



## **Child Protection Policy - Shabab Al Ahli Dubai Club**



## Introduction

### **Child protection is everyone's responsibility:**

Every child is subject - more than others - to violence and exploitation for reasons related to his/her social, health or living conditions. Accordingly, there must be a person / persons responsible for the essence of the child abuse in addition to being aware of their role and responsibilities regarding the child protection, and this is what the child protection officials in the Club do.

The **policy** aims at ensuring the clubs application of the players' **protection** procedures by: protecting them while being under the club sponsorship from all acts or aspects of default that constitute physical abuse, psychological abuse, sexual abuse, exploitation, non-observance or bullying. This goes along with monitoring and supporting the players who may have been subjected to such abuse or non-observance.

The Club undertakes to create an environment enhancing and protecting the child in addition to preventing the child abuse and exploitation and condemning any form of child abuse inside or outside the Club.

The provisions of this policy apply to all employees and members of the Club.



## Policy objectives

The **policy** aims at ensuring the clubs application of the players' **protection** procedures by:

1. Protecting them while being under the club sponsorship from all acts or aspects of default that constitute physical abuse, psychological abuse, sexual abuse, exploitation, non-observance or bullying.
2. Monitoring and supporting the players who may have been subjected to such abuse or non-observance.
3. Ensuring that all Club employees as well as the technical and administrative cadre are authorized and entrusted with reporting the cases of abuse and/or suspected abuse which take place inside or outside the Club.
4. Defining the duties and responsibilities of the Club administration and its staff in terms of responding to the suspected cases of abuse and/or non-observance.
5. Informing the workers and children of the child protection policy and its related procedures (awareness - prevention - reporting - response).
6. Promoting the explicit dialogue on the child abuse in meetings.
7. Creating safe and transparent reporting channels inside the Club.



## Policy legislative reference

1. The Federal Law no. (3) of 2016 on the Child Rights "Wadeema".
2. The executive regulation of the Child Protection Law.
3. Bullying Prevention Guide in schools – the Ministry of Education.

### **The Child Protection Policy is based on:**

- 1) The full compliance with the Federal Law no. 3 of 2016 on the Child Rights "Wadeema".
- 2) The United Nations Convention on the Rights of the Child (UNCRC).
- 3) Coordination with the Child Protection Unit – the Ministry of Community Development
- 4) The experience of the child protection officials in the Club.
- 5) The experience of the Club staff and those dealing with children.



## Child

The United Nations Convention on the Rights of the Child defines a child as “a person below the age of eighteen”.

The child abuse and exploitation takes place all over the world, and we cannot describe it as a phenomenon given the cultural, religious, social, political, legal and economic differences in which children live; what is considered a violation in one country is acceptable in another. Therefore, the United Arab Emirates respects all religions and cultures and it worked to develop a single framework across different cultures which aims at preventing abuse. The United Arab Emirates guarantees to every child or young person the right to grow freely in a democratic environment in which equality, good treatment, peace and social justice pervade.

The Federal Law no. 3 of 2016 on the Child Rights, known as the Wadeema Law, stresses the child’s right of life, survival and growth along with the provision of all necessary opportunities to facilitate this. Moreover, the Law protects the child from all forms of nonobservance, exploitation, mistreatment as well as any physical and psychological violence.

According to the Law, smoking is prohibited in any public and private means of transport and closed places in the presence of children and the Law imposes penalties on violators.

The Law grants the child protection specialist the power to evacuate the child from dangerous places to a safe place guaranteeing his/her protection, according to the specialist’s assessment of the level of danger surrounding the child. In less dangerous cases, the child protection specialist may visit him/her regularly, provide social services and mediate between the family members and child.

Whoever endangers the child’s safety or habitually leaves him/her without supervision or observance or does not enroll the child in schools and register him/her immediately after his/her birth shall be subject to prison or penalty or both of them. The Law applies to all children till the age of eighteen.

Furthermore, kindly refer to the executive regulation of the Wadeema Law - Cabinet Resolution no. 52 of 2018 governing the executive regulation of the Federal Law no. 3 of 2016 on the Child Rights “Wadeema” - Al-Bayan Newspaper.

Protecting children data online.



