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## **1. POLICY STATEMENT**

**St Mirren Football Club** is committed to ensuring 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. The Club values a rights-based approach within our sport, and our child wellbeing and protection policy is based on the fundamental rights of children as set out in the United Nations Convention on the Rights of the Child (UNCRC).

**The Child Wellbeing and Protection Policy is based on the following principles:**

1. We will act in the best interests of children and young people
2. The protection and wellbeing of all children in our care is everyone's responsibility
3. A child or young person's rights, wishes and feelings should be respected and promoted.  
For example:
  - A child or young person, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity has the right to protection from all forms of harm, abuse and exploitation
  - We see the child or young person before the player, coach, volunteer, spectator or referee
  - Children and young people have the right to express views on matters that affect them, should they wish to do so, and to have those views taken into account
  - Children and young people have the right to relax, play, and join in a wide range of sporting activities
4. The best way to promote the wellbeing, health and development of a child or young person is to work in partnership with each other, the child or young person, their parents/carers and other relevant organisations.

### **OUR VALUES**

Our values support our efforts to achieve our vision. They set the tone of our work and will be visible in our decisions and actions.

All staff and volunteers, when working or volunteering with children and young people involved in Club activities, 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.



