

Millwall Football Club Furry Mascot Policy

Millwall Football Club is committed to safeguarding and promoting the welfare of children, young people and all participants including adults who might be more vulnerable and expects all staff and volunteers to share this commitment.

Zampa and Bolina

The Furry Mascots are responsible ambassadors of Millwall Football Club. Zampa and Bolina Lions are designed to engage and enhance spectator experience. These are voluntary roles within the club and the mascots should represent fun, fair play and sportsmanship.

The Club mascots will be responsible to the Match Day Safeguarding Officer John Darcy and Designated Safeguarding Officer Vicki Fitzgerald.

The mascots will be valued members of the team but will only be responsible for themselves.

The mascots will have the opportunity to watch the match once duties have been completed.

Mascot Duties

1. Enhance the spectator experience and represent the club Brand as a positive role model
2. Arrival at the club or appropriate ground at the appointed time and at least 1 hour before the match begins
3. When in the mascot uniform follow the instructions of the nominated companion, or staff member who is accompanying them in order to remain safe at all times
4. Each mascot is accountable for his / her own behaviour at all times
5. Ensure the mascot uniform is returned to the club in good condition
6. To only use the mascot uniform when representing club activities
7. If invited to away matches stay in the stadium end appropriate to your team (or follow the guidance provided by club officials)
8. To follow instructions given to you by the Club's safeguarding team
9. Generally to attend each home game including weekend and evening matches
10. Additional attendance at training may be required at the start of or during the season
11. Turn up at the appointed time and demonstrate a commitment to regular attendance
12. Attend pre and post-match briefings as required
13. Provide crowd entertainment on match days before the match and at half time
14. To attend additional training as required e.g. safeguarding training

Person Specification

The individual must:

Be 18 years of age or older

Have an outgoing personality

Demonstrate excellent communication skills

Be committed to working within the MFC team

Be committed to safe working practice

Be willing to undertake training appropriate to the role

Be willing and available to work outside normal office hours

Recruitment

Clear information must be provided about the role and person specification. References should be taken up and a full employment history, including clear explanations for any gaps in employment.

The role of the character mascot does fit into the category of 'Regulated Activity' therefore; the post is subject to an enhanced DBS criminal records check.

This is a voluntary role and as such a volunteer's agreement must be signed and volunteer's policies and procedures must be followed.

Appointment to this volunteering role will be subject to two written references indicating suitability for the role and a probationary period. The Club will also check with London FA's County Welfare Officer to ensure any person recruited to this role is not subject to an FA suspension order.

The successful applicants should receive appropriate induction which will include:

1. A Safeguarding induction and Health and Safety briefing
2. Details of the Designated Safeguarding Officer and Match Day Safeguarding Officer
3. An orientation to the club
4. Copies of appropriate safeguarding policies and safeguarding and procedures
5. Issuing them with this policy and code of conduct
6. Identifying any training or support needs

Code of Conduct

This code of conduct provides clear guidance on acceptable standards of behaviour required by the club.

Furry Mascots must:

1. Ensure that any direct contact with children or vulnerable adults is appropriate and in an open environment
2. Always be accompanied by a Club nominated companion, steward or member of staff to ensure that the mascot is never be alone with children- the companion will act as the 'eyes and ears' of the mascot and answer any questions
3. Avoid direct contact with children and young people. Handshakes and waves are very appropriate, hugs should not be initiated
4. Ensure that hands are always visible, hand contact should be on shoulders only - the mascot assistant can assist in this by prompting 'give us a wave!' for any photographs
5. Report any concern / allegation or disclosure concerning risk or harm to children to the club DSO or on match day to the Match Day Safeguarding Officer
6. Follow the Club's policies and procedures for Safeguarding and protecting Children and Adults at Risk
7. Abide by the relevant Rules and Regulations of the EFL and the Football Association ("the Rules and Regulations")
8. Maintain a responsible and co-operative attitude and uphold the ideals of fair play and sportsmanship
9. Be punctual at all events demonstrating a commitment to regular attendance and inform the Furry Mascot Coordinator as early as possible if you are unable to attend for any reason
10. Show a positive and responsible attitude towards everyone involved in football

11. Be a responsible ambassador of the club
12. Recognise the referee and their assistants are the symbol of authority and always treat them with respect
13. Promptly obey any instructions given by the referee, assistant referee or any fourth official
14. Promptly comply with any instructions given by a steward, security guard or the police
15. Provide consent for images or video footage taken at the match which may be used for media, publication or promotional purposes
16. Attend training and learning opportunities as required by the club
17. Wear the uniform as directed by the club and follow the instructions of the nominated companion, steward or staff member who is accompanying them at all times in order to remain safe
18. Be responsible and accountable for their own behaviour at all times
19. Leave the pitch side 15 minutes before the start of the match or when asked to do so by any club or match official
20. Inform the DSO of any change in health status which may affect their ability to perform your duties
21. Inform the Club's DSO immediately if they become the subject of any external safeguarding concerns or investigation

Furry Mascot Must Not:

1. Act in an inappropriate manner with any child, children or vulnerable adult
2. Hold children for health and safety reasons - the parent/guardian should hold the child and then approach the furry mascot
3. Sit down when children and young people are present - this avoids the possibility of children sitting on or being taken onto your lap at any time
4. Approach children - always let them come to you
5. Influence, incite or condone unacceptable behaviour
6. Criticise or disrespect officials, opponents, coaches, other Mascots or fans
7. Enter the field of play, nor must they interfere with any officials, make a nuisance of themselves or prevent the smooth and orderly progress of the match
8. Attempt to question or influence any decision made by a referee or assistant referee
9. Approach or attempt to communicate with any player, coach or club official either of their own team or opposing team
10. Interfere with any pitch equipment including, but not limited to, the goals, the ball, corner flags etc.
11. Wear, use or lend the mascot uniform at any time without the express consent of the club
12. Engage in any behaviour that is likely to cause offence or distress to any individual or sections of the crowd
13. Operate around the area where the opposing fans are situated
14. Throw anything of substance into the crowd including but not limited to water or other liquids

This Code of Conduct is extensive but not exhaustive and mascots should be aware that if their behaviour is found to be unacceptable they may be released from their role.

Note: It is important to recognise that The Football Authorities; Official Leagues; The Football Association and Millwall Football Club will not tolerate conduct that is detrimental to the sport, the participants, the spectators, the officials or the community.

Such conduct includes (but is not limited to) vulgarity, lewd acts, harassment, racism, sexism, physical violence or threat of physical violence, verbal abuse, taunting, or any other anti-social behaviour.

Safeguarding Contacts

Any immediate concern or potential risk should be reported to the match day Safeguarding Officer. All concerns should be reported without delay to the DSO Vicki Fitzgerald vfitzgerald@millwallplc.com Mobile 07468 574 978 or Senior Safeguarding Officer John Darcy jdarcy@millwallplc.com.

Reviewed and update January 2019

MFC will review this **Furry Mascot Policy** and best practice at least annually. In addition, more frequent reviews will be undertaken following any major safeguarding incident, incident learning outcomes, organisational changes, as well as changes to legislation.