or the matter is clearly serious, all our members should be aware that they can:
 - Contact the DSO directly;
 - Contact the Gibraltar FA on +350 200 42941
 - Contact the Police or Care Agency

NO ACTION IS NOT AN OPTION

Any adult or young person with concerns about a colleague, can, in absolute confidence, report the matter (whistle blow) by contacting the Gibraltar Football Association Safeguarding Team, the club Welfare Officer or a Member of the Board or alternatively by going direct to Children's Social Care or the Police.



Michael Ruiz
Club Secretary
Club Welfare Officer
Safeguarding Focal Point Officer



Dylan Viagas
Club President