



BARNET PANTHERS FOOTBALL CLUB

SAFEGUARDING POLICY

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1. Safeguarding policy statement

Barnet Panthers Football Club acknowledges its responsibility to safeguard the welfare of every child and young person under the age of 18 years involved with our club and we are committed to providing a safe environment for all.

We adhere at all times to *The Football Association's (The FA) Safeguarding Children Policy and Procedures* (<https://bit.ly/FASafeguardingPolicies>)

Barnet Panthers Football Club endorses and adopts the following **key safeguarding principles**:

- 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, sex, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity;
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately; and
- Working in partnership with other organisations, children and young people and their parents/carers is essential.

Barnet Panthers Football Club acknowledges 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.

We recognise that this is the responsibility of every adult involved in our club, and that the club has a crucial role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm, neglect or bullying.

The FA's Safeguarding Children Regulations (<https://bit.ly/FASafeguardingPolicies>) applies to everyone involved with our club, whether in a paid or voluntary capacity, including coaches/managers, volunteers, match officials, helpers on club tours, medical staff or other club officials/helpers.

The FA provides definitions of different types of abuse here: <https://www.thefa.com/football-rules-governance/safeguarding/be-on-the-ball>

You can find more detailed guidance on types of abuse on the NSPCC website: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>



2. Safer Recruitment

We endorse and adopt *The FA's Safer Recruitment guidelines* (<https://bit.ly/FASaferRecruitment>) and when we recruit coaches or other staff/volunteers we will:

- Clearly outline the role and the duties involved;
- Request identification documents;
- As a minimum meet and chat with the applicant(s) and where appropriate interview people formally before appointing them;
- Ask for and follow up with 2 references before appointing someone; and
- Where eligible require an FA-accepted DBS Enhanced with Barred List Check, in line with FA safeguarding guidelines.

NB: All current **Barnet Panthers Football Club** members working in eligible roles with children and young people are required to hold an in-date FA-accepted DBS Enhanced with Barred List check as part of our safer recruitment practice.

3. Managing allegations or concerns about an adult working with children

If there are concerns regarding the appropriateness of an individual who is already involved with or who has approached us to become part of **Barnet Panthers Football Club**, guidance will be sought from the County Football Association (CFA), who will consider the relevance and significance of the information obtained via the DBS process. All suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

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.

If you are concerned about the conduct of an adult involved with Barnet Panthers Football Club, please follow the reporting procedure outlined in our Safeguarding reporting procedure (8).

4. Safeguarding responsibilities

Safeguarding is everyone's responsibility. If you are worried about a child, it is important you report your concerns - no action is not an option. All adults within the organisation have a responsibility to report, if they:

- receive information concerning the safety and welfare of a child or young person;
- have reasons to suspect or to be concerned about the safety and welfare of a child or young person;
- have witnessed potential threat to the safety and welfare of a child or young person.



5. The role of the Child Welfare Officer

Barnet Panthers Football Club has appointed two Club Welfare Officers (CWO) who have both completed the *FA Safeguarding Children and Welfare Officers Training* and will take part in ongoing training provided by The FA and/or County FA.

<p>Aisling Grant Child Welfare Officer E: barnetpantherscwo1@gmail.com T: 07899 815456</p>	<p>Ann Coleman Child Welfare Officer E: ann@barnetpanthers.com T: 07958 418721</p>
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The CWOs are the first point of contact for all club members regarding concerns about the welfare of any child or young person. Anyone who is concerned about a child's welfare should inform the CWO immediately, in strict confidence, using the Safeguarding Reporting Procedure outlined in this policy (p.5).

Where a safeguarding concern is reported, the CWO will:

- Respond to concerns promptly and in line with FA safeguarding guidelines.
- Liaise directly with the County FA Designated Safeguarding Officer where appropriate, in line with the FA procedures for referring concerns.
- Refer any emergency concerns to the Police or Children's Social Care where appropriate.
- Keep a written record of the concern, which will include details of the people involved, the nature of the concern, the actions taken, decisions made and why they were made.
- Be responsible for ensuring records are stored securely and confidentially

6. The Safeguarding reporting procedure

If you are worried about a child it is crucial that you report your concerns to the CWO, following the procedure below:

If you are worried about a child/young person or have identified signs or indicators that a child/young person has experienced harm or is at risk of harm:

1. Contact the CWO promptly. You can do this verbally or via telephone, but you should always record your concerns in a follow-up email. (The CWO email addresses are private and confidential and can only be viewed by the CWOs).
2. Record the known facts in writing in the email and include any other information you feel is relevant.

If a child or young person discloses information relating to abuse:

1. Allow them to speak without interruption, encouraging them to tell you only what they feel comfortable to disclose, and be accepting of what is said. Do not ask leading questions, for example 'did they do this to you?'. Use open questions e.g. "what happened?" 'Who was



involved?' etc. The 'TED technique' can be useful in handling disclosures (Tell, Describe, Explain) e.g. "Tell me what happened..". "Explain a bit more about that...", "Describe where you were when this happened".

2. Let the child/young person know that you **MUST** pass information to the CWO as you have a duty to keep them safe. Do not promise confidentiality.
3. Immediately after a disclosure, contact the CWO.
5. Record the facts as you know them in writing, including the account given to you by the young person, *using the words that they used* as well as including any other information you feel is relevant.
6. Provide this written information to the CWO as soon as possible.

If at any time our Club Welfare Officer is not available, or the matter is an emergency, you can:

- Contact the County FA DSO directly; Harry Woodley, safeguarding@londonfa.com or **07525 237348**
- Contact The FA's Safeguarding Team on **0800 169 1863** or at Safeguarding@TheFA.com;
- Contact the Police or Children's Social Care; and/or
- Call the NSPCC 24-hour Helpline for advice on **0808 800 5000** or text **88858** or email help@nspcc.org.uk.

If you have concerns about an adult's behaviour towards a child, you should follow the safeguarding procedure above or the Whistleblowing guidelines given below (7).

7. Whistleblowing

Whistleblowing in a safeguarding context means raising concerns over misconduct or malpractice within an organisation. It can be used as an early-warning system or when there are concerns that appropriate safeguarding actions have not been taken.

Any adult, child or young person with concerns about how safeguarding issues are being handled within an organisation can 'whistleblow' by calling The FA's safeguarding team on 0800 169 1863 or contacting them via email at: Safeguarding@TheFA.com.

You can also contact the **NSPCC Whistleblowing Advice line** on 0808 800 5000 for further advice and to talk through your concerns.

8. Key policies and guidance

Barnet Panthers Football Club Committee understands and accepts our collective responsibility to adhere to this safeguarding policy and procedure. We commit to ensuring that all of our members are aware of and have access to our policies.

Other policies and guidance that should be read alongside this one:

<https://barnetpanthers.com/club-documents/>



[The FA's Safeguarding Framework \(including the Safeguarding Children Policy and Procedures\)](#)

[The FA's Safer Recruitment guidance](#)

[The FA Respect Code of Conduct](#)

9. Review

This policy and its procedures are reviewed on an annual basis or more often where required by the Barnet Panthers Football Club Committee .		
Date of review	1 st February 2024	Reviewed by Aisling Grant, Club Welfare Officer Ann Coleman, Player and Coach Welfare Officer Billy Grant, Club Chair
Next review	1 st February 2025	