

Notts County Football Club

Safeguarding Adults Policy

Policy Reviewed	Aug 12th 23	Joshua Bradshaw (Academy Head of Safeguarding)
Next Review date	August 2024	
Policy reviewed		

1. Safeguarding Policy Statement:

Notts County Football Club strives to ensure that everyone in our care or attending our activities feel safe and free from risk of harm. The Club takes its safeguarding responsibilities very seriously and we are committed to creating a safe and positive environment for everyone.

We believe that everyone at the club shares the responsibility for safeguarding children and adults at risk, so our policy and practices are applicable to everyone involved. The staff and partners working with the club will work tirelessly to embed the culture of safeguarding across every aspect of the club and its activities. We are committed to having the right people involved through a robust recruitment process that includes checks, training, and monitoring.

The Club complies with government legislation relating to safeguarding children and adults at risk. We also adhere to our regulatory requirements set by the Football Association, EFL and Nottingham County Council Safeguarding Partnership guidelines.

We will develop and implement effective policy, appropriate procedures and good practice in order to protect all children and adults at risk who attend the Club's activities across both our club and academy. Our safeguarding policy is a comprehensive resource that provides information on how good practice is embedded and promoted across club activities.

2. Introduction

“All organisations have a duty to promote and safeguard the welfare of children and to protect them from actual or likely harm”.

Notts County Football Club is dedicated to establishing and upholding a secure and constructive atmosphere for all individuals associated with the organization. The club acknowledges its duty to actively contribute to the well-being of all individuals and to shield them from improper conduct, mistreatment, and intimidation.

Every person involved in the club, including players, members, volunteers, coaches, and support staff, holds a role and responsibility in ensuring the safety and well-being of adults.

Notts County Football Club acknowledges its obligation to fulfil its duty of care, which entails undertaking all reasonable actions to aid in the protection and preservation of individuals from harm. We are also committed to taking action if we suspect that an individual is in danger of harm or is being harmed.

3. Definitions

The recognized interpretation of "Adult safeguarding" involves collaborating with adults who require care and support to ensure their protection against abuse or neglect. This constitutes a significant aspect of the functions performed by numerous public services and represents a fundamental obligation of local governing bodies (as stipulated by the Care Act 2014).

The obligations associated with safeguarding pertain to an adult who:

possesses care and support requirements (regardless of whether the local authority addresses any of these needs)

is currently encountering or faces the potential for abuse or neglect.

Is unable to protect themselves from either the risk of, or the experience of, abuse or neglect, as a result of those care and support needs.

4. Adults who fulfil these criteria are 'adults at risk'

Individuals who meet these criteria are categorized as 'adults at risk.' People may require care and support due to various factors, such as having a learning disability, physical impairment, chronic health ailment, or mental health concern. While such circumstances could entail added vulnerabilities, it's important to note that having care and support needs doesn't inherently classify individuals as adults at risk, necessitating safeguarding.

5. Legal Framework:

Safeguarding adults is underpinned by:

- The Care Act 2014
- Mental Capacity Act (MCA) 2005

Types of abuse suffered by adults identified in the Care Act 2014 are:

- Physical
- Sexual
- Psychological/Emotional/Mental
- Financial and material
- Neglect and act of omission
- Discriminatory
- Organisational
- Modern Day Slavery
- Domestic Violence

- Self Neglect – including hoarding

Other types of harm that adults may experience include:

- Cyber Bullying
- Forced Marriage
- Female Genital Mutilation
- Hate Crime
- Radicalisation

6. Enhancing Recruitment Safety and Safeguarding Training

Our foremost objective is to ensure that every member of our volunteer and staff team possesses the requisite skills and attributes to establish a secure setting. To achieve this, comprehensive safer recruitment protocols and procedures will be implemented for all volunteers and staff. Additionally, individuals will be kept informed about pertinent laws, policies, and procedural modifications.

We are committed to providing suitable training opportunities tailored to the specific needs of our team, which will encompass essential areas including adult safeguarding training. This multifaceted approach guarantees a well-equipped team capable of developing a safe environment.

7. Communication

Notts County Football Club (NCFC) will ensure the accessibility of its Safeguarding Adults Policy and Procedures to all staff, volunteers, members, and partner organizations.

8. Guidance for Addressing Concerns Regarding an Adult Member

While individuals within the organisation – members, staff, and volunteers – are not expected to possess expert-level skills in recognizing safeguarding issues, all adults who work, volunteer, or participate have a shared responsibility to remain vigilant and respond appropriately upon sensing indications of poor conduct, abuse, or bullying. The Club maintains a reliable and effective safeguarding recording procedure, with all staff having completed basic training on the matter. They are required to document any concerns through our safeguarding system, thereby notifying the Club's Designated Safeguarding Officer (DSO) of the raised issue. Additionally, staff should also respond to any signals of potential abuse that may occur beyond the organization's premises.

