



Safeguarding Children Policy & Procedures

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Acknowledgement: Bournemouth & Poole Local Safeguarding Children's Board

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AFC Bournemouth will review this policy annually, when legislation changes or following any learning outcomes from safeguarding incidents, concerns, or allegations.

Last updated 6th December 2017

AFC Bournemouth Safeguarding Children Policy and Procedures:

Introduction

AFC Bournemouth acknowledges and accepts it has responsibility for the wellbeing and safety of every child and young person who has been entrusted to its care and comes into contact with the club. It is the duty of all persons who are allocated duties by the club to safeguard the welfare of children and young people while participating in club activities by creating an environment that protects them from harm. As such, they must make themselves aware of the club's Safeguarding Children Policy. Where appropriate, the following guidelines will be supplemented by in-service training and additional guidance.

For the avoidance of doubt, when using the term 'club' in the policy document, this includes activities and participants of the AFC Bournemouth Community Trust and the AFC Bournemouth Academy.

AFC Bournemouth will work closely with the Local Authority Designated Officers for children and adults at risk. The club Head of Safeguarding liaises with the respective safeguarding teams for advice, guidance and referrals. The Head of Safeguarding will be guided by and adhere to Local Authority and Police protocols.

Statutory Agency referral policies and procedures take precedence over any club or Governing Body guidance. For further details please refer to the Pan Dorset Inter-Agency Safeguarding Procedures link:

<http://pandorsetscb.proceduresonline.com>

Definition of the term 'Child'

Children and Young people mean those under 18 years and for the purposes of this policy means anyone under the age of 18 engaged in club activity.

An "**Activity**" means any activity or series of activities arranged for a child or children by or in the name of a club. These are deemed to be regulated and therefore activate the required levels of criminal records checks (CRC) that are associated.

RULES & REGULATIONS

AFC Bournemouth is governed by the rules and regulations set out in the 1989 and 2004 Children Act, the FA Safeguarding Children & Vulnerable Adults guidance and Working Together to Safeguard Children (2015)

The club is fully committed to ensuring that the best practice recommended by these bodies is employed throughout and has a responsibility to maintain regular dialogue and work in partnership with the Bournemouth and Poole Local Safeguarding Children's Board.

For detailed information on current legislation please refer to the following NSPCC and Working Together to Safeguard Children links:

NSPCC – <http://www.nspcc.org.uk/preventing-abuse/child-protection-system/england/legislation-policy-guidance>

Working Together to Safeguard Children 2015 – <https://www.gov.uk/government/publications/working-together-to-safeguard-children>

AIMS & KEY PRINCIPLES

The aims of AFC Bournemouth's Safeguarding Children Policy are:

- To safeguard all children and young people who interact with the club.
- To demonstrate best practice in the area of safeguarding children.
- To develop a positive and pro-active welfare programme to enable all children and young people to participate in an enjoyable and safe environment; and
- To promote high ethical standards throughout AFC Bournemouth activities

The key principles underpinning this policy are:

- The child or young person's welfare is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse, exploitation or poor practice, irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.
- The club is committed to address the additional vulnerability of some participants and the extra barriers they may face e.g. those in care, looked after children, those with mental health issues, physical disability etc.
- All allegations of abuse or poor practice will be taken seriously and responded to efficiently and proportionately.
- Recruiting employees, casual workers, agency staff, consultants, and volunteers safely, ensuring all necessary checks are made.
- To ensure that coaches, parents, and other adults who come into contact with children and young people provide good role models of behaviour and have received effective management and training.
- Sharing information about concerns with the appropriate agencies in a confidential manner.
- Report when appropriate to the Disclosure and Barring Service (DBS) anybody delivering a regulated activity for AFC Bournemouth who is believed by the club to present a risk of harm to children. Where the club 'withdraws permission' for a person to deliver a regulated activity they will also be reported to the DBS.

The club has the power as part of their disciplinary procedures to issue a suspension, pending a risk assessment where any one or more of the following applies:

1. The individual fails to comply with any part of AFC Bournemouth DBS and safe recruitment processes.
2. The individual has engaged in 'Relevant Conduct' relating to children.
3. The individual has been barred by the DBS from engaging in 'Regulated Activity' relating to children.
4. The individual has been convicted of, or made the subject of caution for, a serious sexual, violent offence or any other offence that AFC Bournemouth believes to be relevant to the care of children (Relevant Offence);
5. Following a risk assessment, the club is satisfied on the balance of probabilities that the individual poses or may pose a risk of harm to children.

