



JFA Community Programme Summer Holiday Courses x 7 19th July – 3rd September 2021 – Springfield Stadium Covid-19 Risk Assessment

Best practice guidelines to be followed where appropriate in line with current Government of Jersey reconnection roadmap

Introduction

This site specific Risk Assessment has been developed following the guidance for Covid-19 procedures in line Government of Jersey Level 2 'Safe Exit Framework' for those providing childhood provision such as After School Clubs or Holiday Courses. The assessment identifies the significant hazards presented during the Covid-19 outbreak and describes how the risks will be controlled.

The process of risk assessment is on-going, with dynamic assessments being conducted by competent staff. It is possible that the assessments in this document may be amended or augmented as new risks are identified or more refined control systems developed.

Risk Rating

Each assessment identifies two risk ratings; the initial risk which assesses the hazard without any design, engineering or management controls in place.

The residual rating gives an indication of the resulting level of danger once all the controls identified have been implemented. This is aligned to the FA's Risk Assessment Process and details how Govt. guidance will be implemented.

The risk rating has been drawn from the following table:

Likelihood (L)	1 – Very Unlikely	2 - Unlikely	3 – May Occur	4 - Likely	5 – Very Likely	6 –Will Occur
Severity (S)	1 – Very Minor Injury	2 – Minor Injury	3 – Lost Time	4 – Major Injury	5 - Fatality	6 – Multiple Fatalities
Risk Factor (LxS)	0-6 = No Actior	LOW Required	7–17 = M Some Action		Immediate A	= HIGH ction & Further Required

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Task or Activity:	Physical Distancing an	d use of 'Bubbles'	
Hazards:	Exposure to Covid-19		
Likelihood:		Severity:	5
Persons at Risk:	Children & Staff		
Initial Risk Rating:	3x5=15 Medium		

Separated Group/Bubbles:

- All children will be kept in the same group/bubble (maximum up to 32 children + 2/3 coaches) during the week;
- Each group/bubble will have staggered breaks and lunch times;
- Each group/bubble will have their own separate area in the main standat Springfield Stadium during break/lunch—there is no requirement for childrento physically distance within bubbles however children will be required to sit a seat away from each other during breaks and lunch within the stand
- All groups/bubbles will have their own area on the pitch clearly marked with coloured cones;
- Individual toilets designated to each group with a 1 in 1 out system;

Delivery:

- All sessions delivered will follow current government guidelines there is no requirement for children at primary school age to physically distance;
- Holiday Course Co-ordinator (Covid-19) to support coaches delivery in adhering to best practice and government guidelines;

- All Coaches and Volunteers to be updated on government guidelines regarding physical distancing and use of 'Bubbles';
- Holiday Course Co-ordinator (Covid-19) to be on site at all times to support staff to be aware of need to physical distance (where required) throughout the week;
- Registration forms for each group/bubble to be produced to include staff and childrenkey information;
- It is accepted that primary school groups or 'bubbles' do not need to distance as this is
 difficult to implement and can have a negative effect on learning and learning
 experiences;

Residual Risk Rating:	1x5=5 LOW	

Task or Activity:	Staff Welfare and Pro	tection / Coaches and Vo	lunteers
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Children & Staff		
Initial Risk Rating:	3x5=15 Medium		

Staff provided with uniforms (tracksuits/t-shirts/shorts/socks) prior to the week along with an outline of Holiday Course programme delivery. Staff to attend a training online or in person one week before the course starts.

Coachinguniform:

- Staff to arrive in coaching kit to avoid use of the changing rooms;
- Coats available (for inclement weather) for use in the kit room if required;

Delivery:

- Staff will remain in their group/bubble for the day/week to help tracing process and reduce contact;
- Coaching ratios of 1-10 will be adhered to on site;
- Maintaining one-metre physical distancing, between staff / adults from a different household;
- Access to training day resources (risk assessment/policies/session plans) to all coaches throughout the week;

Breaks/Lunch:

- Ensure physical distancing of one metre between coaches from a different household, managing the transmission risk;
- Regular and thorough hand-washing every 2-3 hours including during breaks and after the use of toilets;

