

CHILD WELLBEING AND PROTECTION STRATEGY 2024-29



Vision



Children flourish because we put their safety, wellbeing, rights and enjoyment at the heart of every level of Scottish football

Mission

To make football a safe and fun environment where children's rights are championed by everyone

Values

Our values guide everything we do...



Accountable



Approachable



Empowering



Inclusive

Our game changers

Our goals



Lead

Lead the way to promote a culture where children's rights and wellbeing are prioritised at every level of our game

Protect

Embed child wellbeing and protection systems consistently across all levels of Scottish Football

Voice

Promote children and young people's right to have their say in all we do

Learn

Support and develop knowledge, skills and understanding of children's rights, wellbeing, and protection

Our enablers

Insights

We will expand our use of data, research, and evidence to understand the impact of our work and raise standards for child wellbeing and protection

People

We will continue to build positive relationships across Scottish football, working in partnership with our stakeholders to ensure that the paid and voluntary workforce are supported in their role

Technology

We will harness technology and innovation to support the delivery of our goals





Goal Lead the way to promote a culture where children's rights and wellbeing are prioritised at every level of our game

Scottish football embraces its unique role to drive forward a culture where children's rights are respected, promoted and embedded across everything we do. We lead as a collective, ensuring that the safety and wellbeing of children and young people are everyone's responsibility. We have robust governance structures in place across all levels of our game which hold us to account, and our values are visible in the decisions we make.

Outcomes – by the end of the strategy we will...

- Continue to prioritise child wellbeing and protection throughout our governance structures, ensuring it is well-resourced across Scottish football
- Embed child wellbeing and protection across all Scottish FA strategies and plans
- Draw on the expertise of our Independent Advisory Board for Wellbeing and the voices of adult survivors and to influence and inform Scottish football's approach to children's rights and wellbeing
- Continue to build our relationships with partners across the sport and children's sectors to ensure we remain at the forefront of policy and practice

How we will know we have achieved this:

- Child wellbeing and protection is considered at all Scottish FA Board meetings and is visible in the allocation of resources
- Committee and Board members across Scottish football undertake child wellbeing and protection training
- Regularly evaluate and report on progress made to achieve outcomes



Goal Embed child wellbeing and protection systems consistently across all levels of Scottish football

Our policy and standards framework are the foundation of our practice and guide our behaviours and actions. Working together across our game, we will continue to implement a consistent, proactive approach to safeguarding children and young people. The Scottish FA supports our game's workforce of volunteers and staff to ensure that children's rights are a lived experience for everyone involved in Scottish football.

Outcomes – by the end of the strategy we will...

- Implement and raise awareness of the national child wellbeing and protection policy and procedures consistently across all levels of Scottish football, ensuring that risk is managed and the appropriate safeguards are in place
- Ensure that everyone knows how to share concerns, in the knowledge they will be heard, supported and respected, and their concern responded to in line with policy and procedure
- Continue to embed a robust child wellbeing and protection standards framework across Scottish football and measure compliance through a programme of audit, self-assessment, data collection and support visits
- Embed safe, values-based, appointment and selection processes across Scottish football, ensuring that the right people are in the right roles

How we will know we have achieved this:

- Children and young people continue to report that they are safe, happy and respected when taking part in Scottish football
- Concerns are responded to in line with policy and procedure across all levels of Scottish football
- Staff and volunteers are appointed in line with our values-based appointment and selection procedures
- Adults across the game, including parents and carers, tell us they are confident and feel supported to carry out their role to promote and protect the wellbeing of children and young people



Goal Promote children and young people's right to have their say in all we do

Scottish football is a place where children and young people are empowered as rights holders. We support adults to provide safe and inclusive spaces that empower children and young people to use their voice to affect real, meaningful change in our game. The views and experiences of children and young people are visible in the decisions we make.

Outcomes – by the end of the strategy we will...

- Recruit, mentor and develop a cohort of young people through the Scottish FA Youth Ambassador Programme
- Support clubs, ANAs and leagues to develop a framework of participation through a package of training, guidance and resources
- Embed a culture of participation and engagement across Scottish football, including our national squads and JD Performance Schools, to ensure that children and young people influence and shape their environment
- Carry out a second national survey to capture the views of children and young people taking part in football across Scotland

How we will know we have achieved this:

- Children and young people are more able to have their say in matters that affect them
- Children and young people demonstrate an understanding of what it means to be a rights holder within Scottish football
- Adults working and volunteering in football create space and opportunity for children and young people to express their views
- Children's views and experiences are visible in the decisions we make



Goal Support and develop knowledge, skills and understanding of children's rights, wellbeing and protection

Our blended learning programme equips learners with the knowledge, skills, and confidence to create a safe, positive and inclusive environment for children and young people across Scottish football. We foster a culture of continuous learning and development that is intended to positively impact our culture, behaviours, and attitudes. Children's rights are at the heart of our learning, and we aim to ensure that rights are learned, understood, and lived by everyone in Scottish Football.

Outcomes – by the end of the strategy we will...

- Develop new learning courses and resources which are informed by research, evidence and feedback from across the sporting and children's sectors
- Deliver a blended programme of learning to equip everyone in Scottish football with the knowledge, skills and confidence to promote and protect children and young people's wellbeing
- Continue to develop our robust system of quality assurance to reflect, monitor, evaluate and improve our learning programme
- Create a learning programme which is inclusive for all learners

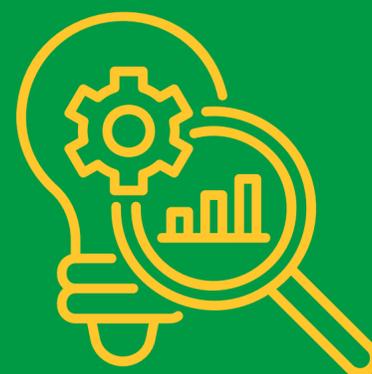
How we will know we have achieved this:

- Learners are more knowledgeable, skilled, and confident to promote children's rights and wellbeing
- Adults create a safe and positive environment for children and young people to learn and have fun
- Children and young people know how their rights will be upheld in Scottish Football
- Learners report positive feedback from the courses they attend

Our enablers

Insight

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People

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Technology

We will harness technology and innovation to support the delivery of our goals.