Head of Safeguarding

AFC Bournemouth has a Head of Safeguarding who has total responsibility for the safeguarding of children at the club and a number of **Safeguarding Officers** who work within these areas.



These officers have special responsibilities and are the focal point, for safeguarding children in their nominated area.

It is imperative that anyone with concern about a child's welfare should wherever possible contact either the Safeguarding Officer for that area or the Head of Safeguarding without delay.

Recruitment and disclosure.

As part of the club's recruitment and selection process, all offers of work to positions which involve working with children and vulnerable groups are subject to the outcome of satisfactory Disclosure and Barring Service (DBS) criminal record checks (CRC) at the level deemed suitable for the position offered and subject to appropriate references. The club adheres to the Premier League disclosure eligibility guidance document when completing CRC.

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 the applicant's offer of work. Until such time as a satisfactory CRC has been received, the member of staff will not be permitted to work with children and vulnerable groups.

Should an individual's CRC disclosure reveal any convictions the club will consider whether the nature of the offence/offences renders the person concerned unsuitable for working with children and vulnerable groups.

AFC Bournemouth is committed to providing equal opportunities to staff and therefore a positive CRC will not necessarily result in a bar from work

The Rehabilitation of Offenders Act and Protection from Freedoms Act will be considered in all cases before a final decision is made.

All new employees, workers or volunteers working with children or young people at the club will be required to complete a self-declaration form before commencement of duties.

The club has a Safe Recruitment Policy which deals with all aspects of the safe recruitment of staff and the management of disclosures with content.

Please refer to the club guidance document in respect of Employment of U18's.

Modern Slavery Act 2015

AFC Bournemouth does not tolerate modern slavery or human trafficking in its organisation or supply chain.

The club's Modern Slavery & Trafficking Policy Statement confirms the club's commitment to act ethically and with integrity in its current and future business relationships.

The policy confirms the club's intention to implement and effect systems to eradicate the risk of modern slavery and human trafficking taking place within its business and/or supply chains.

AFC Bournemouth's Modern Slavery & Trafficking Policy Statement can be found on the club website.



Staff Training

All staff working in direct contact with children shall be required to complete the FA Safeguarding Children Workshop and undertake a refresher course, as advised by the FA every 3 years. Details of those satisfactory completing this course are retained by the club. Induction procedures will include familiarisation with the club's Policies, Procedures and Club's Employee Handbook and individual's responsibilities around safeguarding.

Health & Safety

The club's Head of Safeguarding gives guidance to those whose roles involve working with children and young persons. Where a child or young person is involved, a risk assessment must take account of their particular vulnerabilities which will include the safeguarding of children. The risk assessment should set out what arrangements are in place for their care and supervision.

Data Protection

The club's Data Protection and Handling Policy adopts the principles laid out in the Data Protection Act 1998.

Equality & Promoting Diversity

AFC Bournemouth is committed to providing a working environment in which all staff, players and supporters are able to realise their full potential irrespective of their age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion and belief, sex or sexual orientation' (Equality Act 2010)

The club is also committed to address the additional vulnerability of some participants and the extra barriers they may face e.g. those in care, looked after children, those with mental health issues, physical disability etc.

Declared Disabilities

The Equality Act requires employers to treat people with a declared disability equally with non-disabled persons in all employment matters. A disability under the Act is described as a physical or mental impairment that has a 'substantial' (more than minor or trivial) and 'long-term' (more than 12 months) negative effect of the individual's ability to undertake normal daily activities.

The club will make reasonable adjustments/changes to the premises etc. to accommodate the needs of employees with disabilities so long as these changes do not contravene other health and safety laws.

AFC BOURNEMOUTH PROCEDURES

Parental consent

AFC Bournemouth will make every effort to obtain parental consent for all activities using a signed parental consent form. AFC Bournemouth will do everything it can to safeguard children in its care but recognise that in some circumstances, due to the nature of the work carried out, obtaining parental consent for activities is not always possible.

