

SAFEGUARDING CHILDREN, YOUNG PEOPLE AND ADULTS POLICY

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CONTEXT

- Girls Super League operates within a registered charity in England and Wales, 1178842.
- GSL operates in the UK.
- GSL is a grassroots football league for girls.
- GSL works with young people aged 6-18 as well as adults.
- We are regulated by the Charity Commission and Ofsted.
- We have 3 employees and a fluctuating number of contracted staff, around 6.
- We engage over 500 young people per week.

STATEMENTS AND AIMS

Policy statement

We recognise that the welfare of all children, young people and adults at risk, is paramount and that all have equal rights of protection. We have a duty of care when they are in our charge, and we will do everything we can to provide a safe and caring environment whilst they attend our activities.

Equal Opportunities Statement

We recognise that anyone can become subject to discrimination, harassment or victimisation because of:

- age
- culture
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity,
- race
- religion or belief
- sex
- sexual orientation

Comments and actions that contribute to discrimination, harassment or victimisation are not acceptable and will be challenged. Such incidents will be recorded and shared with parents and carers, and the relevant agencies when necessary and appropriate.

We will treat everyone with respect and celebrate their achievements, carefully recruit and select all staff whether paid or unpaid, and respond to concerns and allegations appropriately.

When there are concerns about the welfare of any, child, young person or adult at risk, all responsible adults in our organisation are expected to share those concerns, without delay, with the Lead for Safeguarding (or the Deputy, if the Lead is unavailable).

Our policy is approved by trustees, DSL group & CEO and will be reviewed and updated annually. We will publish and promote this policy to all staff, paid or unpaid, through induction, training and supervision. We endeavour to disseminate, as appropriate, this policy to all who come into contact with our organisation e.g., children, young people, adults at risk, their parents, carers, families and others, such as organisational partners and fundraisers.

Policy Aim

As members of SAFEcic, we aim at all times to attain best safeguarding practice throughout all our activities with children, young people, adults at risk, their parents, carers and/or families. We endeavour to provide a safe and friendly environment and celebrate all achievements. We will achieve this by adhering strictly to this policy, guidance and risk assessments. Our organisation holds current Public Liability Insurance which covers all our activities.

SAFEGUARDING PERSONNEL

Lead and Deputy for Safeguarding

NB - In educational settings the title Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Lead (DDSL) is used.

Our Designated Safeguarding Lead is:

Name: Maya Williamson

Job role: League Manager

Contact details: m.williamson@superleagueldn.com or call 07514724238

Our Deputy Designated Safeguarding Lead is:

Name: Colette Elliott

Job role: League coordinator

Contact details: c.elliott@superleagueldn.com or call 07591347754

Their role is to oversee and ensure that our safeguarding policy is fully implemented and that we attain SAFEcic standards.

Their responsibilities are:

- monitoring and recording concerns,
- making referrals to social care, or police, as relevant, without delay
- liaison with other agencies
- arranging training for all staff

The Deputy for Safeguarding should be available to support or cover for the Lead. She will also handle any complaints or allegations against the Lead for Safeguarding if appropriate. It is important that the Lead and Deputy for Safeguarding are unconnected.

Line of accountability for safeguarding

The responsibility for safeguarding at board or committee level is shared between members. Safeguarding is on the organisation's risk register, and as an Ofsted and Charity Commission regulated organisation, the organisation has to comply with the PREVENT Duty. A Senior Member of the organisation at Board, Trustee, Governor or similar level should be appointed to take strategic responsibility for the organisation's safeguarding arrangements. This person should be unconnected to the Lead for Safeguarding and Deputy for Safeguarding and should have up to date and relevant training with the ability to develop knowledge, skills and expertise in safeguarding.

Senior Lead for Safeguarding

Our Senior Lead for Safeguarding is:

Name: Sharon Bennett

Job role: Board Trustee

Contact details: seabennett@gmail.com

WHY DO WE NEED A SAFEGUARDING POLICY

All organisations that work or come into contact with children, young people and/or adults at risk need to have safeguarding policies and procedures in place.

