

Safeguarding and Prevent Policy, South Shields Football Club

Commitment to Safeguarding

South Shields Football Club is fully committed to ensuring the safeguarding and welfare of children, young people, adults at risk and vulnerable groups. As a collective, our staff, our players, volunteers, and stakeholders, are expected to share our commitment to ensuring a culture of vigilance across our club.

Our football club promotes the welfare of everyone through a robust set of operations and Safeguarding procedures. We are committed to ensuring all staff are equipped with the relevant knowledge and skills to be proactive and confident on all matters-and those arising- on Safeguarding and Prevent.

Scope and Purpose

This Safeguarding Policy applies to:

South Shields Football Club, it's users and customers,

- i. All employees (on all basis)
- ii. Employers and organisations that work in partnership with SFC.
- iii. Suppliers including external partners.
- iv. External stakeholders and visitors.

Our Safeguarding Aims

- South Shields football club is committed to promoting fundamental British Values, including freedoms of speech, rights to be safe and listened to.
- Our club will empower young people and adults at risk to be equipped to safeguard themselves and develop their awareness of this.
- South Shields football club staff are responsible for acting on suspicion and ensuring disclosures are made where there is a concern.
- Any Safeguarding concerns will be reported to the Designated Safeguarding Lead.
- South Shields football club is aware of the level of threat within the local area and responds accordingly to local issues associated with Safeguarding and Prevent.
- All allegations raised are responded to in a timely fashion and taken seriously.
- Our club will support anyone who presents with a concern regarding an adult or child within our organisation or associated to.
- We are committed to engaging all our staff, volunteers, stakeholders, and clients in their independence and right to be free of abuse of any kind.
- We work closely with employers and partners to build their understanding and commitment to the principles of Safeguarding and the Prevent Duty.
- South Shields Football club liaises with other statutory agencies to ensure legislative procedures are current.
- We will liaise with external agencies to support staff and learners where required.
- All children and adults at risk of harm, whatever their age, culture, disability, gender, language, racial origin, religious belief, sexual identity (including another protected characteristic) have the right to protection from abuse, exploitation, and poor practice.



Implementation

South Shields football club protects individuals from risk of radicalisation and extremism by responding to any potential vulnerabilities or threats. We work with multi-agency professionals, the local PREVENT teams within the police and have a security solution from MBS protection services. Staff and partners are aware of the process for managing referrals, reporting and whistleblowing. These teams work collaboratively with our staff and clients, including stakeholders, to ensure all staff are trained and versed in anti-terrorism, prevent and extremism awareness. This includes discussions across teams and in partnership with other organisations to ensure a robust and up-to-date safety plan.

All staff and volunteers are provided with regular updates and annual training on the Prevent agenda, Counter terrorism and Safeguarding. We record and check all details of staff and volunteers, including visitors to our grounds. South Shields football club has a zero-tolerance approach to ignoring abuse and all staff must report any concerns for the wellbeing of all, in accordance with this policy.

South Shields Football club commits to keeping a Safeguarding and Prevent action plan and risk register which is regularly reviewed and kept up to date. Our club makes provisions to support children and young people, young players, and adults' art risk through ensuring the adherence and implementation of all South Shields Football Club Safeguarding Policies and Procedures.

South Shields Football Club operates a safer recruitment policy led by our Director of Operations and Human Resources team to ensure that all employees are carefully selected, trained, supervised, and have an appropriate level of DBS check in place where required. South Shields football club ensures that all employees adopt and align practice to all company policies and procedures, always. Where staff are in a position of trust, a DBS must be acquired prior to any forward facing work where the staff member is alone.

South Shields football club recognises that there are certain local and national incidents that can incur disruption to all. As a worked example, it was impossible to anticipate the grave disruptions caused by the Covid-19 pandemic. As such, South Shields Football Club ensures that local and national threats or concerns are regularly considered and reviewed by our Safeguarding panel in coordination with our Safety Officer.

Impact

The Safeguarding Policy and Procedure allow for a robust and structured practice and response to any matter pertaining to Safeguarding or Prevent.

This clear outline of process for reporting, allows staff the confidence to be agent and responsive to any matters arising that may cause concern or have been reported.