- Each coach to be given a coat (in case of inclement weather) for the week which should not be stored in the kit room;
- Staff rota for breaks and lunches (Staggered breaks and toilet breaks);
- Ensure staff face away from each other if 2-metre social distancing is not possible;
- Protective equipment available when required for indoor use purposes only;
- Follow cleaning process by ensuring high risk areas are cleaned more frequently ie door handles, entry and exit Gates;

Residual Risk Rating: 1x5=5 LOW			
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Task or Activity:	Signs of symptoms of (Covid-19 and Direct Con	tact, actions that needs to be
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	6
Persons at Risk:	Children & Staff		
Initial Risk Rating:	3x5=15 Medium		

Sumptoms:

If a child or staff member shows symptoms they should not come to the fun week or to Springfield Stadium. They should be advised to isolate at home and call the helpdesk on 01534445566. Contact should made with the Holiday Course Co-ordinator (Covid-19) to inform that their child is showing symptoms will not be attending the course.

Direct Contact:

If a child or staff member is contacted through the Covid Track and Trace team and listed as a Direct Contact. Under current Government Guidelines they can continue to attend as long as they agree to testing. If any symptoms occur before or during testing, they will be advised to be collected or leave the venue and contact the Covid Help Line and follow their guidance. If we are made aware of Direct contacts before attending, we will ensure they social distance when applicable to minimise risk of transmission until first test result.

Child who shows symptoms:

- If a child does show symptoms, they must be kept in a single designated area that should be ideally outside. This child should be kept here until they are collected;
- Staff attending to the sick person should wear PPE before entering any contaminated zone and remain in PPE until they leave;
- The parent/carer of the child or should be advised to contact the Corona virus helpline on 01534 445566 as soon as possible. In an emergency, call 999 if they are seriously ill or injured or their life is at risk;
- The member of staff dealing with the child showing symptoms should dispose of gloves and any other PPE used and wash their hands thoroughly, for 20 seconds if they feel their own clothes have been contaminated by someone coughing or sneezing on them, they should change these; They do not need to go home unless they themselves are symptomatic
- If they need to go to the bathroom while waiting to be collected, they should use a separate bathroom if possible. The bathroom should be cleaned and disinfected using standard cleaning products before being used by anyone else;

Staff Member showing symptoms:

- Must make the Course Co-ordinator (Covid-19) aware that they are showing symptoms;
- This staff member should remove themselves from the fun week and isolate at home;
- This staff member should then contact the help desk on 01534445566 for further guidance;

- Have a designated area prepared for any child or staff if they were to show symptoms of Covid-19 to wait for collection or further action needed;
- All Personal Protective Equipment (disposable face mask, apron, gloves) available when required;

Residual Risk Rating:	1x5=5 LOW	

Task or Activity:	Practical coaching ses	sion plans and delivery
Hazards:	Exposure to Covid-19	
Likelihood:	2	Severity: 5
5Persons at Risk:	Children & Staff	
Initial Risk Rating:	2x5=10 Medium	

Currently practical coaching sessions plans are in place to provide children with a safe, fun and enjoyable learning environment.

Set up of sessions:

- Session delivery will take place within the same bubble (maximum 4 bubbles of up to 32 children + 2/3 coaches) throughout the week. 120 Children in total to attend;
- As a team all staff members will go through their sessions with all other staff at the beginning of each day to make sure all are suitable;
- Holiday Course Co-ordinator (Covid-19) will observe sessions and intervene and support if any are unsuitable;

Rules of sessions:

- No requirement to physically distance as this can have a negative effect on learning and the learning experience;
- No children or staff from outside of their bubble to touch another groups equipment;
- Limited use of bibs, and if they are used, they will be taken to the laundrette on a daily basis:
- Session examples to be conducted through demonstrations to give clear instructions to the children:
- Debriefs to check learning will be conducted with close contact kept as short a time as possible – 5 mins maximum;

Further Action Required:

 Session plans to be reviewed on a daily basis by the Holiday Course Coordinator and Lead Community Coach to ensure they are appropriate for delivery;

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Residual Risk Rating:	1x5=5 LOW

Task or Activity:	Staff coming to and lea	aving Springfield Stadiu	m
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff		
Initial Risk Rating:	3x5 = 15 Medium		

