

CHILD SAFEGUARDING ROLES AND RESPONSIBILITIES

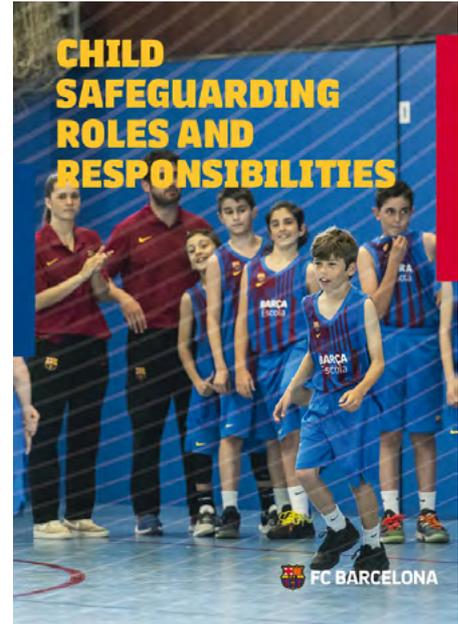


FC BARCELONA



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PUBLISHED BY

Futbol Club Barcelona
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PHOTOGRAPHS

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GRAPHIC DESIGN AND LAYOUT

Eleven Adworks

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Futbol Club Barcelona, Barcelona 2022

July 2023

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CHILD SAFEGUARDING ROLES AND RESPONSIBILITIES

Football Club Barcelona and the Barça Foundation (hereinafter “FC Barcelona”) have drawn up a **Child Safeguarding Policy** to ensure the well-being of children and young people who participate in their programs and projects and use their facilities. This document describes the safeguarding roles and responsibilities of the various agents involved in the safeguarding and protection of children and young people.



People who have contact with children and young people, whatever their connection is with FC Barcelona, are responsible for:

- ▶ Signing and complying with the **Code of Conduct for professionals and other persons who have contact with children and young people**.
- ▶ Participating in the training sessions organized by FC Barcelona (or by organizations working on its behalf) on any aspect of child safeguarding.
- ▶ Being familiar with the **Child Safeguarding Policy** and all the instruments developed to implement it, and applying them on a daily basis in their work.
- ▶ Maintaining a fluid relationship with the Safeguarding Coaches and Safeguarding Delegates.
- ▶ Knowing what action to take – and if they have doubts about it, clarifying them — in response to any case of violence, both when it is disclosed to them by a child or young person or by someone else, and subsequently in the process of reporting and referral.
- ▶ Participating in the risk mapping of the environments in which they work and the activities in which they participate as part of their role as stewards of safe and protective environments.
- ▶ Developing the necessary preventive actions to ensure that there are appropriate conflict resolution practices with children and young people and to guarantee the inclusion of children and young people who are subject to conditions of vulnerability.
- ▶ Being a role model for safeguarding in their daily behavior with children and young people, both in the peaceful resolution of any conflicts that may arise with them and in their actions as educational figures of authority.
- ▶ Facilitating and encouraging the active engagement of children and young people and allowing them time to express their opinions, concerns and suggestions.
- ▶ Listening to children and young people, believing them and giving them emotional support in whatever they need in relation to any situation of violence, especially when they have suffered physical or psychological abuse or sexual abuse.
- ▶ Ensuring the privacy and confidentiality of the personal information of children and young people and their families in all situations, especially in cases of violence and abuse.

The **Safeguarding Coaches** are responsible for:

- ▶ Participating actively in child safeguarding training (prevention, detection, reporting and providing support in response to all forms of violence).
- ▶ Working with the Safeguarding Delegates in training sessions for the children and young people that are in their care and their families.
- ▶ Introducing themselves to the families and legal guardians of the children and young people for whom they are Safeguarding Coaches, making clear the forms of communication and contact available to them (both in person and anonymously).
- ▶ Introducing themselves to the children and young people for whom they are Safeguarding Coaches, making clear the forms of communication and contact available to them (both in person and anonymously).
- ▶ Getting to know well the children and young people for whom they are Safeguarding Coaches, taking an interest in their likes and dislikes, their interests and sports activities, since this knowledge can be essential in detecting situations of risk and abuse and in subsequently providing support.
- ▶ Being the recipient for the communications/suspicions/complaints that may come both internally (from FC Barcelona personnel) and externally (from families, children and young people, or people with other links to FC Barcelona, etc.) and immediately communicating them to the Safeguarding Delegates, in accordance with the procedures laid down in the **Action Protocol**.
- ▶ Monitoring on a day-to-day basis children and young people who have experienced a violation of their rights to check how they are and provide them with the support that is within the Coach's competence, in coordination with the Safeguarding Delegates.
- ▶ Taking part in the processes to evaluate the implementation of the **Child Safeguarding Policy** and the other safeguarding and protection tools and to incorporate improvements by offering their opinions and making suggestions.



