

# Middlesbrough Girls FC – Club Policies

These policies set out the standards, expectations, and procedures of Middlesbrough Girls FC. They apply to all players, parents/carers, coaches, volunteers, officials, and committee members.

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## 1. Safeguarding & Child Protection Policy

Middlesbrough Girls FC is committed to safeguarding and promoting the welfare of all children and young people.

- We follow FA Safeguarding Children Policy and Procedures.
  - All coaches and volunteers must hold a valid DBS check and complete FA Safeguarding Children training.
  - A qualified Club Welfare Officer (CWO) is appointed and acts as the first point of contact for concerns.
  - Any safeguarding concerns must be reported immediately to the CWO and, where necessary, the FA or statutory agencies.
  - We operate a zero-tolerance approach to abuse, bullying, discrimination, or neglect.
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## 2. Equality, Diversity & Inclusion Policy

Middlesbrough Girls FC is inclusive and welcoming to all.

- We do not discriminate based on gender, race, ethnicity, disability, religion, sexual orientation, or background.
  - All players are given equal opportunities to develop and enjoy football.
  - Discriminatory language or behaviour will result in disciplinary action.
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## 3. Codes of Conduct

### Players' Code of Conduct

Players are expected to: - Respect coaches, teammates, officials, and opponents. - Play fairly and within the rules of the game. - Display good sportsmanship at all times. - Listen to coaches and try their best at training and matches.

### Parents & Carers Code of Conduct

Parents/carers are expected to: - Encourage positive behaviour and effort, not just results. - Respect match officials and opposition. - Communicate concerns through the appropriate club channels. - Never coach from the sidelines unless authorised.

## **Coaches & Volunteers Code of Conduct**

Coaches/volunteers must: - Put player welfare before winning. - Be positive role models. - Maintain professional boundaries at all times. - Follow FA policies, club policies, and safeguarding procedures.

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## **4. Anti-Bullying Policy**

Bullying will not be tolerated in any form.

- This includes verbal, physical, emotional, online, or discriminatory bullying.
  - All incidents will be taken seriously and investigated.
  - Appropriate action will be taken, which may include suspension or removal from the club.
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## **5. Health & Safety Policy**

The club is committed to providing a safe environment.

- Risk assessments will be carried out for training and matches.
  - First aid kits will be available at all sessions.
  - At least one first-aid qualified adult will be present.
  - Injuries must be reported and recorded.
  - Players must wear appropriate kit and protective equipment.
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## **6. Social Media & Communications Policy**

- Social media must be used responsibly and respectfully.
  - No inappropriate images, comments, or content involving players will be shared.
  - Coaches must use group platforms approved by the club for communication.
  - Direct messaging between adults and players is discouraged and must follow FA guidance.
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## **7. Photography & Video Policy**

- Parental consent must be obtained before taking or using images/videos of players.
  - Images will only be used for club-related purposes.
  - No personal details will be published alongside images.
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## **8. Discipline & Complaints Policy**

- Any breaches of club policies may result in disciplinary action.
  - Complaints should be submitted in writing to the Club Secretary or Welfare Officer.
  - Complaints will be handled fairly, confidentially, and promptly.
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## 9. Data Protection (GDPR) Policy

- Personal data is collected and stored securely.
  - Data is used only for legitimate club purposes.
  - Data will not be shared without consent unless legally required.
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## 10. Policy Review

- All policies will be reviewed annually or in line with FA guidance updates.
  - Updates will be communicated to members.
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**Approved by:** Middlesbrough Girls FC Committee

**Review Date:** Annually