



North Ferriby Football Club – Safeguarding Policy

Policy Statement

North Ferriby Football Club (the Club) is committed to ensuring the safety and wellbeing of all individuals involved in its activities, particularly children, young people, and vulnerable adults. The Club recognises its duty of care to safeguard everyone from harm, neglect, or abuse, and will take all reasonable steps to promote safe environments where participants can enjoy football in a positive and inclusive manner.

We consider the following relevant UK legislation

Children Act 1989: Established the principle that the welfare of the child is paramount, and introduced duties on local authorities, courts, and other agencies to take necessary steps to protect children from harm.

Children Act 2004: Strengthened the 1989 Act by placing a legal duty on organisations to cooperate in safeguarding children, promoting multi-agency working. It also introduced the concept of a Local Safeguarding Children Board (LSCB).

Safeguarding Vulnerable Groups Act 2006: This Act established the **Disclosure and Barring Service (DBS)**, which is responsible for vetting individuals working with children and vulnerable adults. It ensures that those who are unsuitable to work with these groups are barred from doing so.

Protection of Freedoms Act 2012 : Introduced reforms to the criminal records checking system, including the operation of the DBS, ensuring that individuals working with children and vulnerable adults undergo appropriate background checks.

Equality Act 2010: This Act promotes equality and protects individuals from discrimination, harassment, and victimisation. Safeguarding policies must consider the diverse needs of children, young people, and vulnerable adults, ensuring everyone has equal access to protection.

Human Rights Act 1998: Protects the rights of individuals, including the right to life (Article 2), the right to be free from torture and inhumane treatment (Article 3), and the right to a private and family life (Article 8), all of which are critical to safeguarding.

Data Protection Act 2018 & General Data Protection Regulation (GDPR) - Ensures that personal information, particularly sensitive data about children, is managed and protected appropriately. This is especially relevant when handling safeguarding reports or records.

1. Purpose of the Policy

The purpose of this safeguarding policy is to:

- Protect children, young people, and vulnerable adults who participate in activities at North Ferriby Football Club from harm.
- Provide all staff, volunteers, players, parents, and guardians with clear guidelines on how to protect and safeguard individuals.
- Ensure best practices are followed when recruiting staff and volunteers to work with children, young people, and vulnerable adults.
- Set out the procedures for reporting and responding to safeguarding concerns.

2. Definitions

Children/Young People: Persons under the age of 18.

Vulnerable Adults: Persons aged 18 or over who may need additional support due to age, disability, illness, or other conditions, making them more susceptible to abuse or harm.

Abuse: Includes physical, emotional, sexual abuse, and neglect, as well as bullying and exploitation.



3. Roles and Responsibilities

Club Board Safeguarding Officer (BSO)

The Club's designated **Board Safeguarding Officer** has overall responsibility for ensuring that safeguarding is a priority at North Ferriby Football Club. This includes:

- Approving the safeguarding policy and ensuring it is implemented across all activities.
- Ensuring staff, volunteers, and members understand their safeguarding responsibilities.

Club Welfare Officer (CWO)

The designated **Club Welfare Officer** plays a key role in safeguarding the Club. Their responsibilities include:

- Acting as the main point of contact for all safeguarding issues or concerns.
- Ensuring all staff, coaches, volunteers, and relevant personnel are trained in safeguarding procedures.
- Maintaining accurate and confidential records of any safeguarding issues and concerns.
- Reporting concerns to the appropriate authorities (such as the FA, local authorities, or the police) when necessary.
- Liaising with parents, guardians, and carers when appropriate, while maintaining confidentiality and safeguarding the individual's rights.
- Ensuring compliance with the Football Association's (FA) safeguarding policies.

Coaches and Volunteers

All coaches and volunteers who work with children, young people, or vulnerable adults must:

- Promote the welfare and safeguarding of children and vulnerable adults at all times.
- Ensure the environment is safe, supportive, and free from harm.
- Be aware of safeguarding procedures and how to report concerns.
- Undergo relevant safeguarding training as required by the Club and FA.
- Undergo appropriate **DBS (Disclosure and Barring Service)** checks as required by the Club and FA.

4. Safe Recruitment

To ensure the safety of children, young people, and vulnerable adults, the Club will:

- Implement thorough recruitment procedures for all staff, volunteers, and coaches, including interviews, reference checks, and **enhanced DBS** checks where appropriate.
- Ensure that all staff and volunteers working with children and vulnerable adults understand the safeguarding policy and undertake necessary training.
- Confirm that no individual who poses a risk to children or vulnerable adults is permitted to work or volunteer in roles that involve direct contact with them.