Government guidance is clear that all organisations working with children, young people, adults at risk, parents, carers and/or families have responsibilities for safeguarding. It is important to remember that children, young people and adults at risk can also abuse and that such incidents fall into the remit of this policy.

To undertake these responsibilities, we:

- have a DSL group committed to safeguarding
- are clear about peoples' responsibilities and accountability
- have a culture of listening to children, young people and adults at risk
- undertake safer recruitment practices for all staff and volunteers working with children & young people and adults at risk
- have procedures for safeguarding children and young people and adults at risk
- have procedures for dealing with allegations against, and concerns about, any staff
- make sure staff, paid and unpaid, have mandatory induction and further safeguarding training, supervision, reviews and support
- have agreements about working with other organisations and agencies

DEFINITIONS

Definition of a child/young person

There is no single law that defines the age of a child across the UK. The UN Convention on the Rights of the Child, ratified by the UK government in 1991, states that a child "means every human being below the age of eighteen years unless, under the law applicable to the child, majority is attained earlier" (Article1, Convention on the Rights of the Child, 1989).

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A child is anyone who has not yet reached their 18th birthday (16th in Scotland).

Definition of an adult at risk

An adult at risk is a person over the age of 18 years and is:

- having needs for care and support, and
- experiencing, or is at risk of, abuse and neglect and
- as a result of those care needs, is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

RELATED POLICIES

Data Protection

We will treat any personal information by which an individual can be identified, for example, name, address, and email, in accordance with the provisions of Data Protection Act 2018 (DPA 2018), and the UK General Data Protection Regulation (UK GDPR) and will not share information with any third party, except where required by law.

Confidentiality

This policy is in line with government guidance about confidentiality and these details will be made available to all staff, children, young children, adults at risk, parents and carers.

We fully endorse the principal of the welfare of children, young people and adults at risk, overriding any obligations of confidence we may hold to others. No one working, or involved, with our organisation can promise absolute confidentiality. Individual cases will only be shared or discussed on a “need to know” basis.

Whistleblowing

Whistleblowing is when someone raises a concern externally about a person or practice within the organisation, which will affect others in an illegal and or harmful way.

Our league promotes the sharing of any concerns regarding the safeguarding of children, young people and adults at risk as soon as possible with the Lead or Deputy for Safeguarding.

GSL supports the FA’s Whistle Blowing policy (as described above) and encourages everyone to know about The FA’s Whistle Blowing Policy and to utilise it if necessary. 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, by writing to the FA Case Manager, by emailing safeguarding@theFA.com or alternatively by going direct to the Police, Children’s Social Care or NSPCC.

If individuals reporting their concerns within our organisation do not feel they have been acted upon then we support their right to report these concerns to the FA, Local Authority Designated Office (LADO) (England and Wales only) social care services, the police, and the Charity Commission.

FA Safeguarding Team
Telephone: 0800 169 1863

FA Case Manager
The Football Association, Wembley Stadium, PO Box 1996, London SW1p 9EQ

Ofsted complaints form: <https://complain.ofsted.gov.uk/>

Telephone: 0300 123 1231

Email: whistleblowing@ofsted.gov.uk

Charity Commission

<https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer>
whistleblowing@charitycommission.gov.uk

People can also request support from:

The charity Protect: <https://protect-advice.org.uk/>

The NSPCC: call 0800 136 663 or email help@NSPCC.org.uk

Footballers who have been sexually abused can call the NSPCC on 0800 023 2642

All media enquiries will be handled by Maya Williamson, League Manager.

Information Sharing

Timely and accurate written records play an essential role in safeguarding individuals, who may have suffered, are suffering or at significant risk of suffering harm. It is important that records are shared at the appropriate time when necessary. Within our organisation the decision to share written information, and with whom, will be undertaken by the Lead or the Deputy for safeguarding

Safer Recruitment

Our organisation is committed to safe recruitment in line with the relevant legislation and guidance from government, Ofsted and the Charity Commission for recruiting all staff, paid or unpaid. We do this by:

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- advertising vacancies with a clear commitment required to safeguarding
- assigning all posts detailed job descriptions
- obtaining full personal details via an application form (not CVs) with particular relevance to previous work with children, young people and adults at risk
- when a candidate is selected for interview the relevant criminal declaration form will be sent for completion as set out by the Rehabilitation of Offenders Act 1974, as amended
- always taking up two written references, one from the most recent employer or education establishment
- undertaking all interviews face to face, based on the job description
- ensuring at least one person on each interview panel will have undertaken Safer Recruitment training, in line with Ofsted, DfE and Charity Commission safe recruitment guidelines.
- having sound procedures and recording for interviewing to ensure we are satisfied, and can evidence that the applicant is appropriate and suitable

Any appointment will only be confirmed subject to:

- a satisfactory ID and criminal records check at the appropriate level, including Certificate of Good Conduct for foreign nationals and the **International Child Protection Certificate (ICPC)** for anyone who has lived in the UK and also travelled overseas
- a follow up of written references by telephone if relevant to the vacant post
- a check of essential qualifications
- confirmation of the Right to Work in the UK for employed personnel
- fitness to work as relevant

INDUCTION AND TRAINING

We have a clear induction and training strategy with clear job descriptions and responsibilities and all relevant procedures. All new staff, paid and unpaid, will receive induction training as soon as possible and sign to record they have:

- received and understood this policy
- been given any relevant resources
- understood the commitment to safeguarding training

When needed, staff will receive further safeguarding training, at the appropriate level, as soon as possible. We also agree a probationary period of 3 months with clear goals and then provide appraisals at regular intervals of 6 months with the relevant line manager.

Updated safeguarding training is normally required every 2 years (online) or three years (face to face).

Staff working directly with at risk groups will also undertake the free online government training for **PREVENT** and **FGM**.

WORKING PRACTICES

Consent

When consent is required for any care, activity or intervention we will, unless it is an emergency, obtain consent from the parent/carer or relative for a child, young person or an adult at risk, as defined within.

Where relevant, we will ensure we fulfil our obligations under Child Care Law in terms of parental responsibility and Mental Capacity Legislation on supporting, where possible, the individual's right to make their own decisions. Any decisions made should be the least restrictive and recorded.

Staff Ratios to Children, Young People and Adults at Risk

At GSL, clubs are responsible for ensuring that the children and young people under their care are appropriately supervised.

GSL advises clubs to consult the NSPCC recommended ratios and understand the risks for any instances where they cannot comply fully with this.

<https://learning.nspcc.org.uk/research-resources/briefings/recommended-adult-child-ratios-working-with-children#article-top>

GSL does not do lone or one-to-one working

Young People who work in our organisation

All young people who are undertaking volunteer work, apprenticeships or work experience within our league are to be included within this policy and their safeguarding as individuals given the same importance as all young people we come into contact with. Any disclosures, observations of possible harm or disturbing behaviour must be reported to the Lead or Deputy immediately.

They will also require an induction program that includes their commitment to safeguarding within the remit of the safeguarding policy and in line with all staff induction.

In addition, information on the young person's contacts will be recorded as relevant e.g. parents, carers, school representatives and any supervisors, with emergency contact numbers.

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We will check with the relevant local authority's education welfare team to see if an employment permit is required for any young people working with us and, in the cases of live performances, if a child performance licence is required.

Codes of Conduct

GSL follows the FA codes of conduct.

We aim to provide a safe environment free from discrimination, upholding and promoting equality, diversity and inclusion. We undertake to:

- treat all children and young people and adults at risk with respect and dignity
- ensure that their welfare and safety is paramount at all times
- maintain professional boundaries both face to face and when using technology
- always listen to individuals and take account of their wishes and feeling
- always act in a professional way and not accept bullying, swearing or other disruptive behaviour
- liaise openly with clubs, parents and carers
- only use physical contact if absolutely necessary
- avoid being alone with children, young people and adults at risk whenever possible
- listen to, and act upon, any disclosures, allegations, or concerns of abuse
- participate in approved safeguarding training at appropriate levels
- ensure restraint is only used as part of an agreed plan by staff trained in the use of the particular restraint or as an emergency action to protect from harm. All use of restraint will be reported and recorded by the member of staff concerned to the Lead or Deputy for safeguarding and to the relevant manager.