Only essential staff should come to Springfield Stadium; Anyone feeling unwell or has a member of their household with Covid-19 symptoms should not come to the Stadium; Where possible staff should avoid public transport;

Car:

- Staff to arrive at 8.00 am each morning using the main customer car park;
- Staff living in different households should try to prevent car-sharing;

Cycle Racks:

• Staff can use cycle racks available at Springfield Stadium adhering to the 2m social distancing;

Public Transport:

- Staff using public transport should adhere to the requirement of 2m social distancing;
- Staff using face coverings should remove them and sanitise their hands upon arrival;

- Staff should only bring essential items to Springfield Stadium;
- Staff should sanitise their hands upon arrival;
- Staff should be reminded of Covid-19 guidance on arrival at the Stadium;
- Line managers should be aware of any staff working at Springfield Stadium and the reason;
- Regular reminders of Covid-19 related control measures are in place with posters being displayed throughout Springfield Stadium;

Residual Risk Rating:	1x5=5	LOW

Task or Activity:	Drop off and pick up w	ithin Springfield Stadiur	n car parks
Hazards:	Exposure to Covid-19 ar	nd safe space in car parks	
Likelihood:		Severity:	5
Persons at Risk:	Children & Staff		
Initial Risk Rating:	3x5=15 Medium		

Children must be walked up to the 3g facility by their parent/guardian and 'signed in'. Children can only 'sign out' with a parent/guardian at the entry/exit gates unless told otherwise.

Different parking zones for groups/bubbles:

- Each group/bubble will be given a different section of the car park and gate to sign in and out of to prevent over crowding;
- Parents/guardians still to walk their child from the car park to the group/bubbles entry/exit gate to ensure their safety;
- Parents/guardians to be advised to maintain 2 metre physical distance from each other.
 Masks to be worn as a preferred option however not required as long as distance is maintained;
- Covid-19 signage to be displayed;

Arrival / Departure Times:

- Staggered arrival and departure times to reduce any over crowding into and out of the Stadium and car parking areas;
- Multiple entrances / exits will be in use;

Late Arrivals

• Late arrivals to be overseen by the Holiday Course Co-ordinator (Covid-19) at the main entrance gate.

Breaks:

• Break times will be staggered for individuals groups/bubbles.

Further Action Required:

Staff to be allocated to specific a group/bubble.

Task or Activity:	On site signage – Covid	d-19
Hazards:	Exposure to Covid-19	
Likelihood:	3	Severity: 5
Persons at Risk:	Children & Staff	
Initial Risk Rating:	3x5=15 Medium	

Signs are in place at Springfield Stadium to show children which toilet to use and signs are placed on entry to the facility stating only participants are allowed on the grounds.

COVID-19 updated signage:

- Signage to be put on entry and exit gates for each group/bubble;
- Warning tape to be added to the stair rails to clearly show the system of use for each bubble – i.e. separate areas in the Stand for each group/bubble;
- NO ENTRY signs placed on out of bounds areas;
- Toilet signage to relate to each group/bubble;
- Signage to state which equipment box is assigned for each group;

Sign Hygiene:

- Signs to be 'wiped down' by Holiday Course Coordinator (Covid-19) at beginning and end of each day;
- Children not permitted to touch signage;

- Print spare signs and keep in safe space in case any are lost or contaminated;
- Signs to be clear and concise with required information;

Residual Risk Rating:	1x5=5 LOW

Task or Activity:	Moving around the Sta	dium and 3g pitch – staff
Hazards:	Exposure to Covid-19	
Likelihood:	3	Severity: 5
Persons at Risk:	Staff / Contractors / Vis	itors / Directors / Volunteers
Initial Risk Rating:	3x5=15 Medium	

Staff are encouraged to keep their movement around the Stadium and 3g pitch to a minimum.

