



## GILLINGHAM FOOTBALL CLUB LTD

Approved by	Version	Issue Date	Review Date	Contact Person	Comments
S. Galinson	1	March 2023	March 2024	N.Farrell	
S.Gallinson	2	June 2023	June 2024	A.Rasheed	KCSiE 2023 update, font and background update A.R New DSO

### Mascot / Ball Retrieval Policy

Safeguarding is EVERYONE'S Responsibility





# GILLINGHAM FOOTBALL CLUB LTD

## Mascot and Ball Boy/Girl Policy

Gillingham FC is committed to the safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff, volunteers and visitors to share this commitment. Safeguarding is everyone's responsibility.

Gillingham Football Club will endeavour to ensure the safety and protection of Ball Boys and Girls, whilst carrying out their duties at the stadium, through adherence to the Club's Safeguarding Policy and Procedures and Health and Safety Policy.

In addition, the following rules apply: all ball boys and girls will be a minimum of 14 years of age and will be subject to a Code of Conduct and a statement of conditions issued by the Club, which must be signed by the child and their parent/guardian.

All supervising staff will be subject to Enhanced DBS checks and will have completed the Club's induction.

Also, a mix of male and female colleagues, wherever possible, will be used to supervise mixed gender groups. Also separate gender appropriate changing areas will be made available if required. No photographs will be taken in the changing areas and colleagues should avoid any situation where they may be left alone with a ball boy or girl.

All ball boys and girls will receive a Health and Safety overview prior to carrying out their duties, which shall be notified to that child's parent/guardian.

All ball boys and girls and their parent/guardian will be provided with the name and contact details of the Senior Safeguarding Officer of the Club. Please see the bottom of this document.

## Mascots Policy

The Club is committed to ensuring that all children who carry out the role of Mascot, whilst in the care of the Club, can do so in a safe and enjoyable environment through adherence to the Club's Safeguarding Policy and Procedures and Safer Recruitment Policy and process.

The following guidance will be applied to all children visiting the Club as a Match Day Mascot. Child mascots must be aged minimum 18 month's old to maximum 14 years old.

All colleagues escorting match day child mascots must be subject of an enhanced DBS check and must have completed the Club's induction.

Child mascots must be accompanied by a parent/carer at all times, other than when in secure areas e.g. the tunnel, when the mascot will be supervised by suitably qualified Club chaperones.

Parents will be advised to bring their child to the Stadium already wearing their Mascot Football strip (worn under warm clothing if appropriate) thereby avoiding the need for the child to change into their strip whilst on Club premises as the Club maybe unable to offer designated changing areas for Mascots. If a mascot requires help with dressing this must be done by the parent/carer.

If an injured or disabled child is used as a mascot a risk assessment will be carried out to establish if that child can safely participate in the Match Day Mascot itinerary and to identify what additional safety measures may need to be put in place to allow the child to safely participate.





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The Stadium Manager and Security Officer will be notified of the risk assessment, who will then advise the paramedics of any issues. Every effort should be made to always achieve correct staffing ratios and the best level of supervision of Match Day Mascots. (An individual member of suitably DBS checked

employees will be allocated as chaperone to each child with a disability or injury if they are assessed as requiring additional support).

Male and Female chaperones, wherever possible, will be used to supervise mixed gender groups of Mascots. Colleagues should avoid any situation where they may be left alone with a mascot. Parents/carers will be informed of the appropriate Mascot Itinerary and details of the Club's Senior Safeguarding Officer.

Name	Role	Email
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