

HAMPTON FC SAFEGUARDING POLICY

1. Hampton Football Club acknowledges its responsibility to safeguard the welfare of every child/young person entrusted to its care - and is committed to working to provide a safe and inclusive environment.

A child or young person is anyone under the age of 18 engaged in club football activity.

We subscribe to The Football Association's Safeguarding Children - Policy and Procedures - and endorse/adopt the Policy Statement contained in that document.

2. The key principles of The FA Safeguarding Children Policy =
 - the child's welfare is, and must always be, the paramount consideration;
 - all children/young people have a right to be protected from abuse - regardless of their age, gender, disability, race, sexual orientation, faith or belief;
 - 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/ young person who participates in football should be able to take part in an enjoyable/safe environment and be protected from poor practice and abuse.Hampton FC recognises that this is the responsibility of every adult involved with our Club.

3. Hampton FC has a role to play in safeguarding the welfare of all children/young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook for full details) applies to everyone in football - whether in a paid or voluntary capacity. This includes volunteers, match officials, helpers on Club tours, Team Coaches/Managers, Club Officials and medical staff.

4. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and will:
 - specify what the role is and what tasks it involves;
 - request identification documents;
 - meet and chat with applicants - where possible interview them before appointment - and (where required) request/obtain references;
 - where required - secure an FA-approved Disclosure and Barring Service (DBS) Check in line with current FA policy and regulations.

All current Hampton FC members working in eligible roles (with children and young people) - such as Coaches/Managers - are required to hold an in-date FA accepted Disclosure and Barring Service (DBS) Check as part of responsible recruitment practice.

If there are concerns regarding the appropriateness of an individual who is already involved with Hampton FC or has approached us to become part of the Club then guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of information obtained via the DBS Check process and that all suitability decisions will be made in accordance with legislation and in the best interests of children/young people. It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children/ young people and the opportunity to influence policies or practice with children/young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

1. Hampton FC supports The FA's **Whistle Blowing Policy**.
Any adult or young person with concerns about an adult in a position of trust within football can 'whistle blow' - by contacting The FA Safeguarding Team on 0800 169 1863, writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, emailing Safeguarding@TheFA.com or, alternatively, by going direct to the Police, Children's Social Care or the NSPCC.
Hampton FC encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.
2. Hampton FC has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop.
The post holder will have received Welfare Officer training provided by The FA and/or County FA. Our Welfare Officer is the first point of contact for all Club members - regarding concerns about the welfare of any child/young person. Our Club Welfare Officer will liaise directly with the County FA Designated Safeguarding Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect and promoting good practice amongst Club members.
3. We acknowledge and endorse The FA's identification of **Bullying** as a category of abuse.
Bullying of any kind is not acceptable at Hampton FC. If bullying occurs, Hampton FC players or parents/carers should be able to report it and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer. In cases of serious bullying the County FA Designated Safeguarding Officer may be contacted.
4. **Respect** Codes of Conduct for players, parents/guardians/spectators/Club Officials and Coaches are in place at Hampton FC.
In order to validate these Respect Codes of Conduct the Hampton FC 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 County FA in serious circumstances.
5. Reporting concerns about the welfare of a child/young person.
Safeguarding is everyone's responsibility - so if you are worried about a child it is important that you report your concerns. Taking no action is not an option.
If you are worried about a child then you should report your concerns to the Club Welfare Officer.
If the issue is one of poor practice the Club Welfare Officer will either:
deal with the matter themselves
or;
seek advice from the County FA Designated Safeguarding Officer.

If the concern is more serious - for example, possible child abuse - where possible, contact the County FA Designated Safeguarding Officer first, then immediately contact the Police or Children's Social Care.

If the child needs immediate medical treatment take them to a Hospital or call an ambulance and tell them it is a child protection concern.
Let the Hampton FC Welfare Officer know what action you have taken. They in turn will inform the County FA Designated Safeguarding Officer.

If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:

- contact your County FA Designated Safeguarding Officer directly;
- contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com;
- contact the Police or Children's Social Care;
- call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk.

The FA's Safeguarding Children Policy and Procedures is available via www.TheFA.com/Footballsaf.

Click on the 'downloads' under Policy and Procedures - which outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams to describe the process. This is also covered within the Safeguarding Children workshop - where participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation.

6. Further advice on Safeguarding Children matters can be obtained from:
www.TheFA.com/Footballsaf
County Football Association's Welfare Officer (Hunts FA)
The FA Safeguarding Children enquiry line 0845 210 8080
Emailing - Footballsaf@TheFA.com

HAMPTON FC CHAIRMAN

HAMPTON FC WELFARE OFFICER

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