

Halewood Town Football Club

Safeguarding Children Policy



1. OUR RESPONSIBILITIES

As an England Football Accredited Club, Halewood Town Football Club acknowledges our responsibility to safeguard the welfare of every child and young person and are committed to providing a safe environment for all. We recognise that a child is anyone under the age of 18 and subscribe to The Football Association's (The FA) Safeguarding Children Policy and Procedures.

Our Football Club endorses and adopts the following key safeguarding principles:

- 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, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity;
- all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately; and
- working in partnership with other organisations, children and young people and their parents/carers is essential.

Halewood Town Football Club acknowledge that every child or young person who plays or participates in football must be able to take part in an enjoyable and safe environment and be protected from poor practice, inappropriate behaviour and abuse. This is the responsibility of every adult involved in our club, including the parents/carers of our players and we will effectively communicate this to our members throughout the season.

Halewood Town Football Club commits to ensuring that children and young people have the right to take part, be heard and have their views and opinions taken into consideration when making club decisions and actions that concern them.

Helpful Resource - [Safeguarding Information for Parents/Carers](#)

2. OUR ROLE

Halewood Town has a responsibility to safeguard 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 FA's Safeguarding Children Regulations (see The FA Handbook) apply to everyone in football whether in a paid or voluntary capacity, including coaches/managers, volunteers, match officials, helpers on club tours, or medical staff or other club officials/helpers.

3. SAFER RECRUITMENT

We endorse and adopt The FA's Safer Recruitment guidelines and where an individual is going to take on a specific role for the club 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 2 references before appointing someone; and

Halewood Town Football Club

Safeguarding Children Policy



- Where eligible require an FA-accepted DBS enhanced with barred list Check, in line with The FA’s current Safeguarding Children Policy and Regulations.

Everyone working in eligible roles with children and young people, such as coaches/managers, first aiders and physiotherapists, are required to hold an in-date FA-accepted DBS enhanced with barred list Check as part of safer recruitment practice and we commit to managing this consistently with individuals in current roles and those new to role.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Halewood Town Football Club, guidance will always be sought from the County Football Association (CFA) Designated Safeguarding Officer (DSO).

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 football being used in the grooming of children.

4. OUR CLUB WELFARE OFFICER

Halewood Town Football Club has appointed a Club Welfare Officer (Youth Teams) (“CWO”) in line with The FA’s role profile who has completed the Safeguarding Children and Welfare Officer Courses. We commit to supporting the post holder to be involved with ongoing Welfare Officer training provided by The FA and/or CFA.

Our CWO is the first point of contact for all parents/carers and club officials regarding concerns about the welfare of any child or young person. The role of the CWO and their contact information is widely communicated throughout the club. The CWO will liaise directly with the CFA DSO and will be familiar with the procedures for referring any concerns. The CWO will also play a proactive role in increasing awareness of respect, acceptable behaviours, how to deal with low-level concerns and how to report abuse.

We recognise the need for proportionality in appointing individuals to the role of CWO (Youth Teams) and where appropriate Assistant CWO (Youth Teams) to ensure visibility for our membership. Where needed, we will appoint Assistant Club Welfare Officers (Youth Teams) to support the club and CWO to bring this policy to life and to drive safer working practice and a proactive culture as is necessary.

Helpful Resource - [5.2 Welfare Officer Code of Conduct, Role & Responsibilities](#)

5. SIGNS & DEFINITIONS OF ABUSE

These are details in Appendix 1 at the end of the document

Alternatively, you can view a document produced by the NSPCC titled - Guidance for professionals who work with children on how to recognise the signs of child abuse by clicking on the link below:

<https://learning.nspcc.org.uk/media/1188/definitions-signs-child-abuse.pdf>

6. BULLYING

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. All players and parents/carers will be able to access our anti-bullying

Halewood Town Football Club

Safeguarding Children Policy



policy and know that incidents will be dealt with appropriately. Incidents need to be reported to the CWO and in cases of repeated and/or serious bullying the CFA DSO may be contacted.

7. ACCEPTABLE BEHAVIOUR WHEN WORKING WITH YOUNG PEOPLE

Everyone who works or volunteers with children is responsible and accountable for the way in which they behave around and towards them. Every child has a right to be treated with respect and dignity. We always require adults within our club to exhibit acceptable behaviour. We adopt The FA's [5.7 Acceptable Behaviours Guidance](#).

Codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by our Club. The club has clear actions it will take regarding breaches of the codes, repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the CFA in more serious circumstances.