FA physical touch policy: [5-6-physical-contact-young-people-guidance-grassroots-football-black-and-white-version.pdf](#)

FA Codes of Conduct can be found here: <https://www.EnglandFootball.com/participate/explore/inclusive-football/Respect>

RECOGNISING ABUSE IN CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK

The following list is for guidance only. It is important to be observant, listen to what is being said and record. e.g. is what you are observing and being told about an injury consistent with the injury?

- Abuse related to faith or belief
- Alcohol and Substance misuse
- Breast Ironing
- Bullying and cyberbullying
- Carrying offensive weapons
- Child criminal and sexual exploitation including County Lines
- Child on child abuse, including sexual violence and upskirting
- Concealed pregnancy
- Criminal exploitation
- Discriminatory
- Domestic violence, including "honour" based abuse
- Emotional abuse
- Exploitive use of technology
- Female Genital Mutilation (FGM)
- Financial or material abuse
- Forced marriage
- Gangs
- Gambling
- Hate and "mate" crime
- Hazing and initiation rites
- Hoarding
- Modern slavery
- Neglect and acts of omission
- Online safety
- Organisational or institutional
- Psychological abuse
- Physical abuse
- Radicalisation
- Self-neglect
- Sexual abuse
- Trafficking

HANDLING DISCLOSURES

When a disclosure is made by a child, young person or adult at risk it is important to remember to:

- take what you are being told seriously
- stay calm and reassure
- do not investigate
- do not delay
- always seek advice from the Lead or Deputy for Safeguarding
- always make a careful recording of anything you are told or observe, date and sign

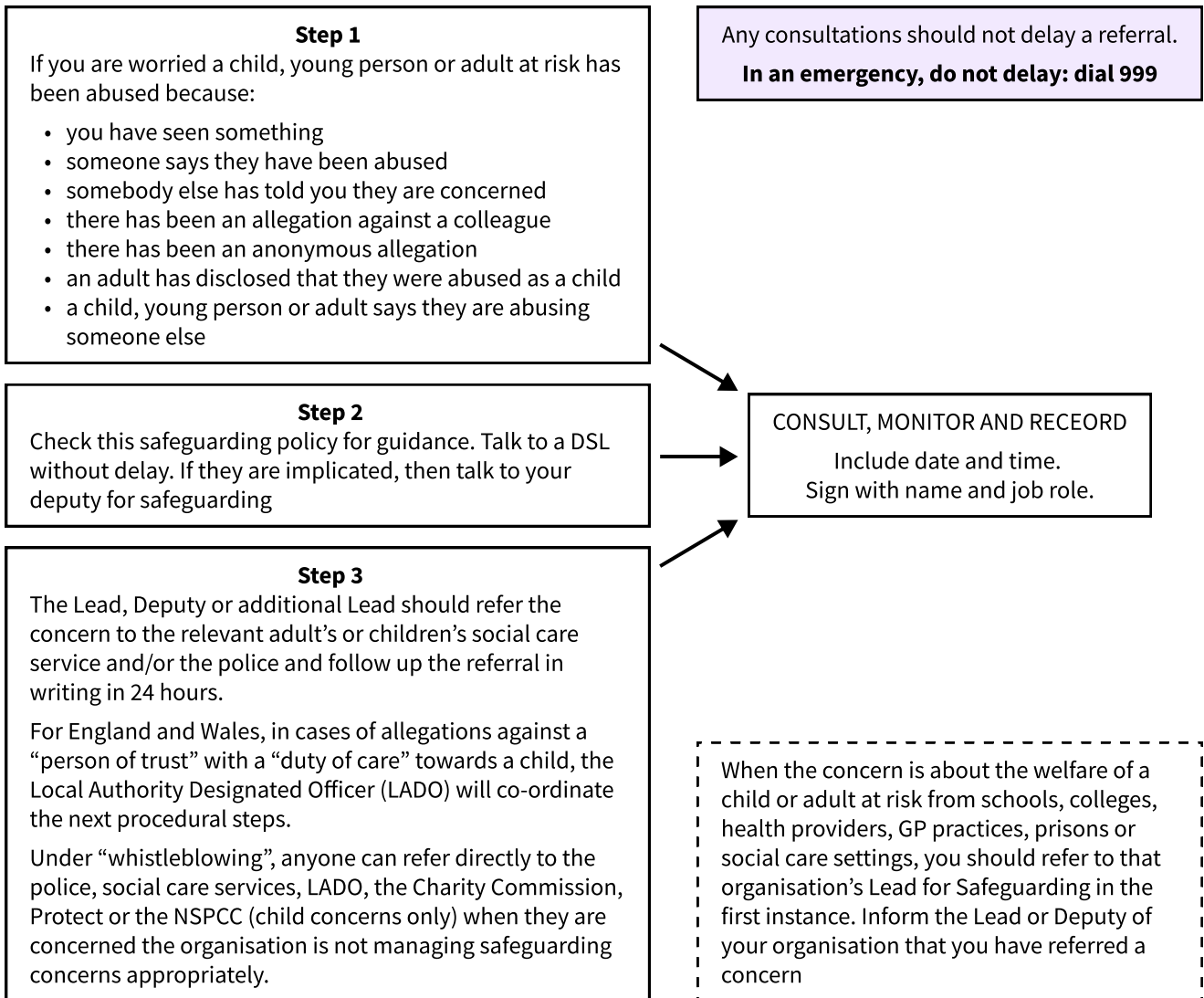
A disclosure may come from someone telling you:

- they have or are being abused
- they have concerns about someone else
- they are themselves abusing or likely to abuse someone else

RESPONDING TO CONCERNS

Safeguarding Referral Flowchart

We ensure and emphasise that everyone in our organisation understand and know how to share any concerns immediately with the Lead or Deputy for Safeguarding. Everyone, including the Lead and Deputy for Safeguarding, will deal with concerns using the following:



Record Keeping

At all times when required, and especially where there is a safeguarding concern, we are committed to keeping records which are:

- recorded on a safeguarding incident form
- of sufficient details of child, young person or adult at risk to identify individual who is subject of concern and any significant others

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- accurate and factual/based on fact, as a true record of:
 - what has been monitored/observed
 - what has been said and by whom
 - what has given cause for concern
 - what action has and/or will be taken including the reason for those actions
 - the reason stated for no action being taken and by whom
- non judgmental
- timely within 24 hours
- signed and dated by the writer and co-signed by the Lead or Deputy
- shared as appropriate by the Lead or Deputy for Safeguarding
- stored safely and securely by the Lead or Deputy for Safeguarding

Handling safeguarding allegations, complaints, disciplinary & grievance procedures

Our policies and procedures are in line with the statutory guidance, the relevant Regulatory Authorities, see above, guidelines, our disciplinary, complaints and grievance procedures. These will be made available to everyone.

Where a complaint or allegation has been made with regards to any inappropriate behaviour or poor practice, the Lead or Deputy will, in all cases, discuss the situation with social care services (the LADO with regards to children England and Wales only) and/or the police before making an open decision about the best way forward.

In the case where the Lead is implicated, the Deputy should be informed. In the exceptional circumstances that both are involved, the person concerned will inform the Senior Lead. If there is a belief that the concern has not been taken seriously or acted upon, then anyone can “Whistleblow”.

With regards to disciplinary and grievance procedures, we will take no steps until we have fully discussed and agreed a strategy with social care services and/or the police, (the LADO, with regards to children England and Wales only). Any investigation will override the need to implement any such procedures. Our management are responsible for:

Reporting serious incidents to:

The Charity Commission (<https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity>)

And/or Ofsted (<https://www.gov.uk/guidance/report-a-serious-childcare-incident>)

And reporting individual personnel to the DBS and, if a registered FA coach, to the FA when requested by the LADO.