Regular standardised reviews and check on the risk register all for our staff to continue to grow in their expertise collectively and individually.

Our multi-agency links are strengthened and working together is something which is done across the whole of South Tyneside and wider regarding threat and concerns in real time around Safeguarding and The Prevent Duty.



Staff engage in thorough and safe checks of candidates prior to appointment and limit the potential risks of new staff as perpetrators.

Staff teams across the whole organisation, volunteers and stakeholders are all trained up-to-date, and quality led in their practice.

Appendices

Safeguarding and The Prevent Duty Policy and Procedure V1.1

1. Definition of Safeguarding and The Prevent Duty

Safeguarding is defined as...

Protecting children and vulnerable people from maltreatment.

Preventing impairment of children's and vulnerable learner's health or development.

Ensuring that children and vulnerable learners are growing up in circumstances consistent with the provision of safe and effective care.

Acting to enable all children and vulnerable learners to have their best life-chances.

Harm means ill treatment or the impairment of health or development, including impairment suffered from seeing or hearing the ill treatment of others.

Development means physical, intellectual, emotional, social, or behavioural development.

Health means physical or mental health.

Ill treatments include physical and sexual abuse and forms of ill treatments which are not physical (s.31(9) Children Act 1989 as amended by the Adoption and Children Act 2002).

Welfare is defined as a child or vulnerable learner in need of universal help from those already involved or from a single or multi agency response.

All Safeguarding policies will be reviewed on an annual basis by the Designated Safeguarding lead and Senior Leadership Team which has responsibility for oversight of company safeguarding and child protection systems.

The Designated Safeguarding Lead will ensure regular reporting on safeguarding activity and systems to the Board of Directors. The Board of Directors will not receive details of individual learner situations or identifying features of families as part of their oversight responsibility.

South Shields Football Club acknowledged that this policy will incorporate a range of safeguarding issues including:

- a.) Neglect.
- b.) Physical abuse.
- c.) Child Sexual Exploitation (CSE).
- d.) Sexual abuse, violence, and harassment.
- e.) Emotional abuse.



- f.) Bullying, including online bullying and prejudice-based bullying.
- g.) Racist, disability and homophobic or transphobic abuse.
- h.) Gender-based violence/ violence against women and girls.
- i.) Peer-on-Peer abuse, such as sexual violence or harassment.
- j.) Radicalisation and/or extremist behaviour.
- k.) Child Criminal Exploitation (CCE), including trafficking and County Lines.
- l.) Serious Violent crime.
- m.) Risks lined to using technology and social media, including online bullying; the risks of being groomed online for exportation or radicalistaion; and risks of accessing and generating inappropriate content, for example 'sexting'.
- n.) Teenage relationship abuse.
- o.) Upskirting.
- p.) Substance misuse.
- q.) Issues that may be specific to a local area or population, for example, gang activity and youth violence.
- r.) Domestic abuse.
- s.) Female genital mutilation.
- t.) Forced marriage.
- u.) Fabrication or induced illness.
- v.) Poor parenting.
- w.) Homelessness.
- x.) So called honour-based violence.
- y.) Other issues not listed here but pose a risk to learners and vulnerable young adults.

All staff at South Shields Football Club recognise that anyone experiencing significant safeguarding issues defined above will be supported and responded to in a timely, sensitive and supportive fashion.

2. Context

This policy has been developed in accordance with the principles established by the Children's Act and other relevant Acts and related guidance that include (but are not limited to) :

- i. Prevent duty guidance: DFE f
- ii. Security Act 2015 section 29 Counterterrorism and Security Act 2015
- iii. Protection of Freedoms Act 2012
- iv. Care Act 2014
- v. Keeping Learners Safe 2015
- vi. Safeguarding Children: Working Together Under the Children Act 2004
- vii. Disqualification Under the Children Act 2006 (2018)
- viii. The Children Act 1989
- ix. The Children Act 2004
- x. Keeping Children Safe in Education (KCSIE) 2018, 2021, 2022, 2023