The **Safeguarding Delegates** are responsible for:

- ▶ Organizing training sessions on the various aspects of child safeguarding: prevention, detection, reporting and providing support in response to all forms of violence (including those inflicted using new technologies) for professionals (FC Barcelona personnel and people with other links), children and young people and their families and legal guardians.
- ▶ Reviewing, along with the professional teams that work with children and young people (especially the Safeguarding Coaches), the sports activities and the grounds and facilities where they take place using the **Risk Mapping and Protective Measures** document to make the necessary adjustments and ensure that they are safe and protective environments.
- ▶ Being available to advise the professionals who have contact with children and young people in FC Barcelona work environments, in whatever capacity, on doubts and guidance on prevention, detection, reporting and providing support in response to all forms of violence.
- ▶ Introducing themselves to the families and legal guardians of the children and young people for whom they are Safeguarding Delegates, making clear the forms of communication and contact available to them (both in person and anonymously).
- ▶ Introducing themselves to the children and young people for whom they are Safeguarding Delegates together with the Safeguarding Coaches, making clear the forms of communication and contact available to them (both in person and anonymously).
- ▶ Familiarizing themselves with the resources (social service centers, juvenile prosecutor's office and law enforcement agencies, mainly, but also health and educational centers) that may become involved in safeguarding proceedings concerning the children and young people for whom they are Safeguarding Delegates, and reaching mutual agreement on the forms of communication and contact and understanding the public authority protocols.
- ▶ Being the recipient for the communications/suspicious/complaints that may come both internally (from FC Barcelona personnel, especially via the Safeguarding Coaches) and externally (from families, children and young people, or people with other links with FC Barcelona).
- ▶ Acting in accordance with the procedures set out in the **Action Protocol**, following the guidelines for the different situations:
 - Conflict.
 - Vulnerability.
 - Mild and moderate risk.
 - Severe risk and abuse.

- ▶ Liaising with the Safeguarding Committee in cases that are especially complex for the Delegates or that require the Committee's intervention, particularly to facilitate communication with the authorities.
- ▶ Together with the Safeguarding Coaches, monitoring children and young people who have experienced a violation of their rights to check how they are and provide them with the support that is within the Delegate's competence.
- ▶ Developing participatory processes with professionals (FC Barcelona personnel and people with other links), children and young people and their families and legal guardians to assess and improve the implementation of the **Child Safeguarding Policy** in the environments in which they are Safeguarding Delegates.
- ▶ Preparing annual reports on prevention activities and intervention processes, in order to have systematized data available on the work done and the needs identified, for submission to the Safeguarding Committee, in addition to the reports that they are required to submit to the authorities or the Safeguarding Committee.
- ▶ Attending the general meetings organized by the Safeguarding Committee to update their knowledge, share data and trends and express their opinions regarding possible improvements in the safeguarding of children and young people in the various programs and projects.
- ▶ Collecting and filing certificates from the Central Register of Sex Offenders, certificates of criminal record checks, and their equivalents from other countries, of any person who has contact with children and young people.
- ▶ Coordinating the evaluation of the Safeguarding Coaches' performance within the framework of their safeguarding functions.



The **Safeguarding Committee** is responsible for:

- ▶ Verifying that the Safeguarding Delegates receive the appropriate training and support for them to fulfill their duties (the support of the senior management, times spent exclusively on safeguarding issues in their schedules, etc.).
- ▶ Supervising the Safeguarding Delegates' monitoring of cases, particularly the most serious ones.
- ▶ Ensuring that the Safeguarding Delegates understand their responsibilities and fulfill them.
- ▶ Advising and supporting the Safeguarding Delegates as necessary during safeguarding procedures, particularly in the drafting of reports to ensure that they comply with the legal and regulatory requirements.
- ▶ Taking the actions specified in the **Action Protocol**, including the signing of official communications and officially representing FC Barcelona in procedures that require it; in particular, notifying the prosecutor's office and/or law enforcement agencies and the family or legal guardians of the child or young person of the risk situation.
- ▶ Obtaining specialized legal advice in cases that require it.
- ▶ Coordinating the evaluation of the Safeguarding Delegates' performance within the framework of their safeguarding functions.
- ▶ Analyzing the regular reports of all the Safeguarding Delegates to identify strengths and weaknesses, trends and needs for improvement.
- ▶ Leading the annual assessment of the implementation of the **Child Safeguarding Policy** and the other safeguarding tools, and the incorporation of improvements to them, with the involvement of all the stakeholders (personnel, children and young people, their families and legal guardians, Safeguarding Coaches and Safeguarding Delegates), making the appropriate changes periodically and ensuring that they meet the internal criteria of FC Barcelona.