Bullying and harassment

We acknowledge and endorse The FA’s identification of bullying as a category of abuse. Bullying and harassment can take many forms and include:

- physical violence including threats, verbal assaults and taunts, the destruction of property, extortion, unwanted sexual interest or contact
- indirect forms of bullying including ignoring a person and the withdrawal of friendship, malicious gossip and spreading rumours, abusive or oppressive graffiti, the use of social media, electronic messages and websites
- it is often motivated by prejudice against certain groups for example on the grounds of race, religion, gender and disability

Whether directed at children, young people, adults at risk, staff, volunteers, parent and carers, bullying and harassment, physical and/or emotional abuse will not be tolerated. All such behaviour will be treated as a safeguarding concern when aimed at children, young people and or adults at risk. If children, young people and/or adults at risk are engaging in bullying or harassment it is also a safeguarding concern and should be reported to the Lead or Deputy for Safeguarding.

We will:

- provide a culture of equality and respect for all with zero tolerance to any form of bullying or harassment
- report all incidents of bullying or harassment, observed or disclosed, to the Lead or Deputy who will take the appropriate action
- take immediate steps to stop the behaviour and mitigate the effects of bullying and harassment
- record all incidents with observations and witness statements, and action taken, signed, timed and dated

E-SAFETY

The use of electronic devices, including but not limited to computers, smartphones, tablets, and the internet, is an integral part of our modern world.

Clubs, Parents, and/or legal guardians are responsible for monitoring and guiding individuals' online activities. GSL is not liable for any incidents resulting from individual eSafety actions or inactions. We encourage everyone to stay informed and educated about online safety best practices.

What are the risks

- accessing inappropriate or illegal websites
- receiving unwanted or upsetting texts, e-mail messages or images
- being “groomed” by another with a view to meeting the child, young person or adult at risk for their own illegal purposes including sex, drugs or crime

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- sharing nudes or semi nudes
- viewing or sending unacceptable material such as inciting hatred or violence
- sending bullying messages or posting malicious details about others
- ignoring copyright law by downloading e.g. music, videos, homework cheat materials etc.
- overspending on shopping and gambling sites
- being at risk of identity fraud for money transactions
- inappropriate relationships or prostitution

Indicators of concern

It may be a cause for concern if a child, young person or adult at risk shows the following behaviours:

- becoming secretive about where they are going to or who they are meeting
- not letting you see what they are accessing online
- using a webcam in a closed area, away from other people
- accessing the web or using a mobile for long periods and at all hours
- clearing the computer history every time they use it
- receiving unexpected money or gifts from people you don't know
- not appearing to have the money they should have

You should also be aware of an adult who:

- befriends a child, young person or adult at risk on the internet or by text messaging
- has links to children, young people and/or adults at risk on their social media pages especially if they work in a position of care such as a sports coach or care worker
- is secretive about what they are doing and who they are meeting

Responding to concerns

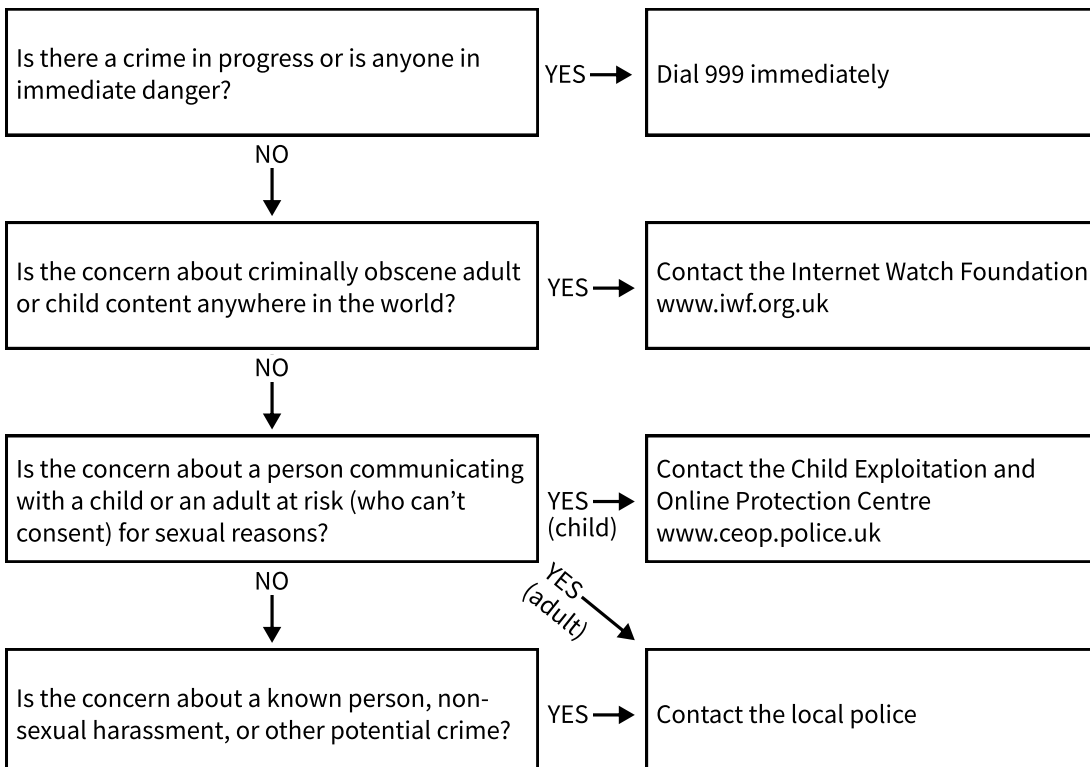
If you have any concerns, speak to your club's Welfare Officer or Lead for Safeguarding.