In accordance with the Federal Law no. 3 of 2016 on the Child Rights known as the Wadeema Law, Article (29) of the Law stipulates that communication companies and electronic information network service providers shall inform the competent authorities of any child pornography materials posted through websites and the internet and information and data about the persons, entities or websites posting such materials or intending the children seduction shall be provided.

The Dubai Data Law also aims at protecting the privacy of all individuals, including the children.

### **What do we care about the child?**

Child protection and care: protecting him/her from any danger to which he/she may be exposed along with taking care of him/her and establishing his/her convictions, including the belief, principles, values, ambitions and understanding life together with developing his/her mental, sportive, social and scientific skills.

### **Child's interest**

The child's interest is one of the Club priorities as every child has the right to develop his/her complete abilities as well as the type of education, participation and non-discrimination. The Club is responsible for protecting the child from all forms of abuse like exploitation, violence and discrimination. Moreover, we respond to cases of violence against children inside and outside the Club. The United Arab Emirates paid attention to this and the Child Protection Working Group was established in Abu Dhabi and which includes federal and local agencies covering social, educational, health and law enforcement services focusing on the child. The most important goals of the Group are "no harm - non-discrimination - child participation - investment in prevention, detection and immediate response - child protection in public places - child protection from technological risks and threats - protection from known dangerous people.



## What is child abuse?

- 1) **Nonobservance and negligent treatment:** It is official's carelessness regarding the child's growth such as health, education, emotional development and food which leads to the child's physical, mental, spiritual, moral or social ingrowth. This is what the Club focuses on in order to provide a suitable environment for the child so as to enjoy a free, safe and developed life in addition to upbringing a child marked by virtuous morals, especially the respect of his/her parents.
- 2) **Emotional abuse:** It is bad treatment that negatively affects the child's growth such as the child's understanding that he/she is useless, unloved or unable to do something. Accordingly, the Club works to create an emotionally attractive environment for the child.
- 3) **Child abuse of another child:** This matter requires the Club officials to deal with it carefully and address it through the child protection process.
- 4) **Physical abuse:** It includes (beating - reproach - separation - poisoning - burning - differentiation - suffocation) or any form of abuse, including causing a disease.
- 5) **Sexual abuse:** It is an activity between a child and an adult or between a child and another child due to his age or development. Sexual abuse is means the obligation of a child to participate in a sexual activity, whether he/she is aware of what is happening or not. The activities include a physical relationship, including penetration, touching, looking or watching.
- 6) **Non-observance:** Non-observance of children means the failure to provide sufficient food, shelter, affection, supervision, education or medical care.
- 7) **Emotional treatment:** It means harming the child's self-esteem or his/her emotional integrity. It includes verbal and emotional abuse, belittling and continuous reprimanding of the child.



### Targeted categories

Targeted categories	Main message directed to stakeholders
Children and adolescents under the age of eighteen	You have rights that you should know. Besides, violence is forbidden. We listen to you seriously.
Those dealing with children	You have enough support to develop a positive process regarding the child protection
Child Protection Official in the Club	Ensuring that all stakeholders are involved and that the child's opinion is seriously taken into account.

### Basic Keys of the Club Child Protection Policy

1. **Awareness:** Creating awareness regarding the child abuse and its risks.
2. **Prevention:** Providing the necessary directions on how to protect the child from abuse.
3. **Reporting:** Establishing a clear and easy reporting method.
4. **Response:** Ensuring effective action in case of any suspected child abuse.





## Child protection procedures in place the Club and the Shabab Al Ahli Football Club

### 1-Protection Procedures adhered by the individuals

#### At the level of Administration and workforce in clubs:

The players are completely separated according to their age, distributed as follows:

- Football and Kids Schools stage (from 6 to 11 years old).
- Junior stage (from 12 – 14 years old)
- Youth stage (from 15 to 18 years old).
- Administrators are assigned to each age stage (6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17) who follow up the administrative and behavioral actions of the players or related to facilitating their work to ensure order, discipline and a sense of security and safety.
- It is prohibited to take a decision that undermines the dignity of the child or to expel him from clubs without a convincing reason, after presenting it to the Competent Committee and take the procedures approved in the Players Code of Conduct.
- The Administration shall ensure that the child protection policy is implemented and that all employees are in compliance therewith.
- The Administration shall review the implementation of security and safety standards for all the company's sports facilities.
- The Administration adheres to all procedures of the child protection policy and communicates with the concerned authorities to implement these procedures.
- The Administration is concerned with educating all its employees of the child protection policy and the code of ethics in cooperation with the stakeholders.
- The Administration is committed to appointing an employee responsible for implementing the child protection policy and to be the point of contact with the stakeholders.
- **The Administration is committed to pursuing all possible procedures in the process of hiring employees with children so that they do not pose a danger to children.**
- All departments and organizational units apply the professional and functional behavior policy for employees, which was prepared according to the internal regulations, and includes a set of values that all club employees shall abide by, and all of them shall be reflected in the behavior of employees (teamwork, integrity, transparency, respect, communication with others, responsibility, care and solidarity).



- Maintaining a complete record of the club's employees showing their previous experiences and CVs showing the number of years for each job category and the previous works.
- Bus supervisors in clubs and football companies were selected from the coaching and administrative staff in external matches, trips and community activities for their interest and concern for the players and to deal with them in educational methods.



## **2.1 Unacceptable behaviors by employees and is a breach of child protection**

- Discrimination between child players of all kinds (color, race, social, economic, educational, cultural, sectarian, religious or athletic level).
- Being alone with the child player in the corridors of the club, even if with the intention of directing the player.
- Building an individual personal relationship with any child that does not serve the educational and sports process.
- Addressing child players in any sexual or personal matters that do not serve the educational and sports process.
- Addressing child players in a way that is offensive or devalues the child.
- Non-reporting of any abuse or breach of the Child Protection Policy.

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### **❖ Children Player:**

The player shall abide by what is stated in the players' Code of Conduct approved by the club, which is intended to provide calmness and security and prevent any riot or chaos.

### **❖ Parents:**

The Parent means "the one who is legally or legally responsible before the clubs for the child, and he/she is the one who registered him in the club's records, and his data are included in the club records and the file of the child in question". Accordingly, the parents undertakes to:

- Respect the rules applicable in the club.
- Adherence to the code of ethics for parents.
- Continuous communication with those concerned in the club regarding their children.
- Apply to specialists in clubs or football companies to solve any problem that the child player faces for which the club has a relation therewith.

### **❖ Visitors:**

Visitors mean: "the fans of clubs, football companies and their fans, whether during matches, various trainings or events.

- Parents of visiting children who attend the matches are obligated to accompany with their children in the space designated therefor.
- Parents of visiting children who attend the club are obligated to accompany their children to toilets and food outlets.
- To all facilities in which they are permitted to be present.
- Club visitors shall not interact with children far from those concerned with the care of the child.
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- Visitors shall report cases of abuse to the concerned department in the sporting organization.

#### ❖ **Volunteers:**

"An individual or a work team from the community who have capabilities in a specific field and wish to serve their community for free and have applied to volunteer in the club".

#### **3.1. Unacceptable behaviors by players and is a breach of child protection**

- Engagement by hand with the intent of violence or verbal abuse (Pronouncing expletives towards peers).
- Presence of playing children alone with older players.
- Bullying other children.
- Leaving the area he is in without permission.
- Building a one-to-one personal relationship with any adult without the knowledge of the Administration and those involved in the club.

#### **4.1 Unacceptable behaviors by visitors and is a breach of child protection**

- Visitors are prohibited from mixing with children players in the club's corridors.
- Visitors are prohibited from giving financial or in-kind prizes to children players without prior arrangement with the Club Administration or their representatives on various occasions.

#### **5.1 Unacceptable behaviors by volunteers and is a breach of child protection**

- They are prohibited from mixing with children players after the end of the targeted program, except with the knowledge of the club's Administration or their representative.
- Direct mixing with children players is prohibited, except through the affiliated program supervisor.
- The volunteer abides by all the conditions stipulated in the volunteering regulations and what is assigned to him in the activities.



#### ❖ Club Support Categories:

They mean: "all employees of service providers (cleanliness, security, correspondents) who are affiliated with private companies and are linked to the terms of service provision stipulated in contracts".