Use of images

The club takes its guidance on the use of images from guidelines issued by the FA and Premier League (Guidance for safer working practice – Safeguarding Vulnerable Groups).

All images are taken by club officials who have been briefed by the member of staff (and where possible a club Safeguarding Officer) responsible for the activity being photographed / filmed.

- Before taking images of children, parental consent is sought in writing at the start of each football season or prior to the event. Parents/Legal Guardians are responsible for informing the club of any change of circumstances within the season which may affect consent.
- Parents/Legal Guardians will be informed of how the image will be used. The club will not allow an image to be used for something other than that for which it was initially agreed.
- All children featured in club publications will be appropriately dressed.
- Where possible, the image will focus on the activity taking place and not a specific child.
- Where appropriate, images represent the broad range of people participating safely in the event.
- Designated club photographers will, where applicable, undertake a CRC and attend a Safeguarding Children workshop and in any case, will be personally responsible for keeping up to date with the latest guidelines on the use of images issued by the club and by the Premier League from time to time. Club identification will be worn at all times.
- Children who are subject to family, care or legal proceedings, or who are under a court order will not have their images published in any club document.
- No images of children featured in club publications will be accompanied by personal details such as their school or home address.
- Recordings of children for the purposes of legitimate coaching aids are only filmed by club officials and are stored safely and securely at the club's premises.
- Any instances of inappropriate images in football should be reported to the club's Publications Editor or Head of Safeguarding immediately.

The club does not put young player profiles with images and personal information on its website.

Children who are not picked up on time

AFC Bournemouth has procedures in place for children whose parents do not collect them from an activity at a specified time. All parents/carers are made aware that their children should be met no later than 30 minutes after an activity has finished.

Should the child not be collected within 15 minutes, coaching staff have emergency contact numbers and communication with the Academy/Community Sports Trust office to seek alternative numbers if necessary. In the event that a child is not collected on time, a minimum of 2 coaching staff will wait at the venue until the parent / carer arrives.

Ratio of Adults to Children

AFC Bournemouth adopts best practise regulations laid down by the FA in relation to the supervision of adults to children. Procedures are in place to fully risk assess the types of activity and participant ability to ensure appropriate ratio of staff/coaches to participants.

The level of supervision required will vary depending on the nature of the activity and the participants involved. Ratios for each activity will be determined by taking the following into consideration.



- Age and needs of participants.
- Nature of the activity and environment.
- Risk assessments identifying potential behavioural issues.
- Expertise and experience of the staff involved.
- Male and female supervising staff wherever possible for mixed gender participant activities.

Disclosure and Barring Service Criminal Records Checks (CRC)

In accordance with the procedures detailed above, all staff in roles requiring a DBS certificate will be required to renew this every 3 years.

MATCH DAY

Unaccompanied Children

In accordance with the AFC Bournemouth's ticketing terms & conditions, the minimum age that a child is permitted to attend a match at The Vitality Stadium unaccompanied is 13 years old.

Match Day Mascots, Ball Persons, and Flag Bearers

The club will only allow children to be match day mascots, ball persons, or flag bearers once parental consent has been obtained. A signed image consent form is also required before any images are published in the club's match day programme.

No photographs of mascots or ball persons featured in club publications will be accompanied by personal information about the child, such as their school, home address or local sports team.

Whilst at The Vitality Stadium, mascots, ball persons and flag bearers are accompanied at all times by members of staff who have a valid CRC.

Staff who are responsible for mascots, ball persons and flag bearers on a match day are also required to have a good level of understanding and awareness of safeguarding children.

Lost Children

Procedures for dealing with children who become or are reported lost at the stadium on match day are contained within the club's match day contingency plan.

AFC BOURNEMOUTH ACADEMY

AFC Bournemouth's Academy is committed to the welfare and safety of all children within the Academy and at the club as a whole. The Academy communicates and works closely with parents, carers, host families, schools, and local authorities to ensure that the wellbeing of all children is paramount.

The Head of Education and Welfare within the Academy has overall responsibility for the education programme and the welfare of the Academy players and scholars.

Transport

The Academy Manager has overall responsibility for all Academy activities involving players and scholars which includes transport arrangements. The club has a Transporting Vulnerable



Groups Policy which fully details how the club manages the safe transport of U18 players and scholars to all of its activities including training and match fixtures.