3. The Prevent Duty

- (a) Section 26(1) of the Counterterrorism and Security Act 2015 (“the Act”) imposes a duty on “specified authorities”, when exercising their functions, to have due regard to the need to prevent people from being drawn into terrorism. It is imperative that our staff and community remain vigilant to the role we play in preventing people from being drawn into terrorism, which includes not just violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.
- (b) South Shields Football Club understand it is their duty to comply with relevant legislation and any statutory responsibilities associated with the safeguarding and prevent agenda.

this includes:

- i) Policy and management of external speakers or events
- ii) Partnership management, including employer partners and specialist trainers, covering DBS and other checks.
- iii) Risk assessment relating to the scope of our business and associated risk.
- iv) Action planning because of risk assessment.
- v) Robust staff training that is annually updated and inherent throughout all CPD policy, from onboarding.
- vi) Ensure we are up to date in our knowledge of local and national threats.
- vii) The welfare and pastoral care of all service users, clients, learners, staff, and those with additional support needs are identified and supported.
- viii) IT policies and safer use of IT.
- ix) Monitoring and enforcement – The Designated Safeguarding Lead (DSL) leads in this area and reports back to the Board quarterly.
- x) The Prevent Strategy raising awareness of the specific need to safeguard children, young people and families from extremism and radicalisation (2011)
- xi) The continued threat of extremist groups as attempting to radicalise vulnerable children and individuals to hold extreme views, those which include views justifying political, religious, sexist, or racist violence, or to deter them into a rigid or narrow ideology that is intolerant of equality and diversity and leaves the individual vulnerable to future radicalisation.
- xii) Prevent is about safeguarding everyone to keep them safe and living within the law. The Prevent Duty is not about preventing individuals from having political views and concerns but about supporting them to use those concerns or act on them in non-extreme ways.



Radicalisation and Extremism.

South Shields Football club recognises these categories as including:-

- i.) The holding of extreme political or religious views e.g. animal welfare rights, environmentalists, EDL/ white supremacy group[s. anti-gay groups, Islam/ Christian ideology.

The Counter Terrorism and Security Act, places a duty on specified authorities, including local authorities and childcare, education, and other children's service providers, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism. ("The Prevent Duty").

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity to support terrorism. South Shields football club is clear that this exploitation and radicalisation should be viewed as a concern pertaining to safeguarding and our responsibility in preventing individuals from the risk of radicalisation.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Extremism is defined by the Government in the Prevent Strategy as: Vocal or active opposition to fundamental British Values, including Democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

In role: Key Responsibilities

Everyone has a role to play in safeguarding.

South Shields Football club has a robust process and leadership structure in place to facilitate our best and most diligent practice of Safeguarding. This includes a Designated Safeguarding lead (DLS) Steve Camm, a Deputy Safeguarding Lead (DSL), Aaron Parkin and Jill Charlton and a team of Designated Safeguarding Officers (DSO's) Lee Picton, Carl Mowatt, Jo-Anne Raine, David Duncan and Dean Greenhalgh.

South Shields football Club is supported with assurance, monitoring, and quality control for Safeguarding by an external safeguarding consultant, Jacqueline Smith.

The Role of the DSL

The DSL will take the lead role in ensuring that South Shields Football Club has a protective and effective policy that is interlinked with other related policies that locally agreed procedures are in place and practiced that the policy and structures supporting safeguarding are reviewed quarterly.

Contact details of all safeguarding personnel are available within the safeguarding poster and staff information books, including onboarding information for new members of staff, volunteers, and stakeholders.

The Board Director of safeguarding represents the board and has responsibility for ensuring the Board are furnished with relevant and timely information.





STEVE CAMM
Designated
Safeguarding Lead



AARON PARKIN
Deputy
Safeguarding Lead



JILL CHARLTON
Deputy
Safeguarding Lead



LEE PICTON
Safeguarding
Officer



JO-ANNE RAINE
Safeguarding
Officer



CARL MOWATT
Safeguarding
Officer

**IF YOU HEAR OR SEE SOMETHING
THAT CONCERNS YOU OR THE SAFETY OF ANYONE AT SOUTH
SHIELDS FOOTBALL CLUB, PLEASE SPEAK TO ONE OF OUR TEAM**

**OR YOU CAN CONTACT OUR SAFEGUARDING LEAD
CONFIDENTIALLY ON OUR EMAIL:**

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