#### Behaviors to be observed:

- It is forbidden to mix them with children players before, during and after the implementation of the targeted sports programs, except with the knowledge of the administrations of the clubs or football companies.
- They are prohibited from direct mixing with children players, except through the affiliated program supervisor.
- They are prohibited from photographing players.
- They are prohibited from sharing any information about the club and players on social media platforms.
- The employees of the support categories shall abide by all the conditions stipulated in the contracts concluded with them through the clubs and what is entrusted to him in the activities.
- Employees in the support categories are obligated to report cases of abuse and inform the concerned Management.

## **2. Protection Procedures applicable to the clubs facilities and football companies**

The Administrations of clubs and football companies take all measures to ensure the maximum degree of protection, security and safety for the player through the following procedures:

### **The procedures related to the facilities can be detailed including without limited to:**

#### **1.2 Stadiums, hall and training venues:**

- It is forbidden to harass the player by all employees of the club's administrations or its representative such as the administrator or the coach.
- Employees are prohibited from discriminating between child players of all kinds (color, race, social, economic, educational, cultural, sectarian or religious level).
- Child players are prohibited from engaging in hand-to-hand combat with the intent of violence or verbal abuse in the stadium and training venues.
- Children are not allowed to play alone with older players.
- Children players are prohibited from attending the stadiums of older ages.
- Visitors are prohibited from entering the stadium grounds for drills, except in accordance with the procedures and systems in place.
- The presence of volunteers in the stadium or training venues is prohibited unless the program includes that.



## 2.2 Locker room:

- The presence of support service employees, cleaners or drivers in the locker room is prohibited.
- Visitors, volunteers and parents are prohibited from entering the locker rooms.

## 3.2 Child protection in the stadium

**Main stadiums, halls and outdoor stadiums in clubs:** There is a place for children and their companions, separate from the places for adults to attend various matches and events with the aim of protecting children from abuse and providing a safe environment while attending matches and events.

### **Behaviors to be observed:**

- Whoever sits in the children's area of the stadium is prohibited from uttering obscene words towards players, referees, or those present in the club.
- Those who sit in the children's area are prohibited from throwing or leaving waste on the seats designated for players or their families.

### **Toilets**

- The presence of employees (staff or cleaners) is prohibited from entering the toilets while children playing in the toilets.
- The presence of children players without administrative supervision in the toilets is prohibited.
- It is forbidden to go to the toilets collectively or individually during or after training, except under the administrative supervision.
- The soapbox was placed within reach of the children players to maintain after using the toilet as well as paper tissues.
- Visitors are not allowed in private toilets for children players.
- The presence of volunteers in the toilets of children players is prohibited.
- It is forbidden for children to be alone in the toilets designated for stadium goers.

### **Mosque**

- It is forbidden for children to be alone in the mosque or in the places of ablution in the stadium.

### **Clinic:**

- The club administrations provide a clinic, physicians and nurses licensed by the concerned authorities who are on alert to meet the medical needs of all players, especially those with special health conditions.
- Club administrations are committed to the relevant instructions and decisions of the Football Association and the Dubai Sports Council as the necessity of a



medical examination before registering the player in the statements of the Federation and the club.

### **Swimming Pool (if any)**

- Club administrations are obligated to put in place instructions to protect young players in the swimming pool.
- The clubs provide qualified lifeguards while the children are in the swimming pool.
- Compliance with the relevant instructions and decisions from the Swimming Federation, Dubai Sports Council and Dubai Municipality.
- Provision of the safety equipment, so that a sufficient number of safety equipment shall be provided for people using the swimming pool.
- Providing a box, medicines and first aid equipment near the swimming pool.
- Providing a qualified lifeguard who shall be present when using the swimming pool by swimming pool goers, whether players or participants, and he is trained in cardiopulmonary resuscitation and approved rescue methods.
- The presence of authority responsible for the maintenance of the basin and the sterilization and disinfection system.
- The presence of daily supervision of the basin to measure the temperature.
- Provision of the ventilation for the enclosed space.
- It is forbidden to enter the cleaner while the players or participants are present, except when necessary.
- Bathing is required before swimming for hygiene and medical protection reasons.
- It is only allowed to enter the swimming pool with swimwear approved by the clubs and approved by the swimming supervisor.
- The instructions of the swimming pool staff shall be observed whether men or women.
- No one is allowed to dip into the swimming pool.
- Verbal or physical harassment of swimming pool users is prohibited.
- Pushing anyone from the edge of the pool into the water is prohibited.
- Be considerate of other visitors, especially children and seniors.
- Observe warning signs, partitions, and enclosed spaces.