First aid and administration of medication – Children engaged in club activity

General application – In circumstances where a child needs medication regularly, a health care plan should be established to ensure the safety and protection of the child and the staff who are working with them. All medical information concerning children should remain confidential. When administering first aid, staff should ensure that another adult is aware of the action being taken, wherever possible. Staff should understand the extent and limitations of their role in carrying out basic care and hygiene tasks for minor abrasions and should recognise when an injury requires more experienced intervention.

AFC Bournemouth accepts that there will be occasions when medical treatment is necessary during training and matches especially at weekends and in the evenings and due to staffing numbers, the club may not be able to guarantee that **two** members of staff are present during treatment sessions.

All members of medical staff at the club have been the subject of a safe recruitment process and CRC at the appropriate level. All staff are required to attend the FA's Safeguarding Children's Workshop.

Parents should always be informed when first aid has been administered to a child.

Host Families (Substitute Accommodation)

Prior to the commencement of an agreement between the club and a host family a Disclosure and Barring Service (DBS) criminal records check (CRC) at the appropriate level is carried out on the designated house parent/s along with a similar check on any other person residing at the house who is over 16 years of age.

References are sought where applicable. The club undertakes a home visit and a full health & safety assessment is completed prior to any placement.

Host families are required to attend the FA's Safeguarding Children Workshop.

Accommodation

If required to stay overnight on any club activity or match, children will be accompanied by at least **two** nominated staff members who have a valid CRC and have undertaken Safeguarding Children training. Should a parent prefer to accompany and stay overnight with their child then a request can be made to the club for consideration. In any event, written parental/guardian consent will be sought before a child or young person is asked to stay unaccompanied overnight in accommodation.

For further guidance please refer to the clubs Travel, Trips and Tournaments Policy and Guidance document.

Youth Loans, Trials & Work Experience

If an Academy player or young professional under the age of 18 joins another club on trial, work experience or on loan, the Academy will seek 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 player's education programme, travel, and accommodation arrangements. If the new club is not located within a reasonable travelling distance from the player's current address the club will insist that, where possible, players are placed in host family accommodation



during their time away from the club and not in hotel accommodation. As good practice the club will designate a member of Academy Staff to check the welfare of the player/s on a regular basis.

For players under the age of 18 who are joining the club on trial (including work experience) parental consent will be sought prior to the trial taking place, along with a full medical history and injury disclaimer. Where accommodation is required during the trial period, this will be in designated host family accommodation or, if the player's parent/guardian is also travelling with the player then a local hotel may be used as an alternative. Transportation will be arranged during the trial period via the Academy Manager or his designate.

U18's Progression to Development/First Team Squad

As player's progress through the Academy system they may have the opportunity to train and play with the adult provisions of the club. This carries a number of safeguarding concerns as they will be entering an adult environment and be susceptible to adult behaviours and language. The club will support the player(s) during this transition. Parents will be included, and consent sought. The club has a policy document which covers all aspects and should be referred to for further guidance.

COMMUNITY ACTIVITY AND ENGAGEMENT

Community Sports Trust

AFC Bournemouth is committed to using the power of football to encourage children and young people in the community to enjoy the benefits of sport and healthy living. Coaching sessions within local schools/community settings and academic programmes are frequently run by the AFC Bournemouth Community Sports Trust.

AFC Bournemouth Community Sports Trust fully adopts the procedures and best practice guidance identified in the club's Safeguarding Children and other related policies and those issued by the FA and Premier League with regard to safeguarding children.

Activities for Disabled Persons & Vulnerable Groups

AFC Bournemouth carries out all activities for disabled persons and vulnerable groups under the guidelines of the Equality Act 2010 and Safeguarding Vulnerable Groups Act 2006.

GUIDELINES IN THE EVENT OF CONCERN

Highlighting Concern

Although AFC Bournemouth is committed to doing the utmost to safeguard children from harm, there may be an occasion when concern is raised over the treatment of a child.

'Child abuse and neglect' are generic terms encompassing all ill treatment of children as well as cases where the standard of care does not adequately support the child's health or development. Children may be abused or suffer neglect through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or an institutional or community setting. The perpetrator may or may not be known to the child.

