



Buxton Football Club

Safeguarding Children & Young Adults Policy

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1. Introduction

Part of the philosophy of Buxton Football Club (BFC) is the commitment to safeguarding and promoting the welfare of children, young adults and adults at risk.

Buxton FC works directly with children and young people under the banner of our holiday camps and various coaching activities. We are also privy to confidential information about potentially vulnerable individuals through our third-party involvement with children and young people (i.e. via Buxton FC Academy, children who are involved in youth teams we are officially partnered with etc.).

As such, and in all our activities, we aim to create an atmosphere where all feel valued and safe, and a place where their welfare is actively promoted.

2. Scope & Definitions

Buxton 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.

We expect all staff, volunteers, participants, any partner agencies or any commissioned service providers to share this commitment and the Board insists that this principle is embedded in all that the Club does. A child or young person is anyone under the age of 18.

If the child/young person is a member of one of our partner organisations (youth clubs, sub-contractor groups etc.), the procedure from their own safeguarding policy will be followed (usually adopted from the FA policies).

Buxton FC undertakes to ensure that any partner organisation has the required policies, procedures and trained staff in place at the outset of the partnership, with annual reviews.

Where the young person is a Buxton FC Academy student, the process outlined in Buxton & Leek College's Safeguarding Policy will be followed in the case of any concern or incident and the investigation will be managed by the College Safeguarding team, with the Club's full support.

Buxton FC has adopted the FA Safeguarding Policy as the basis for its practices and recognises its responsibilities to under-18-year-olds who are involved with the First Team, be it as a signed player or as a guest at training sessions or other activities. This includes (but is not limited to) Academy students.

3. Aims

This policy sets out to ensure that all activities the Club undertakes are underpinned by the following aims:

- Develop a positive and pro-active approach to safeguarding, in order to best protect all children, young people and adults at risk who engage in associated activities and/or use facilities, enabling them to participate and achieve in an enjoyable and safe environment
- Facilitate the provision of a range of child protection and awareness training for all staff or volunteers, in line with:
 - guidance from The Football League and Local Safeguarding Children Boards (LSCBs)
 - The FA requirements for work with children and young people
- Work with our partners (schools, other clubs, councils, GPs, Buxton & Leek College etc.) in supporting their safeguarding policies and procedures when undertaking partnership work wherever it is delivered
- Demonstrate best practice in the area of safeguarding the welfare of all children, young people and adults at risk
- Promote ethical work with children, young people and adults at risk.

4. Overview of Key Principles

The key principles underpinning this policy are that:

- The welfare of children, young people and adults at risk is, and must always be, of paramount consideration
- All children, young people and vulnerable adults have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- Working in partnership with children, young people and their parents/carers is an essential element of our work. Buxton FC is committed to working together with Children's Services Departments, and Local Safeguarding Children Boards (LSCBs) in accordance with their procedures and in line with Government guidance.
- In addition, the Club is committed to working together with agencies within football, including the Football Association, to create a safer environment in which all can enjoy the game.
- Where the Club believes, or is informed that circumstances exist which may harm any child(ren), young person(s), adult(s) at risk or poses or may pose a risk of harm to them, the Safeguarding Lead/Child Welfare Officer (CWO) will refer the matter to a statutory agency such as the Police or Social Care Team for further investigation. The F.A. Case Management Unit may also be informed and/or consulted.

5. Safeguarding

Buxton FC accepts and adopts The Football Association's safeguarding policy (adopted via the Whole Game system in March 2022).

This policy has also been informed by guidance available from BFC Academy's educational partner Buxton & Leek College, as well as Government legislation.

a. Who we are safeguarding

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 (or other sport) should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

b. Who this policy applies to

Buxton FC recognises that it has a role to play in safeguarding the welfare of all children, young people and adults at risk 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, whether in a paid or voluntary capacity (including but not limited to a volunteer, Trustee, match official, teacher, tutor, coach, club official or medical staff).

c. DBS checks

All Buxton FC team members working in eligible roles with children and young people are required to hold an in-date FA accepted Enhanced Criminal Record Check with Barring List check as part of the Club's responsible recruitment practice (refer to section 6 of this policy for more information).

If there are concerns regarding the appropriateness of an individual who has approached us to become part of Buxton FC, guidance will be sought from The Football Association. 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.

d. Training

Buxton FC will ensure that all staff and volunteers required by FA guidance complete FA Safeguarding Children training at an appropriate level (guided by the FA).

e. Whistleblowing

Buxton 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. Buxton FC encourages everyone to know about [The FA's Whistle Blowing Policy](#) and to utilise it if necessary.

f. Buxton FC Elite Football & Education Academy

Buxton FC delivers a full-time education & football training post-16 programme, delivered at the Tarmac Silverlands Stadium, in partnership with Buxton & Leek College (BLC) under the umbrella of the University of Derby.