Remember:

- do not delay
- do not investigate
- seek advice from the Club Welfare Officer or Designated Safeguarding Lead
- make careful recording of anything you observe or are told

E-safety referral flowchart

When illegal content or activity is found or suspected, always inform your Welfare Officer or Lead for Safeguarding and they will follow these steps. If an emergency, dial 999.



Minimising the risks

The following steps can help to ensure the E-safety of young people:

- talking to children, young people and adults at risk about what they are accessing online
- ensuring everyone uses PCs, iPads and other technology in a general space where you can monitor what is going on
- explaining the risks of giving out personal details online
- talking about how people can be anyone they want to be online by using misleading emails, photographs of other people, telling lies about their age, hobbies, school, etc.
- encouraging children, young people and adults at risk to think carefully about what photographs or videos they use online, as they may be used and tampered with by other people, or they may not be appropriate
- advising children, young people and adults at risk to only text, chat or webcam to people they know in real life
- talking about how to identify SPAM messages or junk mail and how to delete them (this also applies to messages from people they do not know, or opening attachments)
- discussing how people hide their identities online and the importance of never meeting new online “friends” in real life
- making sure children, young people and adults at risk understand they can always talk to you about anything that makes them feel uncomfortable
- looking on the internet together for information about how to deal with or report problems
- talking about how/when information or images get on to the internet, they can never be erased

SAFEGUARDING PRACTICAL GUIDANCE

Photography and filming guidance

Both still and moving images are key to recording the successes and achievements of children, young people and adults at risk in their lives and activities. However, it is vital to remember that images (especially digital images) can be used, shared, stored and/or distributed inappropriately, and that their storage and use must comply with the UK GDPR.

Girls Super League understands that it is therefore important to be clear about:

- explaining to club officials, parents and carers why caution is necessary
- the purpose of images e.g. media and publicity etc.
- the content required when using a professional photographer
- informing parents and seeking their consent for any publication or media use
- publishing only necessary identifying details alongside individual’s photos in newspapers, websites etc
- taking photographs openly and away from sensitive areas (changing rooms, toilets, etc)
- the suitability of clothing
- any group photos being taken only during the activity or on the premises
- all those taking photos signing a registration form, which also identifies the purpose and use of any images
- ensuring secure storage of all images
- identifying how long unused images will be retained
- identifying how long copies of published images will be retained

The above guidance applies to all still and moving images, however they are created (mobile phone, still camera, video camera etc). The type of equipment and the equipment’s owner should also be recorded on the registration form.

