



Safeguarding and Welfare Policy

Introduction

We all have a responsibility to safeguard children and adults at risk who are experiencing or at risk of abuse and neglect. As a Club we have a duty of care towards our club members, and a responsibility to protect them from harm and ensure the safety of all our players.

This policy and procedure sets out what safeguarding is and what to do if you have a concern.

Policy Statement

The Club is committed to creating and maintaining a safe and positive environment for all people involved. It accepts responsibility to assist in the welfare of all people and to safeguard them from poor practice, abuse and bullying.

All players, members, volunteers, coaches, managers have a role and responsibility to help ensure the safety and welfare of children, young people and adults at risk.

The Club accepts that it is required to fulfil its duty of care, which means we must do everything that can be reasonably expected of us to help safeguard and protect children, young people and adults at risk from harm, and to act when we suspect someone may be being harmed or is at risk of harm.

One important difference between safeguarding adults and risk and children is that, as well as focusing on embedding processes and systems to safeguard, there needs to be a culture that consults with adults on decisions that may affect them, as they can make their own decisions.

The Club Welfare Officers:

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Club Statement: Cramlington Town FC strives to achieve and maintain that:

- Safeguarding in sport is the process of protecting children, young people and adults at risk from harm by providing a safe space to play sport and be active.
- All children, young people and adults at risk have a right to protection.
- The welfare and needs of children, young people and adults at risk are paramount.
- All children, young people and adults at risk are provided with appropriate safety protection and support.
- All volunteers, coaches, managers understand safeguarding responsibilities and are able to make informed and confident responses to specific safeguarding and welfare issues.
- Appropriate action will be taken in the event of any incident or concern of abuse and provide support to the individual who disclosed the concern.

. Reporting or responding to a concern

- If you think a child is in immediate danger or requires medical attention, you should call the emergency services on 999. You can also ring the NSPCC helpline on 0808 800 5000 to report immediate risks.
- It's important to remember that the welfare of the child is paramount. However, it's not up to you to decide whether or not a child has been abused, but to report concerns appropriately. For more detailed guidance, [please click here](#).
- If you think an adult is in immediate danger or requires medical attention, you should call the emergency services on 999. Wherever possible let the adult know what you're doing.
- If the adult is not in immediate danger or injured, wherever possible you should discuss your concerns with the adult and look together at what should happen next.

Forms of Abuse

It is widely recognised that there are 4 main areas of abuse.

Emotional Abuse: this may occur if the managers / coaches:

- Are regularly negative in their feedback.
- Repeatedly demand performance levels above those of which a player is capable.
- Repeatedly ignore a players' efforts to progress.
- Put too much emphasis on winning.

Neglect: this may occur if the managers / coaches:

- Leave the players without proper supervision.
- Expose players to excessive cold / heat without protection.
- Expose players to unacceptable risk of injury.

Physical Abuse; this may occur if the managers / coaches:

- Expose players to exercise / training of which the player is incapable of completing due to players immaturity or growing body.
- Expose players to injury due to overplaying / over training or fatigue.

Sexual Abuse

Generally players that are abused by adults to meet their own sexual needs e.g. forcing a child to take part in any sexual activity, showing players pornographic material or suggesting taking part in sex to enhance their sporting career.

Volunteers should be aware of Peer on Peer abuse and follow the same procedures to raise concerns about these issues. Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.

What to do if you have any concerns about behaviour of managers/ coaches or officials



Abuse outside of playing environment

Abuse may be made aware to you by:

- The person disclosing i.e. telling you that there is abuse going on.
- Concerned third party reporting to you.
- Your own suspicions.

Indications of Abuse

- Injury that has inconsistent explanations for cause.
- Third party reporting incident.
- Unexplained changes in behaviour e.g. becoming quiet / withdrawn or outbursts of temper.
- Inappropriate sexual awareness.
- Distrusting of adults, who would normally have a close relationship.
- Variation in overeating / loss of appetite.
- Inexplicable weight loss.
- Becoming dirty / unkempt.
- Use of sexually explicit language.

As a club we need to ensure that levels of awareness are raised without creating anxiety or suspicion. However, sometimes acting on your own suspicions is the correct thing to do.

What to do if you have concerns regarding abuse outside of the club

Report to Welfare Officer



Refer immediately to social services



Social services decide how to involve parents/careers



Record everything that has been said and copy it to social services

Coaches Guidance on Abuse

Do

- Stay calm.
- Reassure the individual.
- Listen.
- Only one adult talk to the individual.
- Make sure you clearly understand what the individual has said.
- Record everything.
- Contact Welfare Officer immediately
- Follow confidentiality and ensure all information is handed over to the Welfare Officer.

Do not

- Question the individual.
- Ignore what has been disclosed.
- Panic.
- Challenge the alleged abuser.
- Make promises you can't keep.
- Make the individual repeat the story unnecessarily.
- Delay.

Good Practice

All players have a right to be treated with dignity and respect

Recruitment

- All managers / coaches should be qualified to the basic level.
- All Managers / coaches / officials should have a current FA in date CRC check.

- Every team is required to have a first aid officer.

Supervision

Managers / coaches / officials should be sensitive to any concerns about abuse, and act on them immediately. Support should be offered to those who report concerns.

Complaints

The Committee ensures that all complaints will be dealt with effectively and are committed to reducing situations for the abuse of children, young people and adults at risk and the protection of staff / volunteers by promoting good practice.

Coaches Good Practice

- Avoid situations where you are alone with a child, young person or adult at risk.
- Tell the player beforehand and ask if there are any objections if you need to make direct contact with the individual.
- Ensure there are always two adults in the changing rooms and are of appropriate gender.
- Mixed teams should be accompanied by one male and one female adult.
- Respect the rights and dignity of the player and treat all equally.
- Well-being and safety are of paramount importance.
- Avoid over playing players.
- Ensure children, young people and adults at risk play for enjoyment, winning only being a part of it.
- Never allow injured players to play or train.
- Coaches should have a coaching badge.
- Display high standards of personal behaviour and appearance.
- Do not overtly criticise players.
- Do not spend time alone with children, young people and adults at risk away from others.
- Never be alone travelling with children, young people or adults at risk.
- Never take children, young people or adults at risk to your home.

- If you accidentally injure/cause distress to a player, tell a colleague immediately and produce a brief written report. Parents/carers should also be told.

You should not

- Engage in inappropriate physical contact.
- Share a room with a player.
- Permit players to use unacceptable language.
- Make sexually suggestive comments even in fun.
- Meet a player on your own outside of normal match day/ coaching hours.
- Allow allegations by a player to go unrecorded or not acted on.
- Do things for the player that they can do for themselves e.g. fastening their boot laces.

Cramlington Town FC Club Committee