8. REPORTING CONCERNS

In this Club, safeguarding is everyone's responsibility, and we know that inaction is not an option. If anyone is worried about a child, they must report their concerns to our Club Welfare Officer

Contact details are below
George Vaughan
Tel – 07518 971554
e-mail – 10georgev@tiscali.co.uk

Our CWO will manage low-level concerns and where necessary seek advice from the CFA DSO.

- Our CWO will make referrals about more serious concerns to the CFA DSO, or in an emergency contact the Police or Children's Social Care. We will ensure that if the child needs immediate medical treatment that we take them to a hospital or call an ambulance and tell them it is a child protection concern.
- Our CWO will keep records of the actions taken and keep the CFA DSO informed.

If at any time our CWO is not available, or the matter is clearly serious, all our members must be aware that they can:

- Contact the County FA Designated Safeguarding Officer, directly on 0151 523 4488 ext 114 or email Safeguarding@LiverpoolFA.com
- Contact The FA's Safeguarding Team via Safeguarding@TheFA.com or 0800 169 1863
- Contact the Police or Children's Social Care; in our area If it is an emergency because a child or children are at immediate risk.
- Call the NSPCC 24 hour Helpline if urgent and you cannot contact your club, league, or County FA Designated Safeguarding Office for advice on 0808 800 5000 or email help@nspcc.org.uk

9. WHISTLEBLOWING

Halewood Town Football Club

Safeguarding Children Policy



Football Club supports The FA's Whistle Blowing policy (as described in this paragraph) which requires any adult or young person with concerns about an adult in a position of trust within football to 'whistle blow' by contacting The FA Safeguarding Team 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. We encourage everyone to know about The FA's Whistle- Blowing Policy and to use it when necessary.

10. OUR COMMITMENT

As an England Football Accredited Club, our committee understands and accepts the collective responsibility to adhere to our safeguarding children policy and procedures and to ensure that safeguarding is always an agenda item at our committee meetings. We commit to proactively sharing our policy, procedures and CWO contact details with our members.

Appendix 1

This fact sheet has been compiled by NSPCC Consultancy Services. It provides guidance for people working in voluntary, community and commercial organisations that have child protection policies in place, on how they can recognise the signs of child abuse, so that they can alert the appropriate authorities. This does not constitute legal advice.

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child either directly by inflicting harm, or indirectly, by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them; or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

Definitions

There are four types of child abuse. They are defined in the UK Government guidance Working Together to Safeguard Children 2010 (1.33 – 1.36) as follows:

1. Physical abuse
2. Emotional abuse
3. Sexual abuse
4. Neglect

Bullying is not defined as a form of abuse in Working Together but there is clear evidence that it is abusive and will include at least one, if not two, three or all four, of the defined categories of abuse. For this reason it has been included in this factsheet.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding,

Halewood Town Football Club

Safeguarding Children Policy



drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs,

likely to result in the serious impairment of the child's health or development.

Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Bullying

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of

Halewood Town Football Club

Safeguarding Children Policy



time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from the activities and social acceptance of their peer group).

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm). All settings in which children are provided with services or are living away from home should have in place rigorously enforced antibullying strategies.

Signs of abuse

Recognising child abuse is not easy. It is not your responsibility to decide whether or not child abuse has taken place or if a child is at significant risk of harm from someone. You do however, have both a responsibility and duty, as set out in your organisation's child protection procedures, to act in order that the appropriate agencies can investigate and take any necessary action to protect a child.

The following information should help you to be more alert to the signs of possible abuse.

Physical Abuse

Most children will collect cuts and bruises as part of the rough-and-tumble of daily life. Injuries should always be interpreted in light of the child's medical and social history, developmental stage and the explanation given. Most accidental bruises are seen over bony parts of the body, e.g. elbows, knees, shins, and are often on the front of the body. Some children, however, will have bruising that is more than likely inflicted rather than accidental. Important indicators of physical abuse are bruises or injuries that are either unexplained or inconsistent with the explanation given, or visible on the 'soft' parts of the body where accidental injuries are unlikely, e.g. cheeks, abdomen, back and buttocks. A delay in seeking medical treatment when it is obviously necessary is also a cause for concern, although this can be more complicated with burns, as these are often delayed in presentation due to blistering taking place some time later.

The physical signs of abuse may include:

- unexplained bruising, marks or injuries on any part of the body
- multiple bruises- in clusters, often on the upper arm, outside of the thigh
- cigarette burns
- human bite marks
- broken bones
- scalds, with upward splash marks,
- multiple burns with a clearly demarcated edge.

