



CHILD SAFEGUARDING CODE OF CONDUCT

[NG-CTO-013]



 DO THE
RIGHT THING.

LALIGA

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01. PURPOSE

LALIGA is firmly committed to the highest standards of conduct in every sphere. In safeguarding children and young people it is essential that adults behave appropriately at all times. As a fundamental component of the **LALIGA Child Safeguarding System** described in the LALIGA Child Safeguarding Policy (“the System” or “the Safeguarding System”), the purpose of this document is to:

- Describe the behaviours that are mandatory for all adults within the framework of activities with children and young people that are organised by LALIGA.
- Explain the behaviours that are prohibited in activities with children and young people that are organised by LALIGA. Many of these behaviours are also not permitted in the private lives of persons who are going to work professionally in any way with children and young people in activities organised by LALIGA.
- Serve as a reference for training in the LALIGA Child Safeguarding System.



02. SCOPE OF APPLICATION

This Child Safeguarding Code of Conduct applies to all the entities in the LALIGA Organisation and is binding on all their personnel and all members of their governing and representational bodies, regardless of whether or not the relationship is one of a contractual nature, and if it is, whether it is an employment or commercial contract, and regardless of their geographical location and the functions they perform.

“LALIGA Organisation” means the Spanish National League of Professional Football, the LALIGA Foundation and their wholly- or majority-owned investees now or in the future (hereinafter referred to as “LALIGA”).

The Code applies to everyone who participates in activities with children and young people that are organised by LALIGA:

- **LALIGA’s own personnel** (under employment or commercial contract, including administrative and service personnel and providers of cleaning and maintenance services, students on work placements and volunteers of any kind).
- **The personnel of LALIGA partner organisations**, who must comply with every point of the LALIGA Child Safeguarding Code of Conduct or with their own organisation’s equivalent code. This can be an adaptation of the LALIGA Code, or the organisation’s own code that is compatible with the LALIGA Code and complies with the applicable legislation.
- **LALIGA partner organisations** (companies and foundations with shared projects, service providers, sports organisations that participate in LALIGA activities, other organisations, etc.). They must have an appropriate code of conduct, which may be an adaptation of the LALIGA Code, or the organisation’s own code that is compatible with the LALIGA Code and complies with the applicable legislation. Each organisation must provide its personnel with the necessary training, or it may call upon the organisational support of LALIGA for assistance in doing so and for supervision of the necessary processes.

03. GENERAL PRINCIPLES OF CONDUCT

3.1 / MANDATORY BEHAVIOUR

Every adult who has professional responsibilities in activities with children and young people that are organised by LALIGA must at all times:

- 1 Train professionally in Child Safeguarding both by engaging in individual practices and by participating in training activities provided at an organisational level.
- 2 Adopt the necessary measures to ensure that the settings in which activities organised by LALIGA take place provide safe and protective environments for children and young people in accordance with models habitually used in sport.
- 3 Serve as a model of nurturing care and inclusion in their relations with all children and young people, displaying appropriate degrees of warmth and friendliness and adapting activities to suit their individual characteristics.
- 4 Respect the rights of children and young people, in particular by encouraging them to participate and take an active role in activities organised by LALIGA, and setting aside time to listen to their opinions and proposals, and ensuring that their ideas and suggestions are taken into account.
- 5 Resolve conflicts that naturally appear in activities organised by LALIGA in a constructive and non-violent manner, whether these are conflicts they have with other adults (professionals, families, the public, etc.), with the children or young people, or whether they are conflicts between the children and young people themselves.
- 6 Set safe and protective boundaries for the children, young people and other persons participating in activities organised by LALIGA, following the guidelines they have been given in the relevant training.
- 7 Know, in each activity, who the Designated Safeguarding Officers are (Main Child Safeguarding Contacts, Child Safeguarding Delegates and Child Safeguarding Committee) and how to notify them of any situation of risk or harm involving a child or young person.
- 8 Handle private spaces appropriately, holding one-on-one sessions with children and young people in open public spaces or in an office with the door open and visibility, and always announcing themselves before entering sensitive places (bathrooms, changing rooms, bedrooms, etc.), preferably doing so in the company of another adult, following the guidelines they have been given in the relevant training.
- 9 Respect the personal data protection and confidentiality of children and young people, and of their families or legal guardians, both in everyday activities and in situations that require action to be taken, providing the necessary information exclusively to the competent individuals and authorities in any proceedings that arise.
- 10 Use only the official channels designated by LALIGA and its partner organisations to communicate with children, young people and their families.

