

## **Gosport Borough Academy & Development Safeguarding Policy**

Gosport Borough Academy & Development 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.

Gosport Borough Academy & Development follow the the key principles of The FA Safeguarding Children Policy:

- 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. Gosport Borough Academy & Development recognises that this is the responsibility of every adult involved.

Gosport Borough Academy & Development 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 this applies to everyone in football.

We adopt a responsible approach to recruitment, including the following:

- Specify what the role is and what tasks it involves
- Request identification documents
- As a minimum meet and chat with the applicant(s) interview people before appointing them
- Ask for and follow up with 2 references before appointing someone
- Require evidence that they hold a DBS check that has been issued within the last 3 years. This must be at an Enhanced disclosure against the children's barring list
- Encourage and promote safeguarding and first aid training

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of our academy, guidance will be sought from The Welfare Officer. A risk assessment will be carried out and all decisions will be made in the best interests of children and young people.

It is accepted that Gosport Borough Academy & Development aims to prevent people with a history of relevant and significant offending from having contact 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.

Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The Welfare Officer on 07486 441244, in writing to 7 Inverness Road, Gosport, Hampshire PO12 3HU or alternatively by going direct to the Police, Children's Services or the NSPCC. Oxfordshire. Gosport Borough Academy & Development encourages everyone to know about it and utilise it if necessary.

Gosport Borough Academy & Development has appointed a Welfare Officer. The post holder will be involved with Welfare Officer Training provided by The FA and/or County FA. The Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. The Club Welfare Officer 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.

Bullying of any kind is not acceptable. 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 Club Welfare Officer.

Respect codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by Gosport Borough Academy & Development In order to validate these Respect codes of conduct the academy has clear actions it will take regarding repeated or serious misconduct.

Reporting your concerns about the welfare of a child or young person. 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.

If you are worried about a child then you need to report your concerns to the Club Welfare Officer. If the issue is one of poor practice the Club Welfare Officer will either deal with the matter themselves or seek advice from other external safeguarding representatives

If the concern is more serious - possible child abuse, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Services. 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 Club Welfare Officer know what action you have taken.

If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either:

- Contact other another coach member of Gosport Borough Academy & Development
- Contact the Police or Children's Services
- Call NSPCC 24 hour Helpline for advice on 0808 800 5000 or Deaf users text phone 0800 056 0566