



Upper Beeding Football Club (UBFC) Safeguarding Policy – June 2023

UBFC 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 of its 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 Policy and Procedures, Safeguarding Children and Young People (revised edition 2004) and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding 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, disability, culture, language, racial origin, religious beliefs or sexual orientation
- 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 and abuse. UBFC recognises that this is the responsibility of every adult involved in our club.

UBFC 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 Regulations apply to everyone in football whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper on club tours, football coach, club official or medical staff.

We endorse and adopt The FA's Safeguarding Guidelines for recruiting volunteers and will:

- Develop a role profile and use standard application forms
- Request identification documents
- As a minimum meet the applicant and where possible conduct interviews
- Request and follow up two references before appointing
- Require an FA CRB Unit Enhanced Disclosure

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of UBFC guidance will be sought from The FA. It is noted and accepted that The FA will consider the relevance and significance of the offence, and or soft data provided on the enhanced disclosure, to the safety of children. All decisions will be made in the best interests of children and young people.

In addition all current UBFC members WHO WORK WITH children and young people will be required to complete an FA DBS Enhanced Disclosure via The FA CRB Unit and in line with the relevant legislation and FA Regulations. Recruitment of volunteers will be in accordance with policies outlines in the FA document "Safer Recruitment For Volunteers in Grassroots Football" version 1.1 May 2019



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 'grooming' within football.

UBFC supports The FA's Whistle blowing Policy – this is an early warning system where anyone can raise concerns over misconduct or malpractice within an organisation or within an independent structure associated with it.

Any adult or young person with concerns about a colleague can use 'whistle blowing' by contacting The F A Safeguarding Team on 0207 745 4914 or by writing to The Case Administrator, Safeguarding Team, The Football Association, 25 Soho Square, W1D 4FA.

UBFC has appointed a Club Welfare Officer (CWO) in line with the FA's role profile. The post holder will be involved with any designated persons training provided by The FA. The CWO is the first point of contact for all club members and parents/guardians regarding concerns for the welfare of any child or young person. They liaise directly with the Sussex FA Safeguarding Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst club members. Safeguarding is a standing item on all UBFC Committee meetings and at the AGM. A complaints register is maintained and will be reviewed regularly.

**UBFC WELFARE OFFICER – DAVID BEATTY
CAN BE CONTACTED IN CONFIDENCE AT;
CWO@bramber.net and on 07955 313418**

Bullying

We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or UBFC Chairman, or alternatively can contact the Sussex FA Safeguarding and Welfare Officer. In cases of serious bullying, the incidents will be referred to The FA. The bullying allegation will be investigated and an attempt will be made to help the bully (bullies) change their behaviour. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.

Social Media

Unless a child/young person is a direct relation, the coaches, managers, referees, medics and club officials will not:

- accept as a friend, players or referees Under 18 years on social networking sites they are members of or share their own personal social networking sites with children or young people involved in youth football
- make contact with children or young people known through football outside of the football context on social networking sites
- use internet or web based communications to send personal messages of a non football nature to a child or young person
- engage in any personal communications, 'banter' or comments.

These statements are drawn from the FA's Responsible Use of Social Networking Sites policy.



Codes of conduct have been developed in partnership with the relevant stakeholders as part of UBFCs safeguarding initiatives. All stakeholder groups are to be informed of the clubs codes on joining the club. There will be an annual review to make any necessary amends to:

- Players Code of Conduct
- Parents/Spectators Code of Conduct
- Officials Code of Conduct
- Coaches Code of Conduct.

Copies of the Safeguarding Policy and the Codes of Conduct can be found on the UBFC website, www.upperbeedingfc.com.

In order to validate/substantiate these codes of conduct the club has developed sanctions to deal with any misconduct that will be reviewed by the Officers on a case by case basis but may ultimately lead to a member's expulsion. UBFC accepts the possibility of potential sanctions being implemented by leagues or Sussex FA in more serious circumstances.

Further advice on Safeguarding matters can be obtained from:

The Football Association/NSPCC Child Protection 24-Hour Helpline 0808 800 5000 and on www.ceop.police.uk

