

NWCFL WELFARE POLICY



The North West Counties Football League Limited (Company number 11407266) is registered in England and Wales, with its registered office at 24 The Pastures Crossens, Southport, Merseyside, United Kingdom, PR9 8RH

Our public commitment to addressing inequalities and preventing discrimination

The North West Counties Football League Limited endorses the principle of Equality and is committed to ensure that everyone who wishes to be involved with the NWCFL, regardless of their role, current or potential:

- have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, regardless of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights and dignity and individual worth are respected and valued, and in particular, that they are able to be involved and participate without the threat of discrimination, intimidation, victimisation, bullying, harassment or abuse.

The North West Counties League Limited commit to upholding and adhering to all policies and criteria listed in this document, will be available on all League publications including the NWCFL.com website and its League Handbook.

Paul Lawler
NWCFL Chairman

John Deal
NWCFL Secretary

Gary Langley
NWCFL Safeguarding & Welfare Officer

1: League Welfare Policy and Commitments:

We all have a responsibility to promote high standards of behaviour in the game. This League is supporting The FA's Respect programme to ensure football can be enjoyed by everyone in a safe and positive environment. The North West Counties League Ltd has a strong recent history of working alongside the FA's Respect campaign and have been, and will continue to be strong advocates and supporters of the programme.

The North West Counties League commit to appointing an FA/SFA qualified League Safeguarding & Welfare Officer who's contact details will be fully available on the League Website and it's League Handbook. It is understood that this officer will act in the best interests of all parties be they League Officials, Match Officials, Club representatives, players or parents/guardians as per this Welfare Policy and its League Safeguarding policy.

For more information on what is expected of sport in terms of safeguarding children, or anyone under the age of 18, please refer to the North West Counties Leaguesafeguarding Policy, TheFA.com/safeguarding, thecpsu.org.uk or to everychildmatters.co.uk

PLEASE NOTE: THE NORTH WEST COUNTIES LEAGUE DOES NOT PERMIT THE SIGNING OF PLAYERS UNDER 16 YEARS OF AGE FOR MEMBERS FIRST TEAM SQUADS.

Under 18's can only sign with parental/guardian consent - a copy must be sent to parent/guardian on registration.

For Parents/carers of players/volunteers/Club Officials The Club Welfare Officer at each member club is a first point of contact should you have any Welfare or Safeguarding concerns. Their contact details should be clearly identified on each member Clubs Website under its own tab and published in any club publications such as its matchday programme.

The League Welfare Officer at The North West Counties League Ltd is a further point of contact should any member club have any Welfare or Safeguarding concerns. Their contact details can be found under 'League Officials'. League Officials and League Welfare Officers can act should they suspect any club is failing its obligations or commitments to Children, adults, adults with vulnerabilities or those with any protected Safeguarding characteristic as listed under The Equality Act 2010.

These Characteristics are listed and recognised as:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

2: LEAGUE and CLUB WELFARE OFFICER APPOINTMENTS & QUALIFICATION

Clubs are actively encouraged to appoint a Club Welfare/Safeguarding Officer and ensure that they are suitably qualified via the FA Club Welfare Officers Course which is subsequently recorded on their FA FAN Number. League Directors, League Management Committee Members, Club Chairman and Club Secretaries are requested to undertake the "FA Safeguarding for Committee Members" course which is an online course listed in

the FA Bootroom section of the FA website. The course completion would be listed and recorded on their own FAN Numbers.

Clubs are requested to inform the League Safeguarding and Welfare Officer of the name and Contact details of their Club Welfare Officer as a primary point of contact for welfare issues.

3: THE FA RESPECT CAMPAIGN....

We actively encourage all clubs to adhere to all principles of the FA Respect campaign as well as the terms and conditions listed under all League Matchday policies. These policies are listed on the NWCFL.com website and are displayed in each clubs dressing room on matchdays.

4: CLUB CODES OF CONDUCT AND THE RIGHT TO ATTEND GAMES WITHOUT FEAR...

We encourage all clubs to have a Code of Conduct on-site to encourage fair play, safety, the right for Coaches to coach, Match Officials to Officiate the game, players to play and spectators to watch a game without fear of abuse, prejudice or concern. The League's "Cooling Off" policy is a strong commitment to protecting match officials and we take any abuse towards anyone officiating the game strongly and this can bring sanctions to a club from the NWCFL which can include fines and anything up to and including banning orders or games to be played behind closed doors.

5: LEAGUE OFFICIALS ROLE ON MATCHDAYS...

League Representatives attend games with multiple roles, these can include as a League Rep, support, League business including monitoring match processes (Matchday Management, match officials, Ground grading) or even just to enjoy a football game! Our officials are encouraged to engage with Club Officials and support where appropriate or requested.

League Officials also have the right to attend games without receiving abuse or unsavoury comments at the games. We will always try and engage with officials and this includes on subjects that might be deemed "Difficult" but will always adhere to FA and League Rules and Guidelines.

6: FURTHER REFERENCE POINTS:

Should any concerns regarding breaches of the League Welfare or Safeguarding policies arise, reference should be made in the first instance to the League Safeguarding and Welfare Officer. Issues at Individual Clubs relating to Welfare breaches should be reported in the first instance to the respective Club Welfare Officer.

Last Updated: July 2022