Role of the Head of Safeguarding or the Safeguarding Officer

For the purpose of the management of a safeguarding situation involving a child, the Head of Safeguarding or the Safeguarding Officer for the specific activity in which the incident or concern arises should be consulted. In the absence of the Head of Safeguarding or the

Safeguarding Officer, or if she/he is implicated in the abuse, an alternative Safeguarding Officer must always be identified to deal with the matter.

The role of the Safeguarding Officer comprises of the following:

- Directly managing and supporting the staff involved in the situation.
- Ensuring that action taken is effective in providing immediate and ongoing protection to the child.
- Ensuring that practical and emotional support is available according to need.
- Reporting the incident to the Head of Safeguarding or the Bournemouth Children's Social Care Children First Team (see pages 12 & 13 for contact numbers).
- In the absence of the Head of Safeguarding, communicating with the Bournemouth Children's Social Care Children First Team to ensure the procedure is correctly followed.
- Where an allegation is made against a member of staff or volunteer at AFC Bournemouth the Head of Safeguarding will liaise with a member of the Management Team to consider invoking suspension procedures.

The identified member of the Management Team will take responsibility for ensuring that the appropriate support is offered to the person who is suspended.

Recognition – Signs of Abuse

There are a number of forms of abuse that a child can suffer.

For a full description of types of abuse please refer to Appendix 1 of the policy document or to the Football Association's Safeguarding Children Policy & Procedures, which can be found at:

<http://www.thefa.com/football-rules-governance/safeguarding/dealing-with-concerns>

HOW TO RESPOND TO A REPORT OR SUSPICION OF ABUSE OR POOR PRACTICE

Where possible the Head of Safeguarding should be contacted as early as possible, however it is recognised that an individual may need to respond to a situation immediately. With this in mind the following guidelines offer help and support in responding to abuse or a suspicion of abuse:

Do:

- If the child is hurt or ill - seek medical attention if necessary – call the Police 999 and ask their advice if you are unsure. Further advice can be obtained from the Children's Social Care Duty Team/Social Services out of hour's service if the child is immediately at risk of significant harm. It may be appropriate to contact the Local Authority Designated Office (LADO) depending on the nature of the concern.
- Treat any allegations extremely seriously and act at all times towards the child as if you believe what they are saying - **LISTEN**
- Tell the child they are right to tell you.
- Reassure them that they are not to blame.
- Be honest about your own position, who you have to tell and why.
- Tell the child what you are doing and when, and keep them up to date with what is happening.
- Take further action – you may be the only person in a position to prevent future abuse.
- **4R's Recognise, Respond, Record, Refer** (Report on to the appropriate person).
- Write down everything said and what was done as soon as you can - Use the child's words – not your own opinion or what you think they said.



- Inform parents/carers unless there is suspicion of their involvement. Consultation should take place with a Safeguarding Officer/Head of Safeguarding before parents are informed.

Don't:

- Make promises you cannot keep.
- Interrogate the child – it is not your job to carry out an investigation/interview – this will be up to the police and local authority professional staff, who have experience and are trained specifically to sensitively manage the disclosure – ask the most basic questions and then let the child talk, you LISTEN and ensure that you do not jeopardise any potential criminal investigations.
- Cast doubt on what the child has told you, don't interrupt or change the subject.
- Say anything that makes the child feel responsible for the abuse.
- Promise to keep secrets or keep the information confidential.

A child or young person should never be pressured to give information or show physical marks unless they do so willingly.

If they chose to show markings, two members of staff should be present.

DOING NOTHING IS NOT AN OPTION: Safeguarding is Everyone's Responsibility

RECORDING ALLEGATIONS OR SUSPICIONS

The Head of Safeguarding will ask for a written factual statement from the person making the report.

If the report involves an allegation about another member of staff, that person may also be asked to write a brief report. Any statement made by the child or young person should be reported *in their own words*. These reports should be confined to facts and should not include any opinion, interpretation, or judgement.

AFC Bournemouth will ensure that any child concerned is immediately removed from any possible risk of harm.

Investigations into possible abuse will require careful management. The Head of Safeguarding should seek the advice of, Local Authority Safeguarding Children Board, the Police, or in cases of low level poor practice The Football Association Safeguarding Children & Vulnerable Adults Case Management Team before setting up an internal inquiry and take their advice on informing the child or young person's parents.