### **Buses**

- Clubs and football companies provide special buses similar to school buses that ensure security and safety standards and are familiar with the school transport guide in the Emirate of Dubai. (While not losing sight of its athletic identity as much as possible)
- The athlete child shall remain seated while the bus is going.
- The athlete child shall use seat belts at all times.





- The athlete child shall not use harmful tools such as pens and rulers on the bus with the intention of harming others.
- The athlete child must not riot while on the bus.
- The athlete child must not talk to the bus driver while driving.
- The athlete child shall enter and exit to and from the buses at the beginning of the sports day and after the end of work under the supervision of administrators and supervisors of activities according to a specific system in a safe and orderly manner.
- Each bus has a children supervisor while they are being transported to and from the club.
- Bus drivers and supervisors have been carefully selected to ensure their attention and keenness on the player.
- Clubs and football companies have a general transport officer who follows up buses and drivers and directs drivers when needed.

### **3- Protective measures relating to activities and events**

- To ensure the protection of children, it is prohibited for athlete children to participate in any sports events, national or social, in the name of the club except with the written consent of the parents and under administrative supervision from the club to which the child belongs.
- It is prohibited that visitors mix with young players during activities and events.

### **4- Protection measures related to the information network and social media**

Football clubs and companies provide guidance and awareness services for players and parents to make players safe when using the Internet and social media in the club to which the child belongs and at home, including:

- Explain the importance of the safe use of the Internet and social media, and always use them to achieve a positive purpose (whether scientific, cultural, academic, social or entertainment).
- Organize the exact time to use the Internet wisely and orderly.
- Instruct parents to install the necessary firewalls and security programs on the computer as well as social media.
- Instruct parents to place the computer that is used to surf the Internet in a public place and not in closed rooms to facilitate the supervision process and set clear rules for use.
- Avoid talking to strangers online about the family or giving them any important personal family information.
- Clubs and football companies prohibit the use of electronic pictures of players except in a decent and appropriate form and with the consent of the parents.

### **Child Protection Officer at the club and the football company**





The club administration appoints child protection officials (the club and the football company) according to the tasks of the child protection official and allocates a special email for suggestions or complaints.

### **Child Protection Officer**

- Circulating the Child Protection Law "Wadeema" and the executive regulations for all the club's target audience.
- Organizing workshops for technical and administrative bodies, workers and all groups concerned with communicating with players.
- To ensure the protection of children, the Child Protection Officer is the point of contact for the parents, the player and club staff.
- Coordinate child protection procedures in clubs, in terms of disseminating the document among workers, players, parents and stakeholders.
- Circulate the forms for receiving reports and assessing the situation (of the Ministry of Community Development).
- Dealing with each complaint or suspicion of abuse of the athlete child from inside or outside the club in full seriousness, studying it and taking appropriate measures in accordance with the statute and internal regulations of the club to which the child belongs and the Emirate of Dubai and informing the relevant bodies within a maximum of 3 business days after documenting it and communicating with the concerned to ensure the preservation of the rights of the child by writing down and preserving the complaint and storing the records in a file of his own, including the record (date, time, place, the problem, and the opinions of the concerned persons) and preserving evidence (for example, mobile phones containing text messages.) and prepare reports of the complaint and inform the competent authorities after the Director General's approval of the case and the procedures.
- Follow up the complaint: The complaint is followed up after it is resolved and finalized and its psychological impact on the player is studied and addressed.
- Maintain an ongoing training program for all club staff on child protection and give them detailed guidance to ensure that their behavior does not put the player at risk or harm.
- Organize awareness and guidance workshops for athlete child and their families to raise their awareness of the procedures followed in the event of abuse.
- Clubs' departments cooperate with different institutions to solve any problem and provide assistance (Child Protection Section at the Community Development Authority, Department of Women's and Children's Rights at Dubai Police, public and private schools). ... as needed.



### **Parents Actions in Safeguarding athlete (Child)**

- If you are concerned about the safety of your child or another child, I can talk to the team administrator.
- If you are still concerned, you can talk to your administrative supervisor.
- If the problem persists, go to the Academy Director and the Games Supervisor.
- If you are still concerned, go to the general manager of the club or the CEO.