5. Code of Conduct

All members of North Ferriby Football Club, including staff, volunteers, players, parents, and guardians, are expected to adhere to the following safeguarding principles:

Respect: Treat everyone with respect and dignity, regardless of age, gender, race, religion, disability, or sexual orientation.

Appropriate Behaviour: Avoid situations where you are alone with a child or vulnerable adult in a private or unsupervised setting. Always ensure appropriate boundaries are maintained.

Positive Environment: Foster an environment where individuals feel safe, valued, and respected.

No Tolerance for Abuse: North Ferriby Football Club operates a **zero-tolerance** policy on any form of abuse, bullying, or harassment.



Communication: Ensure open communication with parents, guardians, or carers when appropriate, keeping them informed of any concerns regarding their child or vulnerable adult.

Confidentiality: Keep safeguarding information confidential and share it only with those who need to know in order to protect the individual involved.

6. Responding to Safeguarding Concerns

Recognising Abuse

All staff and volunteers should be alert to the signs of abuse, which may include but are not limited to:

Physical signs: Unexplained bruises, injuries, or burns.

Emotional signs: Withdrawal, aggression, or sudden changes in behaviour.

Neglect: Poor hygiene, malnutrition, or lack of appropriate supervision.

Sexual abuse: Inappropriate sexual behaviour or knowledge.

Reporting Concerns

If any member of the Club suspects abuse or neglect, or if a child, young person, or vulnerable adult discloses abuse, the following steps must be taken:

Immediate Action: Ensure the individual is safe and not in immediate danger.

Report to the CWO: All concerns, suspicions, or disclosures should be reported to the Club Welfare Officer as soon as possible.

Record the Concern: Keep a written record of the concern, including dates, times, and any actions taken.

Confidentiality: Ensure confidentiality is maintained, but inform the individual that the concern may need to be shared with relevant authorities for their safety.

External Reporting: The CWO will decide if further action is necessary, which may include reporting to the FA, local safeguarding board, or the police.

What to Do if a Child or Vulnerable Adult Makes a Disclosure

If an individual discloses that they are being abused or are at risk of abuse:

Listen carefully: Take them seriously and reassure them that they are doing the right thing by telling you.

Stay calm: Do not show shock or disbelief.

Do not promise secrecy: Let them know you will need to share the information with someone who can help.

Record accurately: Make a note of what they said using their own words, without leading questions.

Report immediately: Inform the CWO as soon as possible.

7. Training and Education

The Football Association will provide safeguarding training for all North Ferriby Football Club staff, coaches, and volunteers working with children and vulnerable adults. This will include:

Basic Safeguarding Training: Compulsory for all individuals working directly with children and vulnerable adults.

Specialist Training: For the Club Welfare Officer and any senior staff with safeguarding responsibilities.

Refresher Courses: Safeguarding training will be updated regularly in line with FA requirements.



8. Monitoring and Review

The Club will:

- Review this Safeguarding Policy annually or in light of changes to legislation, FA guidance, or lessons learned from safeguarding incidents.
- Ensure that all staff, coaches, volunteers, parents, and players are aware of and comply with the policy.
- Update training and procedures to reflect any changes in safeguarding standards.

9. Useful Contacts

- **NFFC Club Welfare Officer (CWO):** John Cartlich - 07843 013269
- **NFFC Board Safeguarding Officer (BSO):** Martin Lauer – 07838 117927
- **East Riding County FA Safeguarding Officer:** Steve Lazenby – 07795 690491
- **Local Authority Safeguarding Board:** East Riding Safeguarding Children Board – 01482 395500 (out of hours – 241273) <http://www.erscb.org.uk>
- East Riding Safeguarding Adults Team – 01482 396940 <http://www.ersab.org.uk>
- **NSPCC Helpline:** 0808 800 5000
- **The FA Safeguarding Team:** safeguarding@thefa.com
- Or the Police can be contacted on 101 – ask for Safeguarding Officer

10. Conclusion

North Ferriby Football Club is committed to providing a safe and supportive environment for all participants. This safeguarding policy outlines our dedication to ensuring the protection of children, young people, and vulnerable adults from harm, and our commitment to responding effectively to any safeguarding concerns. Regular training, vigilance, and a culture of openness will help the Club maintain the highest safeguarding standards.

Approved by

Les Hare (Chairman)
North Ferriby Football Club Committee
Date: 28 September 2024
Next Review Date: September 2025