



## **SCOTTISH JUNIOR F.A.**

### **Integrity Policy**

The Scottish Junior FA (SJFA) believes that integrity arrangements are paramount to the effective performance of the Association.

The SJFA, in conjunction with its members, aim to have appropriate governance and integrity frameworks in place to deal with a range of integrity threats including doping, illicit drug use, match fixing and other ethical and integrity issues.

- Anti-doping Policy
- Social Media policy
- Betting in Football Policy
- Code of Conduct
- Member Protection (specifically child / young player protection measures).

#### **Integrity Guidelines For All Members**

All members, Officials, Management Committee and all other relevant committees have a responsibility to inform themselves and oversee the integrity framework of the SJFA. This includes: ensuring they follow best practice; promote a culture of integrity; and comply with legislative and regulatory requirements, to facilitate reporting to the Management Committee and relevant committees and members to discharge responsibilities.

Oversight of integrity policies and practices must form part of the Association's risk management process. Considerations should include understanding the vulnerabilities of the Association and its competitions, the health and wellbeing of all members and ultimately developing appropriate integrity safeguards to mitigate risks.

In order to achieve appropriate oversight of their organisation's integrity framework, and ensure their responsibilities as Officials and Committee Members are fully discharged, individual Officials and Committee Members must fully inform themselves of the Association's integrity practices.