Lifts:

- Maximum occupancy of the lift has been reduced the number of passengers that are permitted in each lift is displayed;
- Social distancing of 2m will be maintained by lift passengers;
- Staff should use hand-sanitiser after touching the lift controls;
- Children are not authorised to use lifts:

Staircases:

- Staff should use staircases in preference to lifts.
- Staff should use hand-sanitiser after touching hand-rails/bannisters.
- One way system in place for entry and exit;

Corridors:

- Social distancing of 2m should be maintained when using the venue corridors;
- The touching of door handles should be kept to a minimum;
- One-way systems and directional signage are in place;
- Magnetic door hold-backs, where available, should be used to limit touching doors;

Kit Room:

- Members of staffx 2 maximum in the kit room at one time from the same bubble;
- Kit room door to remain open during working hours;
- Each group/bubbles equipment to remain separated for use throughout the week;
- Staff should use hand-sanitiser before entering the kit room and handling equipment;

Toilet / Changing Room:

- Changing rooms open are only accessible for toilet and sink basin use:
- Changing rooms will be cordoned off by signage to confirm no use available for changing purposes;
- Staff members to wash hands thoroughly and use hand-sanitizer before entering and upon exit;
- 1 in 1 out system in place for the toilet;

Tunnel:

Only in use for toilet/changing room access - no access for any other purposes;

Stand:

- Each group to have designated seating area in the stand to stay within their group/bubble;
- Seating plan to be set out at the start of each day for children to use and store belongings;

Football 3g pitch:

- Each group/bubble is designated a specific entry/exit gate on and off the pitch;
- Each group has a designated area on the pitch for session delivery for the day;
- All groups to have designated equipment areas for their own use;
- Staggered timings for groups to enter/exit the pitch;

Further Action Required:

• None

Residual Risk Rating:	1x5=5	LOW	

Task or Activity:	Toilet Facilities	
Hazards:	Exposure to Covid-19	
Likelihood:		Severity: 5
5Persons at Risk:	Children & Staff	
Initial Risk Rating:	3x5=15 Medium	

Currently measures in place to ensure the toilets are not crowded and there is a queuing system to get in to separate toilets. Signage is clear to all to aid understanding. Staff to continue using JFA office toilets.

Distancing in Toilets:

- Each group/bubble will have their own toilet and sink basin available for use;
- Staff will ensure there is staggered toilet breaks with social distancing between groups/bubbles when queuing;
- 1 person only in the toilet at a time;

Toilet hygiene:

- All participants will wash hands after using the toilet;
- Paper towels will be provided to dry hands instead of hand dryers;
- Frequently touched surfaces / objects must be cleaned regularly using appropriate detergent solutions;
- Once cleaned, they should ideally be disinfected regularly using appropriate disinfectant solutions;

- Cleaning Contractor to sign in and out on a visiting registration form when coming to clean throughout each day (Agreed time to be agreed with contractor);
- Staff to hand-sanitize before and after using Springfield café toilets as well as washing hands thoroughly;

Residual Risk Rating:	1x5=5 LOW

Task or Activity:	Food and Drinks (Lun	ch boxes)	
Hazards:	Exposure to Covid-19		
Likelihood:	2	Severity:	5
Persons at Risk:	Children & Staff		
Initial Risk Rating:	2x5=10 Medium		

Parents/guardians are asked to provide children with a packed lunch - staff will be on rota for break and lunch supervision.

Packed Lunches:

- Parents/guardians will be asked to ensure all children are provided with a sufficient nutritious packed lunch;
- There will be no sharing of any food from packed lunches under any circumstances;
- If a child arrives without a packed lunch their parent/guardian will be contacted straight away to arrange something to be bought down;

Hygiene:

- Staff will ensure children clean their hands both before and after breaks and lunch;
- Hand-sanitizer on site for regular use and requirements;

- Action plan to be set up for segregation and staggered times when entering the Stand for each group/bubble;
- Staff to adhere to physical distancing guidelines during breaks and lunches if visiting the café;

Residual Risk Rating:	1x5=5 LOW

Task or Activity:	Hygiene – Hand Wash	ing, Sanitation Facilities	and Toilets
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff/ Contractors/Visi	tors	
Initial Risk Rating:	3x5=15 Medium		

- Catch-it Bin-it Kill-it signs are in place;
- Hand-sanitiser is available throughout Springfield Stadium
- Where possible paper towels are provided as an alternative to hand dryers in handwashing facilities;
- Only 1 person should use the toilet / washroom facilities at any time;

Course delivery:

- Hand-sanitiser at arrival points and before access to toilet/changing room;
- Hand-sanitiser at all access points to the pitch for each group/bubble;
- 1 in 1 out policy for venue changing room facilities for use of toilets;
- Wash hands thoroughly before and after breaks/lunches;

Further Action Required:

• Ensure all hand-sanitizer is topped up and available throughout the day;

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Residual Risk Rating:	1x5=5	LOW

Task or Activity:	Designated areas on the pitch and in the stand requiring cleaning at Springfield Stadium		
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff/ Contractors		
Initial Risk Rating:	3x5=15 Medium		

All equipment (including learning resources) and designated seating in the stand to be cleansed before and after each session – morning and afternoon.