It's important to clarify that you are not personally accountable for determining whether a situation involves poor conduct, abuse, or bullying. However, it is your responsibility to communicate your concerns to the Welfare Officer or Deputy Welfare Officer.

In instances where you cannot establish contact within the organization or believe that your concerns are not being adequately addressed, you have the option to reach out to safeguarding@kentfa.com, the local authority's safeguarding adults team at social.services@kent.gov.uk, or contact ACT, the national organization for safeguarding adults, through their website www.anncrafttrust.org.

9. Review

This policy will be reviewed annually or if there is a statutory legislative or organisational change, or following a safeguarding incident, concern, or allegation whereby the policy is found to need revision to ensure the aims and key principles are met. All policy documents and reviews will be submitted to the Board for approval.

10. Aims and Key Principles

The aims of the NCFC's Safeguarding adults are:

- To safeguard all adults who interact with the NCFC through its Football and Development Programme and its Academy.
- To demonstrate best practice in safeguarding adults.
- To positively reflect and promote NCFC values regarding safeguarding adults.
- To develop a positive and pro-active welfare programme to enable all adults to participate in an enjoyable and safe environment.
- To encourage adults to be involved in a relationship with NCFC.
- To promote high ethical standards throughout NCFC and its Academy programme.

11. Lead Safeguarding Officer

The Designated Lead Safeguarding Officer has overall responsibility for the safeguarding of children and young people at NCFC. The Designated Safeguarding Officer will:

- Report to the Board on recommendations for changes to the Safeguarding Policy and Procedures considering legislative changes.
- Make the decision to investigate any allegations or concerns of abuse.
- Address any immediate protection issues.
- Make the decision to refer to an appropriate agency (FA, EFL, Police or Social Services).
- Liaise with Local Safeguarding Children Partnerships.
- Ensure the Board of Directors and staff are trained on NCFC safeguarding procedures.
- Ensure they undertake regular and appropriate training for the role.
- Source appropriate external training for safeguarding.

- Undertake regular monitoring and risk assessments of activities involving children (or will designate this task to a trained activity lead, the Safety & Stadium Operations manager, or an external assessor as appropriate).
- DSL is Trevor Burton – 29/01/2024
- The Academy Safeguarding Officer is Joshua Bradshaw.
- Our Academy player care officer is Greg Tempest
- Dave Langton Stadium Operations Manager is responsible for match day safety.
- Matchday safeguarding officer is Kirsty Pringle

The Senior Safeguarding Manager (SSM) for the club is Sarah Mcmillan

Anybody with a concern about a child or young person’s welfare should contact the SSM or LSO direct, or their line Manager for advice in the first instance. Contact details can be found at the end of this policy.

All employees, contractors and volunteers are expected to.

- Be alert to signs of abuse and radicalisation and take responsibility for referring concerns to the SSM or Designated Safeguarding Officer.
- Be prepared to listen to and take seriously the concerns of children.
- Abide by the codes of conduct for employees, coaches, and volunteers.
- Promote the health, safety, and welfare of children.
- Maintain records, as necessary.
- Set a good example to children by their own behaviour.

The Lead Safeguarding Officer should:

- Ensure all policies are used appropriately:
- Ensure the club’s Safeguarding policy is reviewed annually and the procedures and their implementation are updated and reviewed regularly.
- Ensure the Safeguarding policy is on the club’s website.
- Link with the Local Safeguarding Partners to make sure staff are aware of training opportunities and the latest local policies on safeguarding.
- The Safeguarding Poster, stating the name of the Designated Safeguarding Leads, must be clearly displayed in the Club and Academy.

12. Our Commitment to Safeguarding Adults at Notts County Football Club

Within our club, every individual is obliged to report any concerns about safeguarding. This includes the responsibility to inform the Club Welfare Officer of instances of poor practice, abuse, or any indications that an adult might be in jeopardy. Withholding such reports could potentially expose adults to risk or permit substandard behaviour to persist.

All reported cases will be treated with utmost seriousness.

We are dedicated to addressing concerns related to poor practice.

If there are suspicions that a concern involves potential abuse, the Club Welfare Officer will promptly notify the County FA Designated Safeguarding Officer (DSO) within 24 hours and adhere to their guidance.

