SAFEGUARDING CHILDREN POLICY

As an England Accredited Club, Hayes & Yeading United Football Club (HYUFC) 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 Safeguarding Children Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

1. 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, 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
• Working in partnership with other organisations, children and young people and their parents/carers is essential.

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, inappropriate behaviour and abuse. HYUFC recognises that this is the responsibility of every adult involved in our club.

2. HYUFC 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 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. 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 conduct interviews before appointing
• Request and follow up with references before appointing
• Where eligible require an FA-accepted DBS enhanced with barred list Check, in line with The FA's current Safeguarding Children Policy and Regulations.

All our current members who are regularly caring for, supervising, training or being in sole charge of children and young people will be 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 a club official who is already involved or who has approached us to become part of HYUFC, guidance will 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.

Welfare Officers.

4. HYUFC supports The FA's Whistle blowing Policy. Any adult or young person with concerns about a colleague can '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. Our Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it as necessary.

5. HYUFC has appointed a Club Welfare Officer (CWO) 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 CFA. The CWO is the first point of contact for the Board of Directors regarding concerns about the welfare of any child or young person. The CWO will liaise directly with the Middlesex FA 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 their Club members.

6. We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in 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 CWO or alternatively, in cases of serious bullying, we may contact the Middlesex FA Welfare Officer.

THE FA CHARTER STANDARD SAFEGUARDING CHILDREN PROCEDURES

7. Respect codes of conduct for Players, Parents/Spectators, Officials and Coaches have been implemented by our 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 Middlesex FA in more serious circumstances. All registering members will be required to adopt the Respect codes.

8. Reporting your concerns about the welfare of a child or young person - Safeguarding is everyone's responsibility. If you are worried about a child it is important that you report your concerns - no action is not an option.

• If you are worried about a child then you need to report your concerns to the CWO
• If the issue is one of poor practice they will either: a. Deal with the matter themselves or b. Seek advice from the Middlesex FA Welfare Officer
• If the concern is more serious - possible child abuse - they will, where possible, contact the Middlesex FA Welfare Officer first, then immediately contact the Police or Children's Services
• If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. The CWO will report immediately to Middlesex FA Welfare Officer what action has been taken.
• If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:

a. contact your Middlesex Welfare Officer directly
b. contact the Police or Children's Social Care
c. call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk or Footballsafe@TheFA.com or call The FA Safeguarding Children general enquiry line 0845 210 8080

Approved January 2025 : Next review due: **January 2026**

Get in Touch:
Club Welfare Officer: Carla Jorsling-Thomas billy23_32@hotmail.com
Middlesex FA Safeguarding Team:
0208 515 1919 option 2 or e-mail: Safeguarding@middlesexfa.com

Additional Welfare & Safeguarding support links
• CEOP Unit
• Child Line
• Child Protection In Sport Unit
• NSPCC
• Sporting Chance
• Youth Problem Gambling