Cleaning

- High-touch items such as whiteboards and water coolers to be cleansed;
- Disinfectant wipes to be available for whiteboards and other equipment;
- Staff should clean their equipment before and after sessions using the disinfectant wipes;
- Equipment areas should be kept as clear as possible, with any litter put in the bin and personal belongings placed in a designated 'safe area';
- Hand washing and sanitiser facilities will be checked and restocked regularly;
- Enhanced cleaning arrangements to be in place for busy areas ie during arrival, breaks and at lunchtime;

Specialist Cleaning

• A specialist deep clean will be carried out after a known or suspected Covid-19 infection.

Further Action Required:

 All cleaning products to be purchased are validated against enveloped viruses including SARS coronaviruses.

Residual Risk Rating:	1x5=5 L(DW

Task or Activity:	Personal Protective Equipment (PPE) and Face Coverings			
Hazards:	Exposure to Covid-19			
Likelihood:	3	Severity: 5		
Persons at Risk:	Staff			
Initial Risk Rating:	3x5=15 Medium			

PPE for Covid-19 is not deemed as beneficial, outside hospital and healthcare settings, for most work activities.

Personal Protective Equipment (PPE)

• PPE is for use in first-aid emergency situations where the likelihood of accident is greater;

Face Coverings

- Face coverings are not recommended as 2m social distancing can be achieved.
- Face coverings worn by staff should be removed before entering Springfield Stadium.

Gloves

• Gloves are not recommended for routine protection against Covid-19.

Further Action Required:

• Purchase PPE for use in first aid emergencies (face mask, apron, gloves)

Residual Risk Rating:	1x5=5	LOW

Task or Activity:	Accidents & First-Aid		
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff		
Initial Risk Rating:	3x5=15 Medium		

Where possible, individuals are encouraged to self-administer first-aid for smaller injuries.

First-aiders:

- First-aiders are not required to administer first-aid but can provide advice as long as the 2m social distancing can be maintained;
- First-aiders x 2 are available to each group to administer first aid if required. In the event that this is necessary the required PPE will be used;
- Use of protective equipment available in first aid box for first-aider;

First-aid Equipment:

• There are first-aid boxes in located equipment area on the pitch or stand;

- If a box is opened and equipment is used, staff to contact the Holiday Course Co-ordinator (Covid-19) and arrangements will be made for it to be replenished;
- First aid equipment is available to be restocked from main site reception;

Residual Risk Rating:	1x5=5 LO	W	

Task or Activity:	Fire Evacuation		
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff/Contractors/ Visitors		
Initial Risk Rating:	3x5=15 Medium		

There will be a limited number of staff working at Springfield Stadium and 2m social distancing between adults from different households should be maintained wherever possible, unless it would be unsafe to do so.

Evacuation Routes:

- In the event of an emergency evacuation, normal evacuation routes should be used as per site specific Stadium Emergency Action Plan;
- Evacuation routes will take precedence over any social distancing routes;

Assembly Points:

• Staff should remain 2m apart at the Fire Assembly Point;

Further Action Required:

• The Course Co-ordinator (Covid-19) will remind staff of social distancing at the Fire Assembly Point.

Residual Risk Rating:	1x5=5 LOW

Task or Activity:	Managing Visitors and Contractors		
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity:	5
Persons at Risk:	Staff/Visitors/Contractors		
Initial Risk Rating:	3x5=15 Medium		

Only essential visitors and contractors will be allowed into Springfield Stadium. Anyone feeling unwell or has a member of their household with Covid-19 symptoms should not come to the Stadium. Parking should be arranged for visitors/ customers/ contractors.

