

# Policies

Version 0.1 Sept 2024



## HEALTH AND SAFETY POLICY STATEMENT

Balrothery FC (BFC) is strongly committed to encouraging our members to take part, but the health, well-being and safety of each individual is always our paramount concern.

### Health and safety policy

To support our Health and Safety Policy statement we are committed to the following duties: -

- Undertake regular, recorded risk assessment of the club premises and all activities undertaken by the club.
- Create a safe environment by putting health and safety measures in place as identified by the assessment.
- Ensure that all members are given the appropriate level of training and competition by regularly assessing individual ability dependent on age, maturity, and development
- Ensure that all members are aware of, understand and follow the club's health and safety policy.
- Ensure that normal operating procedures and emergency operating procedures are in place and known by all members.
- Provide access to adequate first aid facilities, and, where possible, a qualified first aider.
- Report any injuries or accidents sustained during any club activity or whilst on the club premises.
- Ensure that the implementation of the policy is reviewed regularly and monitored for effectiveness.
- As a club member you have a duty to:
  - Take reasonable care for your own health and safety and that of others who may be affected by what you do or not do.
  - Co-operate with the club on health and safety issues.
  - Correctly use all equipment provided by the club.
  - Not interfere with or misuse anything provided for your health, safety, or welfare.

### First aid

#### Location of first aid facilities

First aid kits are available in the clubhouse and in each club kit bag.

An Automated External Defibrillator (AED) machine is located at the clubhouse.

#### Qualified first aiders

Larry Fay - Club Chairman

## SOCIAL MEDIA POLICY STATEMENT

Balrothery FC (BRFC) understand everyone involved in football must recognise that the responsibility to safeguard exists both on and off the field of play. Coaches, club officials, volunteers and others in a position of trust in football need to act responsibly both on and off the field and this includes the use of electronic communications.

Clubs and leagues that set up websites have a responsibility to ensure safeguards are in place. Coaches, officials and those in a position of responsibility in clubs and must ensure they communicate responsibly. Clubs are responsible for ensuring all content hosted on their websites, social network areas and any associated message boards or blogs abide by the Rules and Regulations of The Football Association of Ireland (FAI).

### THE CLUB SHOULD:

1. Refrain from publishing comments about other clubs, players or referees and any controversial or potentially inflammatory subjects.
2. Avoid hostile or harassing communications in any posts or other online communications. Harassment is any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age sexual orientation, veteran status, marital status, religion or any other status.
3. Identify all copyrighted or borrowed material with citations and links. When publishing direct paraphrased quotes, thoughts, ideas, photos or videos, give credit to the original publisher or author.
4. If it maintains a website, blog, chat room, video-sharing site, bulletin board or other social media that promotes their club, should remember they are responsible for reviewing responses to online posts and resolving any concerns about the propriety of the responses before they are posted.
5. If a blogger or any other online participant posts an inaccurate, accessory or negative comment about the club or anyone associated with the club, do not respond to the post and contact The Club Secretary for guidance/advice.

### COACH /VOLUNTEERS WHETHER:

1. Use text or emails for personal conversations, sending pictures, jokes or other items of a personal nature or engage in any 'banter' or comments with or about children at the club.
2. Use internet or web based mobile phones or other form of communications to send personal messages of a non-football nature to a child or young person.
3. Respond to emails or texts from young people other than those directly related to club matters.
4. Use language that is directly (or could be misinterpreted as being) racist, sexist, derogatory, threatening, abusive or sexualised in tone.
5. Accept as a friend, young players or any person employed or volunteering at the club who is U18 on social networking sites.
6. Share your own personal social networking sites with children or young people involved at the football club or ask them to be your 'friend'.
7. Make contact with children or young people known through football outside of the football context on social networking sites.
8. Post personal comments in relation to the management or operation of the club, club officials. match officials, children, parent/guardian or opposition teams or any family members of those groups.
9. Delete any inappropriate text or email messages sent to you as they may form part of any subsequent investigation.