In any case of suspected abuse, as soon as the Local Authority Designated Officer has been informed, AFC Bournemouth must provide a report to the Premier League's Head of Safeguarding and the FA Head of Safeguarding Children & Vulnerable Adults – by the referral form which is held with the Club Head of Safeguarding.

Confidentiality & Information Sharing

Sharing of information between organisations is essential to safeguard children and young persons from harm, neglect, and exploitation. The advice for all staff at AFC Bournemouth is that no personal assurance of confidentiality can be given to a child or young person if a concern is raised or an allegation made.

Even in situations where there is no legal requirement to obtain written consent before sharing information, it is good practice to do so.



Staff should routinely explain what information is going to be shared with other people or organisations wherever possible however it is recognised that this may not always be possible.

Difficulties in working with the principles of maintaining confidentiality should not lead to a failure to take action to protect a child or young person from harm.

Confidentiality must not be confused with secrecy, that is, the need to protect the management interests of the club should not override the need to protect the child or young person

Decisions about what information is shared and with who will be taken on a case-by-case basis. The sharing of information should be:

- Necessary for the purpose it is being shared
- Shared only with those who have a need for it
- Be accurate and up to date
- Be shared in a timely fashion
- Be shared accurately
- Be shared securely

The club Data Protection and Handling Policy fully details how the club manages the safe handling, retention and sharing of confidential information.

There are actions which staff have to and are obliged to take once we are aware of a problem. Staff having any concerns about confidentiality, information sharing or any other safeguarding issue in relation to a child or young person should seek advice from the Head of Safeguarding. The welfare of the child or young person at all times is paramount.

Child-Centred Approach

AFC Bournemouth staff dealing with a report or suspicion of abuse or poor practice should respond in ways that are child-centred, and recognise children and young people's rights to participate in decisions about them in line with their maturity, and focusing on the needs of the child.

HEAD OF SAFEGUARDING AND CLUB SAFEGUARDING OFFICERS

Head of Safeguarding - Steve Thorpe 01202 726329, 07554 446446
steve.thorpe@afcb.co.uk

Designated Safeguarding Officers

Safety Officer/Stewards - Alan Jones – Via Match Day Control Room.

Academy - Dawn Roach 01202 726345, 07921 801826,
dawn.roach@afcb.co.uk

Community Sports Trust - Steve Cuss 01202 726342, 07973893594
steve.cuss@afcb.co.uk

Community Sports Trust – Andrew Battison 01202 726359, 07887 384762
andrew.battison@afcb.co.uk

Black Label Events (Stadium) – Paul Fudge, 0844 576 1910,
paul.fudge@blacklabevents.co.uk



Black Label Events (Concourse) – Marcin Kawalec, 0844 576 1910,
marcin.kawalec@afcb.co.uk

EXTERNAL CONTACTS AND RESOURCES

Local Authority Designated Officer – Via the Children First Team
lado@bournemouth.qcsx.gov.uk

Social Services out of hours service - 01202 657279

Children First Team (duty team) – 01202 458101
The Police 101 or (in an emergency) – 999

Head of Safeguarding
The Premier League
30 Gloucester Place
London
W1U 8PL Tel: 020 7864 9173 safeguarding@premierleague.com

The Football Association/NSPCC
Safeguarding Children & Vulnerable Adults Helpline
Tel: 0808 800 5000
Text phone for Deaf Users
Tel: 0800 056 0566.
NSPCC SMS: 88858 or email help@nspcc.org.uk

Affiliated Football's Safeguarding Policy
<http://www.thefa.com/~media/files/thefaportal/governance-docs/safeguarding/raising-awareness/affiliated-footballs-safeguarding-policy-and-procedures.ashx>

The FA Football Safe website
<http://www.thefa.com/football-rules-governance/safeguarding>

Dorset Rape Crisis Support Centre – (Children & Young Persons services 8-18yrs)
<http://www.dorsetrapecrisis.org>

Dorset For You – Domestic abuse and violence – Where to get help
<https://www.dorsetforyou.com/dvahelp>

[Bournemouth Children's Social Care](http://www.bournemouth.gov.uk/ChildrenEducation/ChildrensSocialCare/ChildrensSocialCare.aspx)
<http://www.bournemouth.gov.uk/ChildrenEducation/ChildrensSocialCare/ChildrensSocialCare.aspx>

[Child Exploitation and Online Protection Centre \(CEOP\)](https://www.ceop.police.uk)
<https://www.ceop.police.uk>

Appendix 1 - Types of Abuse:

Physical Abuse

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

Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. A person might do this because they enjoy or need the attention they get through having a sick child. (Fabricated or Induced Illness)

Physical abuse can be caused through omission or the failure to act to protect.

