



SOUTHWARK DYNAMOS FC

Southwark Dynamos FC Children Safeguarding Policy

Statement from the Football Club

The safety and welfare of children under the club is paramount. All participants and visitors to club activities have a right to feel safe and more importantly be safe. All members of staff including Coaches have a duty to keep children safe and protect them from abuse and harm.

All Children who engage with Southwark Dynamos FC, regardless of age, culture, social background, disability, gender, language, racial origin, religious beliefs including sexual identity have the right to feel safe and protected from abuse, exploitation and poor practice, and have their welfare promoted.

All suspicious reports including allegations of abuse will be taken seriously and investigated thoroughly which may involve the appropriate local authority teams where necessary.

Southwark Dynamos FC acknowledge it's duty of care to safeguard and promote the welfare of children, and is committed to ensuring safeguarding practice reflects statutory requirements and responsibilities, government guidance, recognised best practice and complies the FA and football league rules.

Southwark Dynamos FC expects all staff, players, volunteers, Partners, Sponsors and guests to share this commitment.

The best is responsible for appointment fully trained welfare officer who will implement and maintain as well as monitor best practice across the club.

This safeguarding policy is applicable to the season 2018/2019 and will be monitored and reviewed a minimum of once a year, or whenever there is a change in legislation, organisation change or following any learning outcomes or serious case reviews from safeguarding incidents, concerns or allegations. Any review or change in policy will be conducted in consultation with any safeguarding board.

Aims of this Policy

To safeguard all children and young people who interact with the club.

To demonstrate best practice in the area of safeguarding children.

To increase the awareness and understanding of safeguarding issues club wide.

To provide guidance for parents and other interested parties to understand reporting procedures.

To insure that coaches, parents and other adults who come in contact with children and young people understand their safeguarding responsibilities and provide good role models of behaviour.

To promote high ethical standard throughout the whole club.

Key safeguarding Terminology and Definitions

The Club – refers to Southwark Dynamos Football Club (SDFC), it's staff and all activities it undertakes. In certain circumstances it may also refer to third parties with an entrusted responsibility for delivering club-supported activity.

The Training Ground – The Clubs external training centre/ park at which day to day training and administration of the Club's Under16 team take place.

Staff – refers to person employed by Southwark Dynamos Football Club.

Volunteers – Persons who freely offer their skills and expertise or take part in a task, event or enterprise with the Football Club or charity at their own expense in terms of time/ or resources.

Child – Defined in the children Act (1989) as any person under the age of 18.

Safeguarding – Preventative and fractional measures taken by the club to ensure; The risk of harm or mistreatment to the welfare of vulnerable groups are minimised; the health or wellbeing of vulnerable groups are not impaired when engaging in club related activities; An environment exists that allows vulnerable groups to be cared for safely and allows for the best possible outcomes for them and provides them with the best life chances possible.

Welfare – The health, happiness and fortunes of an individual and the humanitarian aspects of their life including personal need and physical and mental development.

Child Abuse – involves act of commission and omission, which result in harm to the child. Types of abuse include physical abuse, sexual abuse, emotional abuse and neglect.

Child Protection – The process of protecting individual children identified as either suffering or likely to suffer, significant harm as a result of abuse or neglect. It involves measures and structures designed to prevent and respond to abuse and neglect.

Club Head of Safeguarding

The Football Clubs Safeguarding officer has a responsibility to oversee and direct the safe provision of all activities and associated training relating to children and young people. A strategic role providing leadership and guidance on all safeguarding matters and relevant legislation, along with implementing safeguarding awareness and best practice across the Southwark Dynamos Football club.

Manage the implementation of the club's strategy and action and implementation plan for safeguarding.

Ensure club compliance with statutory obligations under relevant legislation and the London FA safeguarding rules.

Continuously work to maintain, embed and improve the club's safeguarding vulnerable group's policies, practices and good practice guidelines.

Lead member of staff to work in partnership with statutory and football authorities, sharing information where appropriate to safeguard vulnerable groups.

Ensure staff understand their individual responsibilities to safeguard and promote the welfare of vulnerable groups.

Ensure safeguarding officers are trained, Supported and supervised.

Develop relationships with statutory and football authorities.

Designated Safeguarding Officer (DSO)

The DSO's support the club to pro actively promote and raise safeguarding awareness and assist with responding appropriately to safeguarding concerns and allegations. DSO's are based in strategic positions across the club.

Safeguarding Officers will ensure that suitable policies and practices are in place to ensure that staff are appropriate and adequately trained to prevent or deal with safeguarding issues.

Contribute to maintaining and improving the club's safeguarding provision.

Advise others working with vulnerable groups on the implementation of organisational policies and procedures within their department.

Act as a source of safeguarding support and advice with the club.

Support colleagues to respond appropriately to concerns about the welfare or safety of vulnerable groups.

Safeguarding and Induction

A safeguarding induction is provided to all staff. This will be delivered by the Football Clubs Safeguarding officer or designated safeguarding officer. The safeguarding officer of the club holds a specific safeguarding and safer working practice induction with all new staff and volunteers coming into contact children and young people. Key elements of the club's safeguarding policy are discussed in more detail and specifically to the individuals role.

