

CHILD WELLBEING AND PROTECTION STRATEGY REVIEW SEASON 19/20

In August 2019 the Scottish FA published the first **Child Wellbeing and Protection Strategy for Scottish Football: Getting it Right for Every Child**.

This five year strategy sets out our vision for keeping children and young people safe, protecting their wellbeing and promoting their rights across Scottish football. This was momentous since Scottish football has never had such a strategy setting out a clear commitment and associated priorities to put the wellbeing and protection of children and young people at the heart of Scottish football.

This season review is an overview of the Scottish FA's progress on each of the **5 strategic priorities** over the first year since the publication of the strategy. This first year has focused on building strong foundations and structures to enable us to realise our vision. This includes having skilled, knowledgeable and supported people in place across the game; a revised policy framework, informed by evidence, that will be implemented across Scottish football; and governance arrangements in place to ensure our accountability for the commitments we have made to children and young people. The crucial measure of success for the strategy will be the **difference that we make to children and young people** involved in Scottish football, and this central question will be a focus of activity in our second season now that we have these stronger foundations in place.

The strategy and its priorities require **collaborative leadership, accountability and responsibility** across all of Scottish football. Progress on many of the areas detailed in this review would not have been possible without the hard work and support of many of our partners, within and beyond Scottish football. We look forward to continuing this work in our second season and beyond, so that together we can realise our collective ambition to make **meaningful and effective change for children and young people** involved in the national game.

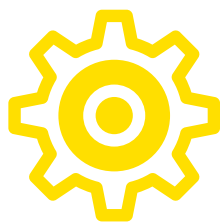
Alyson Evans
Head of Wellbeing and Protection
Scottish FA



NOTHING
MATTERS
MORE



STRATEGIC PRIORITY ONE: SYSTEMS



EMBED A CONSISTENT CHILD WELLBEING AND PROTECTION SYSTEM AT EVERY LEVEL OF SCOTTISH FOOTBALL

OUR COMMITMENT

Scottish football is a safe environment for children and young people where their wellbeing is promoted



WHAT WE HAVE DELIVERED

We reviewed the networks and partnerships we need to implement the recommendations from the Independent Review across Scottish football to ensure that improvements are consistent and sustainable. These structures include the **Scottish Football Working Group and Scottish Football Learning Set**.

Our Scottish Football Working Group, made up of representatives from across Scottish football

- **Formed five sub-groups** to examine scouting; appointment and selection; administration of medical treatment/physiotherapy; safe use of images; and exit arrangements.
- Produced a values based **Appointment and Selection Toolkit** to help grassroots clubs put child wellbeing at the forefront of their recruitment and induction practices.

We established a working group to produce a **protocol and guidance** for clubs, intermediaries, young people and parents/carers **on the role of an Intermediary in Scottish football** and the safeguards that should be in place to protect young people.

Our **Event Welfare Plan** for children and young people was piloted at the UEFA Women's Under 19 tournament and an evaluation report provided to UEFA.

We revised and updated our **guidance for young people, parents and carers** about what it means to register to play in the Club Academy Scotland programme and how we will make sure their rights are upheld in the event of a dispute.

We rolled out a new **concern management system, Tootoot Sport**, with National Team staff to ensure they can log concerns quickly and easily with the Wellbeing and Protection department.

During the COVID-19 pandemic we held **five policy drop in sessions over video conference**, providing implementation guidance to over 30 Child Wellbeing and Protection Officers across Scotland.

WE HELD

12 NETWORK EVENTS



FOR SCOTTISH FA MEMBERS

These events encourage representatives from Member Clubs, Affiliated National Associations and Leagues across Scotland to share their experiences and learning to shape policy and practice.

WE PRODUCED AND PUBLISHED OUR NEW CHILD WELLBEING AND PROTECTION POLICY FOR SCOTTISH FOOTBALL

The policy, practice notes and procedures set out what the Scottish FA, Affiliated National Associations, Leagues and Clubs will do to keep children and young people safe and promote their wellbeing.



NOTHING
MATTERS
MORE

STRATEGIC PRIORITY TWO: PARTICIPATE



PROMOTE CHILDREN'S
RIGHTS AND PARTICIPATION
IN ALL WE DO

OUR COMMITMENT

Children and young people
are active partners in matters
that affect them



WHAT WE HAVE DELIVERED

Our Youth Ambassadors have made a lasting impact through the delivery of a number of projects in the last year, including

- The launch of a partnership with social enterprise company Hey Girls **to provide free period products in Hampden Park** to help tackle period dignity for fans.
- The creation of guidance and infographics **to support other young people with the shutdown of football** and return to playing football during the Covid-19 pandemic.

We supported the **creation of a youth participation committee** at a Scottish FA Member Club. The committee has representatives from all player age groups in the club's youth academy from u11s onwards. We recorded the experiences to help support other Clubs to do the same.

"I BELIEVE THE YA PROGRAMME HAS OPENED UP A WORLD OF OPPORTUNITY WITHIN THE SCOTTISH GAME THAT WOULDN'T BE AVAILABLE IF THE PROGRAMME WAS NOT IN EXISTENCE, ALLOWED US TO ESTABLISH OURSELVES WITHIN A LEADING ORGANISATION AND CREATE RELATIONSHIPS AND NETWORKS THAT WILL BENEFIT US FOR YEARS TO COME!"

