



AL ZANBAQ FOOTBALL CLUB

Child Safeguarding Policy

Dubai (UAE), September 2024

www.alzanbaqfc.com

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1 GENERAL FRAMEWORK

Within the framework of the club's philosophy of Al Zanbaq Football Club (ALZFC) and its interest in protecting the child, the club applies a policy through which it seeks to protect the child, directed to all employees and visitors to the club.

The document must be perused by the parents of all players in the club.

The club expects the commitment of all club staff, parents and visitors to implement a policy that ensures the safety of players.

The club expects players to feel safe and protected from any forms of neglect, emotional abuse or assault (verbal - physical)

2 MEASURES AND PROCEDURES

Measures and procedures that would provide the maximum degree of safety and protection for players, as follows.

2.1 Employees

Within the framework of Al Zanbaq Football Club interest in the club's players, the club applies a professional and functional behaviour policy for its employees, which was prepared based on the Dubai Government's Human Resources Regulation, which includes a set of values that all club employees must abide by, and all of which must be reflected in the behaviour of staff:

The selection of club staff is accordance with the procedures and regulations followed by the club.

All employees are chosen to ensure their interest and care for their players and to deal with them in educational methods.

ALZFC will ensure that all employees have good morals and do not have any criminal records, through submitting a criminal record issued by the Ministry of Interior.

ALZFC will keep a complete record of the club's employees showing their previous experiences and their CVs.



ALZFC staff will never invite players to private meetings or meetings (e.g. at home). Should this occur, the parents must contact the club management immediately.

All ALZFC employees who work with children have respective first aid and child protection certificates.

2.2 Players

Al Zanbaq Football Club attaches great importance to living humanistic values and moral norms. They help to practice respectful cooperation in the club family. We want to be a role model when it comes to respecting all people, regardless of their origin, their appearance and their religion. Fairness in football, respect for the opponent on and off the field are important foundations for cooperation in football and in society. On this basis, we invest a lot in the positive personality development of our players.

ALZFC wants to develop its talents into personalities on and off the pitch. When developing the personality of the players, the club focuses on the characteristics of discipline, will, tolerance, respect, willingness to learn and assertiveness. In other words, on character traits that are of great importance in everyday life as well as in sports.

So that ALZFC can train its talents in the best possible way and teach them how to enjoy the game, all players must adhere to the specified rules of conduct. These are available as PDF files on the club's website.

Players must abide by what is stated in the educational code of conduct that will provide calm and security and prevent any riot or chaos.

ALZFC to also conduct awareness and orientation sessions for players to make them aware of the procedures to be followed if they are subjected to abuse of any kind.

2.3 Parents

Working with parents is an important part of what we do at ALZFC. Parents play a big part in making players feel safe and comfortable. In a positive sense, the parents provide assistance and are an organizational support when it comes to helping to shape the dynamic processes of a football team. At ALZFC, the cooperation between coaches and parents



is fundamentally based on the cornerstones of cooperation, acceptance, appreciation of the activities of the other and trust.

Our employees attach great importance to a positive interaction with the parents and to a clear recognition of the respective areas of responsibility.

ALZFC accepts any observation or complaint regarding their children through the available communication channels. In this context, the club hopes to full cooperation with regard to their children, listen to them, follow their behaviour, and come to us to solve any problem.

Parents do not have a say in sporting matters. Our coaches will always act to the best of their knowledge and belief in order to train and educate every player in the best possible way. The selection of the playing position and the decision on playing times are determined solely by the coaches on the basis of the current club philosophy and the performance of the players.

From our parents we expect fairness towards every child and every team, verbal restraint towards every referee and every player and a motivating atmosphere to support your own team.

2.4 Visitors

Visitors cooperate with the club's management in proving their identity when they enter the club if requested.

Visitors abide by the rules of the sports field and obey the orders of security.

2.5 Sports Facilities

Al Zanbaq Football Club does not own any sports facilities yet. The Club is renting facilities of companies contracted with a firefighting company, which performs maintenance work for the alarm system and firefighting in accordance with the conditions of prevention and safety and the requirements of the Dubai Sports Council.

ALZFC takes all measures to ensure maximum security and safety for its players through the following procedures:



Appointment of a supervisor of departments and wards to ensure order and discipline.

The club conducts training courses for employees and players to evacuate in case of emergency.

2.6 Protection from the dangers of the World Wide Web (Internet)

Due to the increasing interest in social media, online communities and interactive communication tools, Al Zanbaq Football Club sees a need for action to actively guide and support its players and employees.

ALZFC provides guidance and awareness services for the player and parents, including:

Social Media Guidelines for players, parents and employees as an appropriate means of creating an active awareness of the correct handling of communication mechanisms on the Internet.

Explain the importance of safe use of the Internet, and always use it to achieve a positive purpose (scientific, cultural, educational, or recreational)

Installation of the necessary protection and security software on the computer.

3 ORGANIZATION AND COMMUNICATION

Every complaint or suspicion of abuse from inside or outside the club is dealt with very seriously, studied and appropriate measures taken according to the club's regulations. Therefore, the club has appointed an educational and social specialist and responsible supervisors to follow up on the complaints.

In addition to an email to receive any complaints or inquiries:
childprotection@alzanbaqfc.com

3.1 Duties of the responsible person

Coordination of child safeguarding procedures in the club.

To be a point of contact with the club, the school and the home.



Maintain a continuous training program for all club staff and give them detailed instructions to ensure that their behaviour does not endanger or harm the player.

Write down and save the complaint and store the records in its own file which include (date, time, place, the essence of the problem, and the opinions of the people concerned)

Follow up on the complaint: The complaint must be followed up after its treatment and completion, and its psychological impact on the child should be studied and cured.

Preparing reports: Complaint reports are prepared and the competent authorities are informed.

Informing the direct official of all the procedures taken from the time of submitting the complaint and listening to the recommendations and acting on them.

3.2 Intern Communication

The club cooperates with various institutions to solve any problem and provide assistance (Dubai Sports Council, Community Development Authority, Dubai Police General Command,) if necessary.

Communication channels:

The club provides all means of communication to submit any suggestions or complaints through the following means of communication:

The club cooperates with various institutions to solve any problem and provide assistance

Club E-Mail:

info@alzanbaqfc.com

Safeguarding Officer's E-Mail:

childprotection@alzanbaqfc.com