Parent

### **PARENT GUIDANCE**

1. Know who the club Child Protection Officer is and how to contact them if you have any concerns about the content of club web pages or in relation to the welfare of your child
2. Ensure you are aware of how coaches, managers and other members of the club should communicate with your child
3. Show an interest in the communications between the club, you and your child. Open communication about club activities/issues often means that concerns are picked up early and issues can be resolved more easily
4. Familiarise yourself with The Football League's guidance for clubs in relation to websites, text messaging and social networking sites
5. Understand the club's communication practices. If the club uses text messages or emails as a source of communication you may request to be copied into anything sent to your child
6. Ensure your child understands that they should tell someone that they trust about communications that make them feel uncomfortable or when they've been asked not to tell their parent/carer or coach about the communication
7. Remember as a parent/carer of a child at the club you and your child are responsible for and need to abide by the club policy, The Football League Policy Guidance and The FA Rules and Regulations regarding comments that you place online about the club or club officials, The Football League, players, managers, match officials, opposing teams players or family members of any of those groups
8. Inform the club Child Protection Officer as soon as possible if you or your child receives any inappropriate communication from any member of staff/volunteer or other person associated with the club and save the communication
9. Parents must not use social media to speak ill of the club or any staff or associates or to comment on players, training or matches.
10. Parents must not reveal any information they may have received about a player

### **PLAYER'S GUIDANCE PLAYERS MUST NOT:**

1. Post, host, text or email things that are hurtful, insulting, offensive, abusive, threatening, or racist as this would go against football club's rules and could also be against the law. Or post personal comments in relation to the management or operation of the club, club officials, match officials, players, opposition team member(s), or any family members of those above.
2. Engage in any personal communications, 'banter' or comments with staff / volunteer(s), players' opposition teams.
3. Give out personal details online including mobile numbers, email addresses or social networking account access to people you don't know well offline
4. Invite any adult involved with the club to become your friends online, or accept them as a friend on any social network site. They have been told they must not to accept such invitations
5. Use internet, web-based, phone or any other form of communication to send personal messages of a non-football nature to any member of staff/volunteer at the club
6. Delete inappropriate text or email messages sent to you as they may form part of any subsequent investigation
7. Use inappropriate language.
8. Reveal information about training, fixtures and contractual agreements etc using social media posts.

A breach of this policy will be considered by the BFC Committee

All reports of cyberbullying and other technology misuses will be investigated fully and may result in notification to the police where Balrothery FC is obliged to do so.

Sanctions may include, but are not limited to, suspension, or banning from Balrothery Football Club. Everyone must be aware that in certain circumstances where a crime has been committed, they may be subject to a criminal investigation by the police over which Balrothery Football Club will have no control.



## EQUALITY & INCLUSION POLICY

Balrothery Football Club is responsible for setting the standards, expectations and values in relation to equality, inclusion and diversity in the club.

### **Football is for everyone.**

It should be enjoyed and belong to anyone who wants to participate in it whether as a coach, official, player, staff, a member or a fan.

The aim of Balrothery Football Club's Equality & Inclusion Policy is to promote our own equality objectives and in doing so help to ensure that everyone is treated with fair treatment and respect.

All Balrothery Football Club members involved in the club should adhere and abide to this policy and to the legal requirements of the Equality Act(s) Once we do this, we are working towards being legally compliant in relation to equality legislation.

Balrothery Football Club will ensure that it treats everyone fairly and with respect and provide access and opportunities for all members of the community to take part in and enjoy all club activities.

Every staff member, board member, fans and officials of visiting teams can be assured of an environment in which their rights, dignity and equality will be respected and be able to watch football in an environment without any threat of harassment, abuse, intimidation or victimisation.

### **Complaints and Compliance**

Balrothery Football Club regards all forms of discriminatory behaviour included in this policy as unacceptable and are happy to ensure that all individuals feel able to raise any complaints related to such behaviour without fear of being penalised for doing so.

Balrothery Football Club is committed to the investigation of any allegation when it is brought to their attention. Any complaints can be reported to any club official in the club. Appropriated disciplinary action will be taken against any employee, member, volunteer, fan or spectator who is found after a full investigation to have violated the Equality Policy.

### **Discriminatory Descriptions**

Direct Discrimination occurs when a person is treated less favorably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do.

Indirect Discrimination occurs where the effect of certain requirements, provisions or practices imposed by an organisation has an adverse impact on one group or other. This occurs when a rule or condition, which applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group, the rule is to their advantage and it cannot be justified on other grounds.

Arising from Disability occurs when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this is shown, then the treatment can be lawful. This form of discrimination can occur only if the club (or person from the club) knows or can reasonably be expected to know that the disabled person is disabled.

Harassment can be described as inappropriate actions, behaviours, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual. It may be related to gender, gender reassignment, race, disability, sexuality, age, religion or nationality.

Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.

Prejudice is literally pre-judging someone. It is normally led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

Social exclusion is when people or areas suffer from one or a combination of linked problems such as employment, poor skills, low income, high crime environment or lack of facilities.