All staff working in direct contact with children are required to complete the FA's 3 hour safeguarding Children awareness workshop and undertake and undertake a refreshers course at least once every 3 years. A briefing document and guidance for safer working practices will be provided and will also be available on request to the club.

Staff In roles that require contact with adults at risk, young people, Children will undergo enhanced DBS disclosure upon appointment, with re-checking every 2-3 years throughout the individuals association with the Football Club.

Recruitment

Southwark Dynamos Football Club have a specific safer recruitment policy which sets out in details the process the club will undertake in ensuring staff are suitable to work with children and adults at risk. A copy is available if required.

Southwark Dynamos Football Club is registered with a third party company with online disclosure to conduct DBS on individuals who require them. **Enhanced DBS, Plus Barred list check where appropriate**, enable the club undertake more thorough recruitment and selection procedures for positions which involve working with children.

New Appointments

All staff who are offered a position which involves working with children will be required to complete a self-declaration form and also undertake an enhanced DBS with a barred list check where appropriate. All offers of work are subject to the outcome of the screening process and where applicable, this is set out in the initial job advertisement and other applicant offer of work including any voluntary positions.

New Appointments who already have a DBS

If a new member of staff has been subjected to a DBS from a previous employer further enhanced checks will still be carried out.

Equal opportunity and equality

Southwark Dynamos Football Club is committed to providing equal opportunity for all staff, players and supporters.

Scouts

All scouts undertaking work for Southwark Dynamos Football Club are registered with the Football league. Those scouts who are engaged in identifying players under the age of 18 also undergo DBS and are required to undertake a 3 hour safeguarding Children workshop.

Reference are sought for all scouts and, on registration, scouts identify players under the age of 18 are issued with a copy of London FA practice booklet on player recruitment, a club code of conduct and the club's safeguarding children policy.

Youth Loan, Trials and Work experience

If a player of Southwark Dynamos Under the age of 18 joins another club on trial, work experience the Football Club will seek a written parental consent (Additional to the standard consent sought at the start of every season) prior to the activity taking place. Consideration will also be given to the players education programme, travel and accommodation arrangements.

Use of Images

The Club takes its guidance on the use of Images From guidelines issued by the FA and London FA. All images taken by club officials who have been briefed by the member of staff responsible For the activity being photographed / filmed.

Before taking images of children, parental consent is sought in writing at the beginning of the new football season or prior to the event/ match. Parents / legal guardians are responsible for informing the club to any such change of circumstance within the season which may affect consent.

Definitions of poor practice and abuse

Poor practice – is unacceptable and will be treated seriously with appropriate action. Any behaviour that contravenes existing code of conduct, infringes an individual rights / or reflects a failure to fulfil the highest standard of care is an indication of poor practice. A child or a young person may not be aware that poor practice Or abuse is taking place, as they may deem the behaviour as acceptable.

What is abuse? – abuse is any form of physical, emotional or sexual mistreatment or lack of care That leads to injury or harm. It commonly occurs within relationship of trust or responsibility And represents any abuse of power or breach of trust. Abuse can happen to a child or a vulnerable adult regardless of their age, gender, race, ability, culture or sexual orientation.

Signs of abuse

There are four main forms of abuse identified as follows; should you have any concern that abuse occurring you should contact the club's safeguarding officer or nominated safeguarding officer for advice.

Physical Abuse

Physical Abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing harm to a child.

Sexual Abuse

Sexual Abuse involves forcing or enticing a child or young person to engage in sexual activity, regardless of implied consent, This includes penetration (penetration of vagina, anal or mouth) and non penetration acts (touching – over or under clothing, any part of the body in any sexual way).

Neglect

Neglect is the persistent failure to meet a child's basic physical and psychological need, likely to result in the serious impairment of the child's health and development.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child's emotional development, including verbal attacks on a child's sense of self.

Bullying and cyberbullying (Strand of emotional abuse)

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types; physical, verbal and emotional, both face to face or via social media and other online forums. The damage inflicted by bullying can frequently be underestimated.

Concerns around radicalisation & extremism

The counter-terrorism and security act places a duty on specified authorities, including local authorities and childcare, education and other children service providers including sport, in the exercise of their functions, to have regard to the need to prevent people from being drawn into terrorism.

Signs and symptoms

The list below is not exhaustive and the presence of one or more of these indicators is not proof that abuse is taking place though they are indicators that abuse may have taken place;

- Unexplained or suspicious injuries such as bruising, cuts and burns, particularly if on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.
- Disclosure of what appears to be an abusive act.

- Disclosure of unsatisfaction home circumstances ie domestic abuse, drug and alcohol misuse, mental health concerns of a parent or other person within the home.
- Someone expresses concerns about the child's welfare.
- Unexplained changes in behaviour (e.g. becoming quiet, withdrawn and sudden outburst).
- Oversexualised behaviour
- Weight loss for no apparent reason.
- Becomes increasingly dirty or unkempt.
- Evasive parents or carers.

Remember it is not the responsibility of staff (permanent or casual) or volunteers to decide if abuse has taken place but it is their responsibility to act on any concerns in accordance with this procedure.