Youth Ambassador on the programme

OUR **20** YOUTH
AMBASSADORS
OF CHANGE

MET FOUR TIMES OVER THE COURSE OF THE SEASON



The Youth Ambassador programme promotes the voices of young people involved in Scottish football so that they can influence decisions across Scottish football which affect them.

WE CARRIED OUT A PROGRAMME
OF CONSULTATIONS WITH

194 YOUNG
PEOPLE

We explored how children and young people from Scotland's seven Performance Schools felt about their experience. The feedback from these young people resulted in 13 recommendations across the Performance Schools.



NOTHING
MATTERS
MORE

STRATEGIC PRIORITY THREE: LEARN



SUPPORT AND DEVELOP KNOWLEDGE,
SKILLS AND UNDERSTANDING OF
CHILD WELLBEING AND PROTECTION

OUR COMMITMENT

Everyone in Scottish football is informed, educated, confident and aware of their responsibilities to children and young people

WHAT WE HAVE DELIVERED

We **created a Learning and Development Framework** which sets out the knowledge, skills and competencies needed to ensure everyone involved in Scottish football can make football a safe place for children and young people.

We **refreshed the content of our core Children's Wellbeing in Scottish Football and Managing Children's Wellbeing training courses** so that each draws on the learning from the Interim Report of the Review of Sexual Abuse in Scottish football and reflects current child protection research and policy.

We **updated our website** to provide easy to access information and resources for children and young people, parents and carers, clubs and adult survivors of abuse in football.

"THE SMALL GROUP ENVIRONMENT WAS PERFECT FOR ME TO HEAR PEOPLE SHARE THEIR EXPERIENCE AND TO CONTRIBUTE SOME OF MY OWN VIEWS."

Learner on our Managing Children's Wellbeing course



100+ HOURS FACE TO FACE
LEARNING AND
DEVELOPMENT 

We delivered over 100 hours of face to face learning and development to equip over 670 Child Wellbeing and Protection Officers, coaches, club and Scottish FA Board members, staff and volunteers across Scotland with knowledge and skills about how to put children and young people's wellbeing and protection at the heart of Scottish football.

**7000+ PEOPLE INVOLVED
IN FOOTBALL** 
PASSED OUR INTRODUCTORY
E-LEARNING TRAINING THIS SEASON

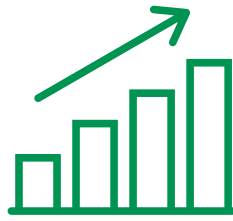
Over 7000 people involved in football have taken and passed our introductory e-learning training this season, providing them the knowledge and skills required to protect children and young people's wellbeing and uphold their rights.



NOTHING
MATTERS
MORE

STRATEGIC PRIORITY FOUR: IMPROVE

RAISE OUR STANDARDS
ON CHILD WELLBEING
AND PROTECTION



OUR COMMITMENT

Scottish football has a robust system of monitoring compliance with wellbeing and protection standards

WHAT WE HAVE DELIVERED

We **developed new audit criteria** to ensure we are holding Club Academy Scotland clubs to a high standard in relation to their child wellbeing and protection practices.

We **updated the Club Licensing criteria** to ensure child wellbeing and protection is embedded in the everyday practices of our member clubs. We also implemented a self-assessment against the **sportscotland** Standards for Child Wellbeing and Protection in Sport for all member clubs applying at silver level and above.

We **launched a new performance report** to track and report our progress towards delivering our outcomes for children and young people and to evidence continuous improvement in all that we do.



95



RECOMMENDATIONS

We launched our annual plan, demonstrating the steps we are taking to deliver the priorities outlined in our strategy, and the 95 recommendations set out in the Interim Review of Sexual Abuse in Scottish football, and how we will demonstrate the impact of our work.

100 AUDITS



Working with member Clubs and Affiliated National Associations we carried out almost 100 audits to ensure that we are working together to continuously improve child protection and wellbeing practices across the game.



NOTHING
MATTERS
MORE

STRATEGIC PRIORITY FIVE: LEAD



STRENGTHEN LEADERSHIP,
GOVERNANCE AND ACCOUNTABILITY

OUR COMMITMENT

Scottish football demonstrates strong leadership and takes responsibility for the wellbeing and protection of children and young people

WHAT WE HAVE DELIVERED

Child wellbeing and protection is a **standing item on the Scottish FA Board Agenda** with the Chief Executive leading on child protection and wellbeing issues for the organisation.

With our Youth Ambassadors for Change we **presented to the Children in Scotland Annual Conference**, describing the positive impact football has on the lives of children and young people in Scotland, when they are safe, supported and respected.

We've reviewed our arrangements for providing **support to adult survivors of abuse** through football in childhood and created a new web page with specific information about this.

We've learned from others through our **membership of FIFA's expert working group** on safeguarding children in football and influenced the implementation of safeguarding standards across world football.

We met with safeguarding staff from the other Home Nations on a quarterly basis to work together and **share policy and practice**.



80+ REPRESENTATIVES



We launched our strategy, setting out our five year vision for wellbeing and protection in Scottish football, at a national network event attended by over 80 representatives from Scottish football and partner organisations.

OUR INDEPENDENT ADVISORY BOARD

MET 4 TIMES



Our Independent Advisory Board, chaired by Jackie Brock of Children in Scotland, met four times to provide advice and guidance to the Wellbeing and Protection team and Scottish FA Board and scrutinise our progress.



NOTHING
MATTERS
MORE