During emergencies, club members are instructed to reach out to the Police, call for medical assistance, or seek guidance from local adult services. Guidance from official agencies will be followed. In these urgent circumstances, it is imperative to inform the Club Welfare Officer, who will subsequently report the incident to the County FA Designated Safeguarding Officer (CFA DSO) within 24 hours.

In situations where contacting the DSO proves difficult, we will establish contact with The FA's safeguarding team, reachable at safeguarding@TheFA.com.

13. Whistle Blowing

Whistleblowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or within an independent structure associated with it. It can be used as an early-warning system or when it is recognised that appropriate actions have not been taken. This approach or policy is adopted in many different walks of life.

NCFC have applicable 'Whistleblowing' policies and procedures. Any adult or young person with concerns about a colleague's conduct towards a child or young person can also use whistleblowing by calling 0800 169 1863 and asking for The FA's safeguarding team, or via email to: safeguarding@TheFA.com.

14. Equality, Safeguarding, and Equal Opportunities Declaration

Notts County Football Club is firmly committed to upholding equality of opportunity throughout all its policies and procedures. This commitment extends to ensuring fairness for all players and volunteers, irrespective of their social, cultural, or economic backgrounds. The club stands resolute against any form of discrimination based on group membership, encompassing factors such as gender, sexual orientation, family circumstances, ethnic or national origin, disability, as well as religious or political beliefs.

NCFC Objectives Encompass:

- Offering equal opportunities to all individuals
- Cultivating positive relationships and forging strong partnerships with the local community
- Establishing an environment that is devoid of prejudice and bias, where diversity is embraced, and mutual respect and dignity are upheld.

15. Related Policies and Documents

Notts County Football Club will also have in place the following policies, related to this policy, they are being.

- Equality and Diversity Policy
- Prevent Policy
- Mental Health Policy
- Anti-Bullying Policy
- Recruitment Policy
- Codes of Conduct

Who can I contact?

Trevor Burton, DSL	Trevor.Burton@nottscountyfc.co.uk
Joshua Bradshaw, Academy Safeguarding Officer	Josh.bradshaw@nottscountyfc.co.uk
Greg Tempest, Player Care	Greg.Tempest@nottscountyfc.co.uk
NEL Local Authority Safeguarding Officer	01472 - 326118
Nottinghamshire FA DSO	info.nscp@nottsc.gov.uk telephone: 0115 977 3935
FA/NSPCC Safeguarding	0808 500 5000 (24 hrs)
FA Safeguarding Management Team	080016918630 #6300

Additional Key Contacts

Nottingham Safeguarding Children's Board

www.safernel.co.uk

- Local authority children's social care team **0115 876 4800**
- Local authority Designated Officer (LADO) **0115 8041272**
- Local Authority referral team **0115 876 4800**
- Local Authority Out of Hours Team **0115 915 9299**
- Local Safeguarding Children Partnership **0115 977 3935**
- NSPCC **0808 800 5000**
- Ofsted **0300 123 1231**
- Emergency police **999**
- Non-emergency police **101**
- Government helpline for extremism concerns **020 7340 7264**
- Local authority PREVENT duty officer **Prevent@nottingham.pnn.police.uk**
- Child exploitation and Online protection command (CEOP)
<https://www.ceop.police.uk/safety-centre/>

Monitoring and review

The club Lead Safeguarding Officer will meet monthly to report to the Senior Safeguarding Manager any issues or concerns and will be monitored on compliance with the EFL Safeguarding Standards

The Board of Directors for Notts County Football Club approved the contents of this policy which will be reviewed annually, or sooner due to changes in legislation or lessons learned from any public enquiry into safeguarding issues.

Signed:
(CEO)

Dated:

Signed:
(DSL)

Dated:

Signed:
(Senior Safeguarding Manager)

Dated:

Signed:
(Academy safeguarding Lead)

Dated:

Signed:
(Matchday safeguarding Lead)

Dated:

Signed:
(Designated Safeguarding Lead)

Dated:

Appendix 1 Safeguarding Accountability Chart

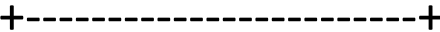
Chair Board/CEO



Senior Safeguarding Manager – Sarah McMillan

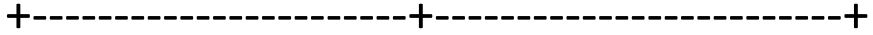


Designated Safeguarding Lead - Trevor Burton



Designated Safeguarding Officer (DSO) - Josh Bradshaw (Academy)





Designated Safeguarding Officer – Josh Bradshaw + Player Care (DSO) – Greg Tempest + Match Day Safeguarding – Kirsty Pringle



Academy Manager – Dan Lievers

Assistant Academy Manager – Gavin Mee