Changes in behaviour that can also indicate physical abuse:

- fear of parents being approached for an explanation
- aggressive behaviour or severe temper outbursts
- flinching when approached or touched
- reluctance to get changed, for example in hot weather
- depression
- withdrawn behaviour

Halewood Town Football Club

Safeguarding Children Policy



- running away from home.

Emotional Abuse

Emotional abuse can be difficult to measure, as there are often no outward physical signs. There may be a developmental delay due to a failure to thrive and grow, although this will usually only be evident if the child puts on weight in other circumstances, for example when hospitalised or away from their parents' care. Even so, children who appear well-cared for may nevertheless be emotionally abused by being taunted, put down or belittled. They may receive little or no love, affection or attention from their parents or carers. Emotional abuse can also take the form of children not being allowed to mix or play with other children.

Changes in behaviour which can indicate emotional abuse include:

- neurotic behaviour e.g. sulking, hair twisting, rocking
- being unable to play
- fear of making mistakes
- sudden speech disorders
- self-harm
- fear of parent being approached regarding their behaviour
- developmental delay in terms of emotional progress

Sexual Abuse

Adults who use children to meet their own sexual needs abuse both girls and boys of all ages, including infants and toddlers. Usually, in cases of sexual abuse it is the child's behaviour that may cause you to become concerned, although physical signs can also be present. In all cases, children who tell about sexual abuse do so because they want it to stop. It is important, therefore, that they are listened to and taken seriously.

It is also important to remember that it not just adult men who sexually abuse children – there are increasing numbers of allegations of sexual abuse of children against women and sexual abuse can also be perpetrated by other children or young people.

The physical signs of sexual abuse may include:

- **pain or itching in the genital area**
- **bruising or bleeding near genital area**
- **sexually transmitted disease**
- **vaginal discharge or infection**
- **stomach pains**
- **discomfort when walking or sitting down**
- **pregnancy**

Changes in behaviour which can also indicate sexual abuse include:

- sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn
- fear of being left with a specific person or group of people
- having nightmares
- running away from home

Halewood Town Football Club

Safeguarding Children Policy



- sexual knowledge which is beyond their age, or developmental level
- sexual drawings or language
- bedwetting
- eating problems such as overeating or anorexia
- self-harm or mutilation, sometimes leading to suicide attempts
- saying they have secrets they cannot tell anyone about
- substance or drug abuse
- suddenly having unexplained sources of money
- not allowed to have friends (particularly in adolescence)
- acting in a sexually explicit way towards adults

Neglect

Neglect can be a difficult form of abuse to recognise, yet have some of the most lasting and damaging effects on children.

The physical signs of neglect may include:

- constant hunger, sometimes stealing food from other children
- constantly dirty or 'smelly'
- loss of weight, or being constantly underweight
- inappropriate clothing for the conditions.

Changes in behaviour which can also indicate neglect may include:

- complaining of being tired all the time
- not requesting medical assistance and/or failing to attend appointments
- having few friends
- mentioning being left alone or unsupervised.

Bullying

Bullying is not always easy to recognise as it can take a number of forms. A child may encounter bullying attacks that are:

- physical: pushing, kicking, hitting, pinching and other forms of violence or threats
- verbal: name-calling, sarcasm, spreading rumours, persistent teasing
- emotional: excluding (sending to Coventry), tormenting, ridiculing, humiliating.

Persistent bullying can result in:

- depression
- low self-esteem
- shyness
- poor academic achievement
- isolation
- threatened or attempted suicide

Signs that a child may be being bullied can be:

Halewood Town Football Club

Safeguarding Children Policy



- coming home with cuts and bruises
- torn clothes
- asking for stolen possessions to be replaced
- losing dinner money
- falling out with previously good friends
- being moody and bad tempered
- wanting to avoid leaving their home
- aggression with younger brothers and sisters
- doing less well at school
- sleep problems
- anxiety
- becoming quiet and withdrawn

These definitions and indicators are not meant to be definitive, but only serve as a guide to assist you. It is important too, to remember that many children may exhibit some of these indicators at some time, and that the presence of one or more should not be taken as proof that abuse is occurring. There may well be other reasons for changes in behaviour such as a death or the birth of a new baby in the family or relationship problems between parents/carers. In assessing whether indicators are related to abuse or not, the authorities will always want to understand them in relation to the child's development and context.