Domestic Abuse

Legislation encompasses 16yr & 17yr old persons within the definition of domestic abuse if they are in an abusive or violent relationship.

By definition young persons of this age can be victims of or perpetrators of domestic abuse and violence.

Young persons can also be affected by witnessing domestic abuse within a family setting.

The cross-government definition of domestic abuse as of March 2013, is:

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence, or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage. Victims are not confined to one gender or ethnic group.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether the child is aware of, or consents to, what is happening.

The activities may involve physical contact, including penetrative acts such as rape, buggery or oral sex or non-penetrative acts such as masturbation/kissing/touching over clothing.

Sexual abuse may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images and pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Boys and girls can be sexually abused by males and/or females, by adults and by other young people. This includes people from all different walks of life.

'**Sexting**' is the act of generating and/or sharing sexually explicit photographs or images, primarily through SMS on mobile phones but also using the internet.



This often occurs after the breakdown of relationships involving young people (U18's) and can cause enormous distress to the young person affected.

Crimes involving child abuse images fall under the Protection of Children Act 1978 and Sexual Offences Act 2003.

Sexual communication with a child is committed when a person 18 or over intentionally communicates with a child under 16, who the adult does not reasonably believe to be 16 or over, if the communication is sexual or if it is intended to encourage the child to make a communication which is sexual. The offence is committed whether or not the child communicates with the adult.

The offence will only apply where the defendant can be shown to have acted for the purposes of obtaining sexual gratification.

Child sexual exploitation (CSE) is a form of child sexual abuse in which children are sexually exploited for money, power or status. CSE is typified by some form of power imbalance in favour of those perpetrating the abuse.

Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed online. Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

Child sexual exploitation is a hidden crime. Young people often trust their abuser and don't understand that they're being abused. They may depend on their abuser or be too scared to tell anyone what's happening. It can involve violent, humiliating and degrading sexual assaults, (for example, rape or oral sex). In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection, or status. Child sexual exploitation doesn't always involve physical contact and can happen online.

12-15 year old children are most at risk, and whilst CSE is frequently observed amongst young females, boys are also at risk.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs. It is likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter, and clothing (including exclusion from home or abandonment).

Failing to protect a child from physical or emotional harm or danger, or the failure to ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person.

It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as

overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction.

It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Bullying

Bullying is not always easy to define and can take many forms. The three main types are: physical, verbal, and emotional.

The club has zero tolerance approach to bullying and any reported incidents of bullying by a staff member to child, child to staff member or child to child will be taken seriously and investigated by a Safeguarding Officer.

Procedures for dealing with incidents of bullying are contained within the club's Anti-Bullying Policy.

Preventing Extremism and Radicalisation in Children and Young Persons

Extremism is the holding of extreme political or religious views, for an ideology that is considered to be far outside the mainstream attitudes of society.

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice. For example, radicalisation can originate from a broad social consensus against progressive changes in society. Radicalisation can be both violent and nonviolent. There are multiple pathways that constitute the process of radicalisation which can be independent but are usually mutually reinforcing.

From July 2015, all schools and child care providers are subject to a duty under the 'Counter Terrorism and Security Act 2015 in the exercise of their functions, to have 'Due Regard' to the need to prevent people from being drawn into terrorism. This duty is known as the Prevent Duty.

The guidance and advice provided is intended to help child care providers think about what they can do to protect children from risk of radicalisation.

This is seen as a child care providers wider safeguarding duties and similar in nature to protecting children from other forms of harm (eg, drugs, gangs, neglect, sexual exploitation)

References:

Keeping Children Safe in Education 2015

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/447595/KCSIE_July_2015.pdf

'Prevent' is part of the governments Counter-Terrorism Strategy. The overall principle is to safeguard vulnerable individuals and stop people becoming terrorists or supporting terrorism.

