



FC UNITED SAFEGUARDING POLICY

INCLUDING CHILD PROTECTION/VULNERABLE ADULTS POLICY

Overview

1. FC United of Manchester Football Club acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any club football activity. We subscribe to The Football Association's (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

Key Principles

2. The key principles of The FA Safeguarding Children Policy are that:
 - the child's welfare is, and must always be, the paramount consideration
 - all children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief
 - all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
 - working in partnership with other organisations, children and young people and their parents/carers is essential.
3. We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice, harm and abuse. **[See Appendix 1]** FC United of Manchester Football Club recognises that this is the responsibility of every adult involved in our club.
4. FC United of Manchester Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

Recruitment Guidelines

5. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting staff and volunteers and, *as a minimum*, we will:
 - specify what the role is and what tasks it involves
 - request identification documents
 - as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them
 - ask for and follow up with 1 reference before appointing someone

- where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.
6. All current FC United of Manchester Football Club members working in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice .

Whistleblowing

7. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of FC United of Manchester Football Club guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the CRC Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.
8. It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.
9. FC United of Manchester Football Club operates its own policy on Protected Disclosures (Whistleblowing) and, in addition, fully supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by:
- contacting FC United's Club & Company Secretary, in line with FC United's policy on Protected Disclosures (Whistleblowing) by e-mail to viv.ware@fc-utd.net, by telephone on 0161 769 2005 or by writing to FC United of Manchester, Broadhurst Park, 310 Lightbowne Road, Moston, Manchester M40 0FJ
 - contacting The FA Safeguarding Team on 0800 169 1863
 - by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ,
 - by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Social Care or the NSPCC.

FC United of Manchester Football Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

Club Welfare Officer

10. FC United of Manchester Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The post holder will be involved with Welfare Officer training provided by The FA and/or County FA. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child, young person or vulnerable adult. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice and abuse amongst club members. **[See Appendix 2]**

Bullying

11. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer in cases of serious bullying the County FA Welfare Officer may be contacted.

Respect Codes

12. Respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by FC United of Manchester Football Club. In order to validate these Respect codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances. **[See Appendix 3]**

Reporting your concerns about the welfare of a child or young person.

13. Safeguarding is everyone's responsibility if you are worried about a child or vulnerable adult, it is important that you report your concerns – **no action is not an option**. If you are worried about a child or vulnerable adult, then you need to report your concerns to the Club Welfare Officer.
14. If the child or vulnerable adult needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken, they in turn will inform the County FA Welfare Officer.
15. FC United's Club Welfare Officer is Chris Boulderstone who can be contacted:
 - by telephone on 0161 769 2005 or 07813 913357 (Chris Boulderstone)
 - by e-mail to Chris Boulderstone: chris.boulderstone@fc-utd.uk
 - by writing to FC United of Manchester, Broadhurst Park, 310 Lightbowne Road, Moston, Manchester M40 0FJ.
16. If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:
 - contact your County FA Welfare Officer directly Lauren.McCorry@ManchesterFA.com
 - contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
 - contact the Police or Children's Social Care
 - call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

Further Information

17. The FA's Safeguarding Children Policy and Procedures are available via www.TheFA.com/footballrules-governance/safeguarding.

Click on 'Raising Awareness – Best Practice Downloads', the Policy and Procedures document is within the resources area. The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process.

APPENDIX 1 DEFINITIONS

The FA recognises that the terms 'child or young person', 'abuse' and 'harm' are open to interpretation and challenge but for the purpose of this Safeguarding Children policy they are defined as follows:

A child or young person shall be defined as: 'anyone who has not yet reached their 18th birthday.'

Vulnerable adult shall be defined as person who is or may be for any reason unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Abuse shall be defined as: 'a violation of an individual's human or civil rights by any other person or persons and, for the purposes of safeguarding children, shall include physical abuse, emotional abuse, sexual abuse, neglect, bullying and hazing.'

Harm shall be defined as: 'Ill treatment and forms of ill treatment (including sexual abuse and forms of ill-treatment which are not physical) and also the impairment of or an avoidable deterioration in physical or mental health and the impairment of physical, intellectual, emotional, social or behavioural development.'

'Harm' may be caused by acts of commission and acts of omission.

APPENDIX 2 WELFARE OFFICERS

Code of Conduct for Welfare Officers

The role of the Welfare Officers is to:

1. Be clear about the Club's/League's responsibilities when running activities for children and young people
2. Help those actively involved with children and young people understand what their duty of care means on a day to day basis

As a Welfare Officer they will act as a role model to others in accordance with the roles and responsibilities of their position, in line with FA Rules and Regulations, the Respect codes of conduct for officials and the laws of the game. They must be willing to attend any in-service training facilitated by either The FA or the local County FA

In fulfilling the role they accept that within the role of Welfare Officer they will:

- Be child centred at all times and promote a fun safe environment for children and young people
- Follow all of the FA's policies and in particular procedures for reporting safeguarding concerns including discrimination
- Act appropriately in all situations brought to their attention
- Champion Best Practice within their Club/League
- Communicate and positively engage with the CFA WO on all poor practice/ safeguarding matters brought to the attention of CFA /The FA
- Attend meetings as reasonably required by the Club Committee, Youth League and CFA
- Manage and deal with poor practice issues in an appropriate and timely manner
- Ensure appropriate levels of confidentiality and data security are maintained at all times
- Implement and manage a responsible recruitment process in line with The FA's policy and procedures
- Attend continued personal development (CPD) opportunities as offered by their CFA and show a commitment to keeping their training up to date

Welfare Officer Person Specification

- Experience of dealing or working with young people
- Knowledge and understanding of safeguarding children issues
- A good communicator in a variety of situations with people from diverse backgrounds
- Committed to and ability to abide by The FA Rules and Regulations and promote The FAs Respect programme and safeguarding children education
- Empathy when dealing with individuals, sometimes in demanding situations
- Ability to listen and assess situations fairly
- Ability to handle confidential information sensitively and with integrity
- Reasonable level of administration experience and how to deal with confidential documentation

APPENDIX 3 RESPECT CODE OF CONDUCT FOR SPECTATORS AND PARENTS/CARERS

We all have a responsibility to promote high standards of behaviour in the game.

FC United of Manchester is supporting The FA's Respect programme to ensure football can be enjoyed in a safe, positive environment.

Remember young people's football is a time for them to develop their technical, physical, tactical and social skills.

Winning isn't everything. Play your part and observe The FA's Respect Code of Conduct for spectators and parents/ carers at all times

I will:

- Remember that young people play for FUN.
- Applaud effort and good play as well as success
- Always Respect the match officials' decisions
- Remain outside the field of play and within the Designated Spectators' Area (where provided)
- Let the coach do their job and not confuse the players by telling them what to do
- Encourage the players to Respect the opposition, referee and match officials
- Avoid criticising a player for making a mistake – mistakes are part of learning
- Never engage in, or tolerate, offensive, insulting, or abusive language or behaviour

Updated:	NAME	ROLE
03/07/2019	Chris Boulderstone	Welfare/Safeguarding Officer
1/03/2020	Chris Boulderstone	Welfare/Safeguarding Officer
19/03/2021	Chris Boulderstone	Welfare/Safeguarding Officer
26/11/21	Viv Ware	Club secretary
28/07/2022	Chris Boulderstone	Welfare/Safeguarding Officer