Visitors:

• No visitors/parents will be permitted to be onsite during course programme hours;

Contractors:

- All contractors will be booked into Springfield Stadium and records kept;
- All contractors to notify staff of any works to be carried out prior to arrival;
- Contractors will be asked to use hand sanitiser before and after signing in;
- Clear guidelines will be communicated relating to social distancing and hygiene;

Further Action Required:

• Daily meeting between Stadium Manager and Course Co-ordinator (Covid-19) to discuss any scheduled work.

Residual Risk Rating:	1x5=5	LOW	

Task or Activity:	Physical activity delivered on Springfield Stadium 3g		
Hazards:	Exposure to Covid-19		
Likelihood:	3	Severity: 6	
Persons at Risk:	Staff & children		
Initial Risk Rating:	3x6=18 High		

All sessions currently delivered outside on Springfield 3g.

Indoor v Outdoor activities:

• The Holiday Courses will only use OUTDOOR facilities while in level 2/1 of Safe Exit Framework

Facilities on site:

• Changing rooms, showers and water fountains will not be accessible as they are considered higher risk areas for virus transmission;

Toileting:

- Toilets will not be used as changing facilities children should arrive in their kit;
- Each group/bubble will have their own separate toilet to use;

- Staff to be responsible for groups/bubble and will lead children to the toilets and wait outside to ensure no one else goes in;
- Signage to outline changing room access for toilet use ONLY;
- Each bubble will be allocated an area of the pitch for delivery throughout the week;

Residual Risk Rating:	1x5=5	LOW	

Task or Activity:	Reduce the use of shared equipment		
Hazards:	Exposure to Covid-19		
Likelihood:		Severity:	5
Persons at Risk:	Children & Staff		
Initial Risk Rating:	3x5=15 Medium		

Children are responsible for collecting in their own groups balls, bibs, cones and packing them away.

Football Equipment:

- Each group/bubble will have their own set of cones, goals and footballs they will use every day to avoid cross contamination;
- Equipment will be sanitized and wiped down at the beginning and end of each day by the coaches within the bubble;
- No individual working outside a certain group/bubble will be allowed to touch/use other groups equipment;

Breaks/Lunch:

- Each group/bubble will have their own designated areas in the main Stand;
- No food or cutlery will be shared between different participants, all children to bring their own lunch/drink;

Children's Understanding:

- Staff will do everything they can to help each child understand why equipment can not be shared and the hygiene rules to be followed;
- Staff to give clear instructions for children to follow throughout the day:

Further Action Required:

• We will send out communication to parents to make sure they understand children are to arrive in kit and not share personal items.

Residual Risk Rating:	1x5=5	LOW	

Task or Activity:	Cleaning premises and	l equipment
Hazards:	Exposure to Covid-19	
Likelihood:	4	Severity: 5
Persons at Risk:	Children & Staff	
Initial Risk Rating:	4x5=20 High	

Premises are cleaned on a daily basis (in the morning) by Springfield Stadium staff. Changing facilities are cleaned by Coaches/Volunteers during Holiday Course activities.

Frequency:

- Normal cleaning frequencies will be increased;
- Holiday Course Co-ordinator (Covid-19) to clean different sections after use;
- Frequently touched surfaces and objects, such as doors, windows, tables, countertops will be cleaned regularly using appropriate detergent solutions;

External Cleaning:

- Toilets must be thoroughly cleaned and disinfected each day and monitored throughout the day;
- Where possible leave doors open and walkways accessible to ensure people do not touch doors frequently;
- Hand-washing facilities or alcohol-based hand sanitiser should be available for staff to use after they dispose of their waste;

Further Action Required:

Enquire about contractor coming to clean at the end of each day;

Residual Risk Rating:	1x5=5	LOW

Risk Assessed by: Role:	Daniel Seviour JFA Lead Community Coach 5-11's	Date:	13 th July, 2021
For Distribution:	Appropriate arrangements are in place to communicate the risk assessment findings and to co-ordinate the safety arrangements of all those affected including, staff, volunteers and contractors.		arrangements of all

Appproved by: Role:	Brian Oliver JFA Football Development Manager	Date:	13 th July, 2021