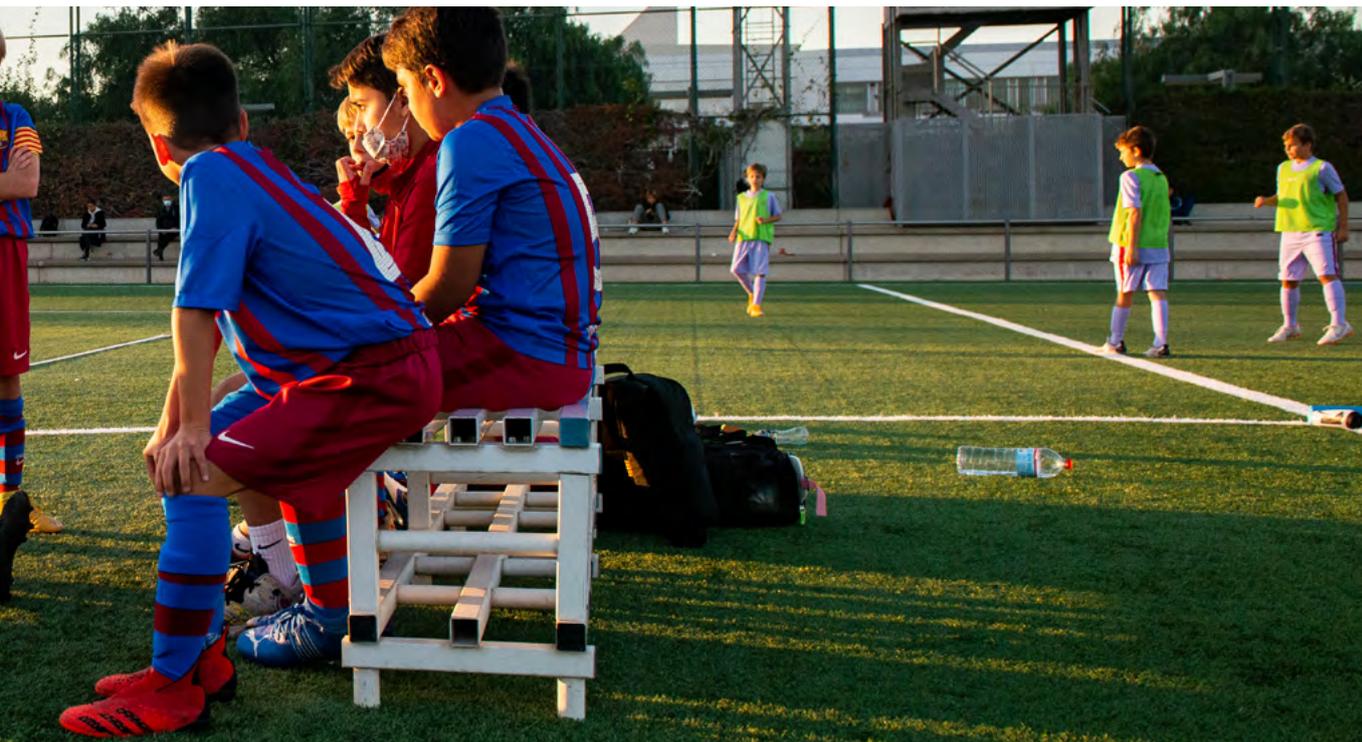
Children and young people are responsible for:

- ▶ Learning to work as a team with their peers on an equal footing basis regardless of any kind of difference, without isolating or rejecting anyone.
- ▶ Learning to resolve any conflicts that may arise with their peers in a non-violent way.
- ▶ Asking for help in any situation that is causing them harm, if they can.
- ▶ Asking for help for other children and young people when they see that they are experiencing a situation that is causing them harm (because they appear unwell or upset, or they are experiencing violence inflicted by their peers or adults, inside or outside the sporting environment).
- ▶ Knowing their Safeguarding Coaches and clearly understanding the means of contact for disclosing situations.
- ▶ Knowing their Safeguarding Delegates and clearly understanding the means of contact for disclosing situations.
- ▶ Taking a significant part in the activities that are provided within the framework of the Child Safeguarding Policy, both in the prevention activities and in the risk mapping of the environments in which they participate and in the assessment of the implementation of the Child Safeguarding Policy.
- ▶ Taking part in the processes for collecting and evaluating proposals for improvement of the Child Safeguarding Policy and other safeguarding tools.



Parents, families and legal guardians are responsible for:

- ▶ Consciously being role models for the safe, caring and protective treatment of children and young people.
- ▶ Asking for help in any situation that is harming their children.
- ▶ Asking for help for other children and young people when they see that they are experiencing a situation that is causing them harm (because they appear unwell or upset, or they are experiencing violence inflicted by their peers or adults, inside or outside the sporting environment).
- ▶ Knowing their children's Safeguarding Coaches and clearly understanding the means of contact for disclosing situations.
- ▶ Knowing their children's Safeguarding Delegates and clearly understanding the means of contact for disclosing situations.
- ▶ Cooperating with the FC Barcelona safeguarding systems and with the official child protection systems in the protection processes in which their children are involved, whether they are the ones who have suffered violence or the ones who have inflicted it.
- ▶ Taking part in training sessions to learn how to safeguard their children and protect them from violence.
- ▶ Taking part in the processes for collecting and evaluating proposals for improvement of the Child Safeguarding Policy and other safeguarding tools.





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JULY 2023

