



Safeguarding Children and Young Persons Policy and Procedures **April 2021**

1. Kensington Dragons FC 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 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 Children - Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

2. The key principles of The FA Safeguarding Children 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, race, sexual orientation, faith or belief
- 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. Kensington Dragons FC recognises that this is the responsibility of every adult involved in our club.

3. Kensington Dragons FC 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 Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This means whether you are a club manager or coach or official, match official, football volunteer, helper on club tours, or medical staff.

4. We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- specify what the role is and what tasks it involves
- request identification documents
- as a minimum meet with the applicant(s) and where possible interview them before appointing
- ask for and follow up with 2 references before appointing someone
- where eligible, require an FA accepted Enhanced Criminal Record Check (CRC/DBS) in line with current FA policy and regulations

All current Kensington Dragons FC members working in eligible roles with children and young people – managers, coaches, officials, trustees - are required to hold an in-date FA accepted Enhanced CRC/DBS as part of responsible recruitment practice.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Kensington Dragons FC, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the DBS process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

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.

5. Kensington Dragons FC supports The FA's Whistle blowing Policy. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Social Care or the NSPCC.

Kensington Dragons FC encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

6. Kensington Dragons FC has appointed **Angela Thompson-Smith** as Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. Angela will participate in Welfare Officer training provided by The FA. The CWO is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The CWO will liaise directly with the County FA Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of **Respect**, poor practice and abuse amongst club members.

7. 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/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO; in cases of serious bullying, the County FA Welfare Officer may be contacted.

8. **Respect** codes of conduct for players, parents/spectators, officials and coaches have been implemented by Kensington Dragons FC. In order to validate these **Respect** codes of conduct, the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances. All registering members will be required to adopt the Respect codes.

9. Safeguarding is everyone's responsibility. If you are worried about a child, it is important that you report your concerns - no action is not an option.

- i. If you are worried about a child, then you need to report your concerns to the CWO.
- ii. If the issue is one of poor practice, the CWO will either:
 - a. Deal with the matter themselves, or
 - b. Seek advice from the County FA Welfare Officer

iii. If the concern is more serious - possible child abuse -, where possible, contact the County FA Welfare Officer first, then immediately contact the Police or Children's Social Care

iv. If the child needs immediate medical treatment, take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your CWO know what action you have taken, they in turn will inform the County FA Welfare Officer.

v. If at any time, you are not able to contact your CWO or the matter is clearly serious, then you can either:

a. contact your County FA Welfare Officer directly

b. contact the FA Safeguarding Team on 0800 169 1863 or email

Safeguarding@TheFA.com

c. contact the Police or Children's Social Care (Kensington and Chelsea)

T: 020 7361 3013

socialservices@rbkc.gov.uk

For more information: <https://www.rbkc.gov.uk/lscb/>

d. call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858

or email help@nspcc.org.uk

Please note: The FA's Safeguarding Children Policy and Procedures is available via www.TheFA.com/football-rules-governance/safeguarding . Click on 'Raising Awareness – Best Practice Downloads'; the Policy and Procedures document is within the resources area. The policy outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams which describe this process. How to make a referral is also covered in FA Safeguarding Children courses which also discuss how to be prepared to deal with such a situation.

Further information on FA safeguarding courses can be found on The FA's website <https://thebootroom.thefa.com/learning/qualifications/safeguarding-courses>

Kensington Dragons FC organises a systematic programme of courses for the managers, coaches and officials to ensure that their safeguarding certification is in-date.

10. Further advice on Safeguarding Children matters can be obtained from:

- Kensington Dragons FC Club Welfare Office (CWO)

Angela Thompson-Smith

E: CWO@kensingtondragons.com

- Middlesex County Football Association's Designated Safeguarding Officer

Sharon Porter

T: 0208 515 6909

E: sharon.porter@middlesexfa.com

- Website for The FA Safeguarding:

www.TheFA.com/football-rules-governance/safeguarding

E: Safeguarding@TheFA.com

- The FA Safeguarding Children general enquiry line

T: 0845 210 8080