Activities, events and visiting individuals

We will always ensure visitors and activities undertaken are risk assessed and we are committed to:

- ensuring that those who run activities have the expertise, knowledge and skills to do so properly
- completing a risk assessment which involves identifying risks and the means of reducing or eliminating those risks for all activities or events
- risk assessing any changes being made to activities or events involving children, young people and adults at risk
- having a written plan in place if the event or activity has to be cancelled
- having a written plan in place in case of emergency including contact numbers
- implementing the required actions identified by the risk assessment process and reviewing the effectiveness of these on a regular basis

Unaccompanied child, young person or adult at risk

A child’s parents or carers and the club that they are attached to are jointly responsible for ensuring that the child travels safely to and from the venues/facilities used by the league.

In the event that a child, young person or adult at risk is left alone at a venue, league staff will attempt to contact the child’s club or, where possible, the parent or carer. If attempts to make contact fail, then the supervising adult should wait with the child, young person or adult at risk with other staff, volunteers or parents wherever possible.

Staff, paid and unpaid, should avoid:

- taking the child, young person or adult at risk home or to another location
- waiting alone with the child, young person or adult at risk in a vehicle or at the venue

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- sending the child young person or adult at risk home with another person, without parental consent
- leaving the child young person or adult at risk alone

If all attempts to make contact fail, it may be advisable to contact the police for advice.

Missing child, young person or adult at risk

If a child, young person or adult at risk goes missing from a GSL venue it should be reported to the police. Use 999 where there is a concern that they cannot be found or are vulnerable.

A missing person may be assessed as 'at risk' if they fit one or more of the following categories.

- is under 16
- has expressed feelings of suicide
- has dementia
- has been acting totally out of character
- has mental health issues
- is under increased stress
- has an illness or a physical disability
- has a learning disability
- is in need of regular medication/care

The Lead or Deputy for Safeguarding should be informed as soon as possible, and all details and actions recorded dated timed and signed.

First Aid

Our First Aiders have completed specific training as set out by the Health and Safety Executive (HSE). They hold valid and up to date certificates of competence issued by an organisation whose training and qualifications are approved by the HSE.

The duties of a First Aider are:

- to give immediate first aid to children, young people, adults at risk, staff or visitors when needed
- to ensure that an ambulance or other professional medical help is called when necessary

Our league undertakes to ensure there is always a trained First Aider on site at our venues or, if other venues used such as schools, that they have appropriate first aid cover.

We also provide training and guidance on dealing with hazardous materials such as blood, other bodily fluids and chemicals. We ensure sufficient equipment is available to deal with accidents or spillage.

All incidents will be reported and recorded in the First Aid and Incident/Accident Log Books.

Buildings and Venues

Safeguarding risk assessments will be carried out on all building and venues used by our organisation. The safeguarding risk assessment should cover:

- access, especially how people enter and leave the building
- signing in protocol
- use of keys
- toilets and changing rooms
- any outside space
- car parks
- any other relevant issues

Ethical fundraising

We are committed to our fundraising being:

- Legal: All fundraising must meet the requirements of the law.
- Open: Fundraisers must be open with the public about their processes and must be willing to explain (where appropriate) if they are asked for more information.
- Honest: Fundraisers must act with integrity and must not mislead the public about the cause they are fundraising for or the way a donation will be used.
- Respectful: Fundraisers must demonstrate respect whenever they have contact with any member of the public.

SAFEcic Recommendations

In order to attain the highest standards of safeguarding practice, everybody needs to be vigilant in adhering to this policy and also assessing the risks of their own work and activities. These risk assessments will be carried out annually by the Lead and/or Deputy. However, it is the responsibility of everyone to draw attention to practices and procedures that they are unhappy or uncomfortable with.

It is only through adopting SAFEcic policies and practices that we can all be confident we have done everything we can to safeguard the children, young people and adults at risk in our care.

POLICY DATE

This policy was agreed and disseminated on 3rd July 2023 and will be reviewed annually or when there are substantial organisational changes.

Policy Review Date

7th July 2023

Signed: Maya Williamson, Lead for safeguarding

Maya Williamson

Signed: Colette Elliott, Deputy for Safeguarding

Colette Elliott

Signed: Sharon Bennett, Senior Lead for Safeguarding

Sharon Bennett

Date of next review

1st July 2024