



CHILDREN'S WELLBEING AND PROTECTION POLICY STATEMENT

Rangers Football Club recognise our responsibility and are fully committed to promote, support and safeguard children's wellbeing while participating in Scottish football. We will ensure that every child who takes part in football, in any capacity, is able to participate in an enjoyable and safe environment, which promotes inclusion and protects them from harm, poor practice, exploitation, bullying or abuse. We value a rights-based approach within our sport and our child wellbeing policy is based on the fundamental rights of the child; as set out in United Nations Convention of the Rights of the Child

Our policies, procedures and safeguards, as well as training will give us the confidence and support needed to fulfil our responsibility to keep children safe from harm, abuse and exploitation.

Rangers FC acknowledge that:

- The wellbeing and rights of the child are paramount and we will act in the best interest of children and young people
- Child wellbeing and protection is everyone's responsibility
- All children, regardless of age, gender, sexual orientation, disability, race, religion, socio-economic status or family circumstance have the right to be protected from all forms of harm and abuse, as set out in Article 19 of UNCRC.
- We see the child before the player, coach, volunteer, spectator or referee
- Children have the right to express their views on matters that affect them and those views given appropriate consideration
- Children have the right to relax, play and join in a wide range of activities as set out in Article 31
- There is a need to work in partnership with children and their families to promote and implement these policies and other external agencies if and when required.

Rangers FC will meet its commitment to safeguard and protect children from harm guided by the following principles:

- Awareness: We will ensure that all staff and volunteers have the appropriate training in order to recognise the possible signs of child abuse and the potential risks to a child's wellbeing.
- Prevention: A combination of safeguarding practices and the implementation of policy and procedures will ensure we minimise the potential risk of harm to children and ensure that our club environment is a safe one.
- Responding: If a concern about a child is identified that affects one (or more) of the child's wellbeing indicators (Safe/Healthy/Active/Nurtured/Achieving/Respected/Responsible/Included) this may be discussed with the parent/carer. The best interest of the child will be considered as to what is the best and most suitable support for the individual child. When responding to concerns about the conduct of an adult, we will implement, where appropriate, the relevant disciplinary and appeals procedures.
- Recording and Reporting: We will ensure that all staff and volunteers are knowledgeable in recording the required information and passing this on to Rangers FC Safeguarding and Player Care Manager.
- Review: We will ensure that the policy and procedures are monitored, evaluated and following the review of an issue/concern raised at the club and it is suggested that the policy should be reviewed, any changes in legislation and government guidance on the wellbeing and protection of children, at least every three years.



All staff and volunteers involved in activities with children will be:

INCLUSIVE

Football is for everyone, irrespective of background. We celebrate what makes us unique and embrace our differences. We create a culture where rights are respected and everyone is treated fairly, with dignity and respect

APPROACHABLE

We are visible, accessible, open and caring. We build respectful and supportive relationships, listening to children's voices, and championing their views in everything we do

EMPOWERING

We are forward facing and strive to be the best for children and young people. We are brave, challenging ourselves and others to continually strive for the best outcomes for children and young people. We encourage and support children and young people to express their views.

ACCOUNTABLE

We accept responsibility and take ownership of the wellbeing and protection of children in our game. Our collective leadership calls upon integrity, consistency and confidence in our everyday behaviours.