'Channel' is part of the Prevent Strategy. The process is a multi-agency approach to identifying and providing support to individuals who are at risk of being drawn into terrorism.

Appendix 2 - Signs and indicators of abuse:

One or more of the following might trigger concerns about a child: The signs may vary according to the age and understanding of the child

- A sudden change in behaviour
- Something a child says
- Physical signs of abuse

Category of abuse	Physical signs	Behavioural signs
Physical abuse	Physical signs such as unexplained and unusual bruising, finger and strap marks, injuries, cigarette burns, bite marks, fractures, scalds, missing teeth.	Behavioural signs such as fear of contact, aggression, temper, running away, fear of going home, reluctance to change or uncover body, depression, withdrawal, bullying or abuse of others.
Neglect	Physical signs such as constant hunger, ill-fitting or inappropriate clothes, weight change, untreated conditions, continual minor infections, failure to supply hearing aids, glasses and or inhalers.	Behavioural signs such as always being tired, early or late, absent, few friends, regularly left alone, stealing, no money, parent or carer not attending or supportive.
Sexual abuse	Physical signs such as genital pain, itching, bleeding, bruising, discharge, stomach pains, discomfort, pregnancy, incontinence, urinary infections or STDs, thrush, anal pain on passing motions.	Behavioural signs such as apparent fear of someone, nightmares, running away, sexually explicit knowledge or behaviour, masturbation, bed-wetting, eating problems, substance abuse, unexplained money or gifts, acting out with toys, self-harm.
Bullying	Physical signs such as weight change, unexplained injuries and bruising, stomach and headaches, bed-wetting, disturbed sleep, hair pulled out.	Behavioural signs such as difficulty making friends, anxiety over school, truancy, withdrawn, anger, moodiness, suicide attempts, reduced performance, money and possessions reported as lost, stealing from within the family, distress and anxiety on reading texts or e-mails.
Emotional abuse	Physical signs such as weight change, lack of growth or development, unexplained speech disorders, self harm, inappropriate clothing.	Behavioural signs such as unable to play, fear of mistakes, fear of telling parents, withdrawn, unexplained speech and language difficulties, few friends.

Appendix 3

Other Applicable Club Policies: *Please note these lists are not exhaustive*

- Anti-Bullying Policy.
- Code of Conduct, Ethics & Behaviour.
- Data Handling and Protection Policy.
- Disciplinary Policy & Procedures.
- Employment of U18s – Guidance.
- Equality and Promoting Diversity Policy.
- Health & Safety Policy.
- Match day procedures for Mascots, Ball boys/girls & Flag Bearers.
- Modern Slavery & Human Trafficking Policy Statement.
- Prevent Policy.
- Recruitment of Ex-Offenders Policy.
- Safeguarding Adults at Risk Policy & Procedures.
- Safe Recruitment Policy & Procedures.
- IT, Social Media & Images Policy.
- Transporting Vulnerable Groups Policy.
- Travel, Trips and Tournaments Policy and Guidance.
- U18's progression to Development/First Team Squad – Guidance.
- Whistleblowing Policy.

Relevant Legislation/Regulations:

- Affiliated Football Safeguarding Policy.
- Bournemouth, Poole & Dorset Inter-Agency Child Protection Procedures.
- Children Act 1989.
- Children Act 2004.
- Counter Terrorism and Security Act 2015.
- Crime and Disorder Act 1998.
- Data Protection Act 1998.
- FA Safeguarding Children Rules.
- FA Respect Codes of Conduct.
- Human Rights Act 1998.
- Keeping Children Safe in Education 2015
- Modern Slavery Act 2015.
- Police Act 1997.
- Premier League Guidance for Safer Working Practice.
- Premier League Rules.
- Protection of Children Act 1999.
- Protection of Freedoms Act 2012.
- Rehabilitation of Offenders Act 1974.
- Safeguarding Vulnerable Groups Act 2006.
- Sex Offenders Act 1997.
- Sexual Offences Act 2003.
- Working Together to Safeguard Children 2015.
- Youth Evidence & Crime Evidence Act 1999.