3.1 / PROHIBITED BEHAVIOUR

Every adult with professional responsibilities in activities with children and young people that are organised by LALIGA is prohibited from engaging in the following behaviours:

- 1 Using any form of physical, psychological or sexual violence against children and young people, even for supposedly educational purposes.



- 2 Engaging in conduct of a sexual nature (including exhibitionist or sexually provocative acts, or allowing or encouraging children and young people to access pornographic images), or maintaining any kind of sexualised relationship with children and young people (including purported romantic relationships), in person or online, either in a professional sphere or in private life. In this section, a child or young person means anyone under 18 years of age, regardless of the domestic legislation that may be applicable in each country. Not knowing the real age of a child or young person does not release an adult from their responsibility. No one who works for LALIGA can be married to someone who is under 18.
- 3 Applying or allowing any form of discrimination (on the grounds of gender, disability, sexual identity and orientation, ethnic or social group, origin, personal characteristics, etc.).
- 4 Allowing situations of violence, maltreatment, discrimination or violation of rights among children and young people to occur. Adults must intervene to put a stop to any harmful power dynamics and to ensure that reparation is provided for the harm done and an atmosphere of respect and comradeship among children and young people is restored.
- 5 Tolerating or taking no action against breaches of this Code of Conduct by other persons in activities with children and young people that are organised by LALIGA or in situations of risk for children and young people. In all cases there is the obligation at least to report the situation to the Designated Safeguarding Officers (Main Child Safeguarding Contacts, Child Safeguarding Delegates and Child Safeguarding Committee). In many cases there is also the obligation to take action to prevent the situation causing further harm to the children and young people.
- 6 Questioning a child or young person who has been involved in a situation of violence, investigating the situation, or deciding whether or not a certain behaviour is a criminal offence. These actions may only be taken by the competent authorities. Anyone who takes such action without being legally authorised to do so may seriously prejudice a child or young person and negatively impact the police and legal proceedings.
- 7 Using private vehicles to travel with children and young people in activities organised by LALIGA. Only vehicles authorised at an organisational level or public transport services may be used.
- 8 Taking photographs or making videos of children and young people in activities organised by LALIGA using their personal devices. Only the corporate devices of LALIGA or the partner organisations may be used, subject always to the consent of the families and legal guardians.
- 9 Contacting children and young people who participate in activities organised by LALIGA using private devices or personal social media accounts (Facebook, WhatsApp, Instagram, etc.). All communications must be made either with the families or using LALIGA or partner organisation devices and accounts.
- 10 Encouraging, facilitating or allowing access or exposure to live or multimedia content that is potentially injurious or may cause them some type of harm or distress.
- 11 Allowing or facilitating the consumption of substances that are illegal for children and young people (tobacco, alcohol, drugs, doping substances, etc.) or consuming them while working in activities with children and young people that are organised by LALIGA.

04. INTERPRETATION AND QUERIES

Queries about how to interpret or implement this Code of Conduct should first be raised with the Child Safeguarding Delegates of each LALIGA-organised activity:

- At LALIGA Genuine: protecciongenuine@LALIGA.es
- At LALIGA Promises: proteccionpromises@LALIGA.es
- At LALIGA Competición: proteccioncompeticion@LALIGA.es
- At LALIGA Corporativo: proteccioncorp@LALIGA.es
- At LALIGA Grassroots: protecciongrassroots@LALIGA.es

Otherwise, queries can be raised with the LALIGA Child Safeguarding Committee (comiteproteccion@LALIGA.es), which is responsible for promoting dissemination, awareness and implementation of this Code.

5. BREACHES

All professionals, managers and members of the governing bodies of LALIGA have a duty to heed and comply with the provisions of this Child Safeguarding Code of Conduct in the performance of their activities. They must also use the channels provided to report any violation of this Code of which they become aware or suspicious, and they must collaborate in any investigation that may be initiated to establish the facts.

Any breach of the Code of Conduct may be considered a sanctionable offence under the relevant disciplinary system.

Anyone violating the Code may also be held personally or criminally liable. Engaging in violence against children and young people can incur different types of penalties depending on the seriousness of the offence. These penalties may include prison sentences, fines and disqualifications that may affect the ability of both the individuals involved and the organisations to engage in their professional activities.

06. ENTRADA EN VIGOR

This Child Safeguarding Code of Conduct was approved by the LALIGA Executive Committee on June 22nd, 2023 and is effective from the day after its distribution via the LALIGA internal communication channels.





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