Relevant staff (as identified by BLC as part of our sub-contracting agreement) are required to undertake College Safeguarding training. Teaching and Coaching staff also have a DBS check carried out through BLC's usual channels.

Where a safeguarding concern is identified, Buxton FC will work collaboratively with the College, following their policies and procedures, with their Safeguarding team taking the lead on any investigation, with the Club's full support.

g. Accommodation & host families

Where students apply to be part of the Buxton FC Academy but who live too far to commute daily, the Club can offer an introduction to potential host families, known through local contacts.

Once the introduction is made, parents can view the property and are responsible for vetting the family and agreeing the details of any contract between them. It is also advised that a DBS check be carried out. Any undertaking of an arrangement for accommodation is done strictly as a private arrangement between the hosts and the student's family.

This private arrangement does not negate the duty of care the Club has to the student for the time they are in our care and additional pastoral support is always made available to any students staying away from home both by the appropriate Club staff and the College welfare team.

h. Prevent Duty

The Prevent strategy aims to stop people becoming terrorists or supporting terrorism. While it remains rare for children and young people to become involved in terrorist activity, young people from an early age can be exposed to terrorist & extremist influences or prejudiced views. As with other forms of safeguarding strategies, early intervention is always preferable. Buxton FC, working with other local partners, families and communities, can play a key role in ensuring young people and their communities are safe from the threat of terrorism.

The Prevent strategy identifies that young people are more likely to be vulnerable to violent extremist or terrorist narratives. The Club has a duty of care to their learners and staff which includes safeguarding them from the risk of being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

All Buxton FC team members involved in the delivery of the Academy programme will complete Prevent training on an annual basis to ensure they are aware of the duty and understand their responsibilities in protecting children and young people from being drawn into terrorism by having robust safeguarding policies.

6. Recruitment

Buxton FC endorses and adopts The FA's Responsible Recruitment guidelines for recruiting and commits to undertake 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) and where possible interview people before appointing them
- ask for and follow up with 2 references before appointing someone

- where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

Buxton FC also outlines its commitments and requirements for safeguarding to all partner organisations and any commissioned service providers (please see Appendix II).

Where a DBS check reveals offences, a risk assessment (Appendix III) will be undertaken, with input from the Derbyshire FA Safeguarding Lead and FA DBS services as appropriate, considering the suitability of the applicant based on the nature and seriousness of the offence(s), when committed and the attitude of the applicant to the offences(s).

Buxton FC welcomes applications from ex-offenders where the relevant offences are disclosed.

7. Reporting Concerns

Safeguarding is everyone's responsibility. If any Buxton FC staff are worried about a child, young person or adult at risk in any interactions, it is of the utmost importance it is reported immediately – no action is not an option.

Guidance in case of a concern (displayed around the Club so this information is accessible to all, please see Appendix I for poster version):

1. If you are worried about a child/young person then you must report your concerns to the Club Welfare Officer without delay.
 - 1.1 If the child/young person is a member of one of our partner organisations (clubs, groups etc.), the procedure from their own safeguarding policy will be followed.
 - 1.2 Where the young person is an Academy student, the process outlined in Buxton & Leek College's Safeguarding Policy will be followed.
2. If the issue is one of poor practice, the Welfare Officer will either: deal with the matter themselves or seek advice from the County FA Welfare Officer
3. If the concern is more serious – possible child abuse etc., contact the Club Welfare Officer first. If you are unable to contact the CWO right away, contact the County FA Welfare Officer, who may then contact the Police or Children's Social Care.
4. If immediate medical treatment is needed, inform the Club Welfare Officer who will agree the best process to get them taken to a hospital or call an ambulance. Hospital staff should be informed that this is a child protection concern. If you are tasked to take them to the hospital, ensure someone else travels in the car with you. Let the Club Welfare Officer know what action you have taken, they in turn will inform the County FA Welfare Officer.
5. If at any time you are not able to contact the Welfare Officer or the matter is clearly serious then you can either:
 - contact an alternative safeguarding-trained member of Club staff
 - contact your County FA Welfare Officer directly
 - contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
 - contact the Police (0345 123 3333)
 - contact Derbyshire Safeguarding Children Board (01629 532169) or Social Care emergency out of hours (01629 532600)
 - call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

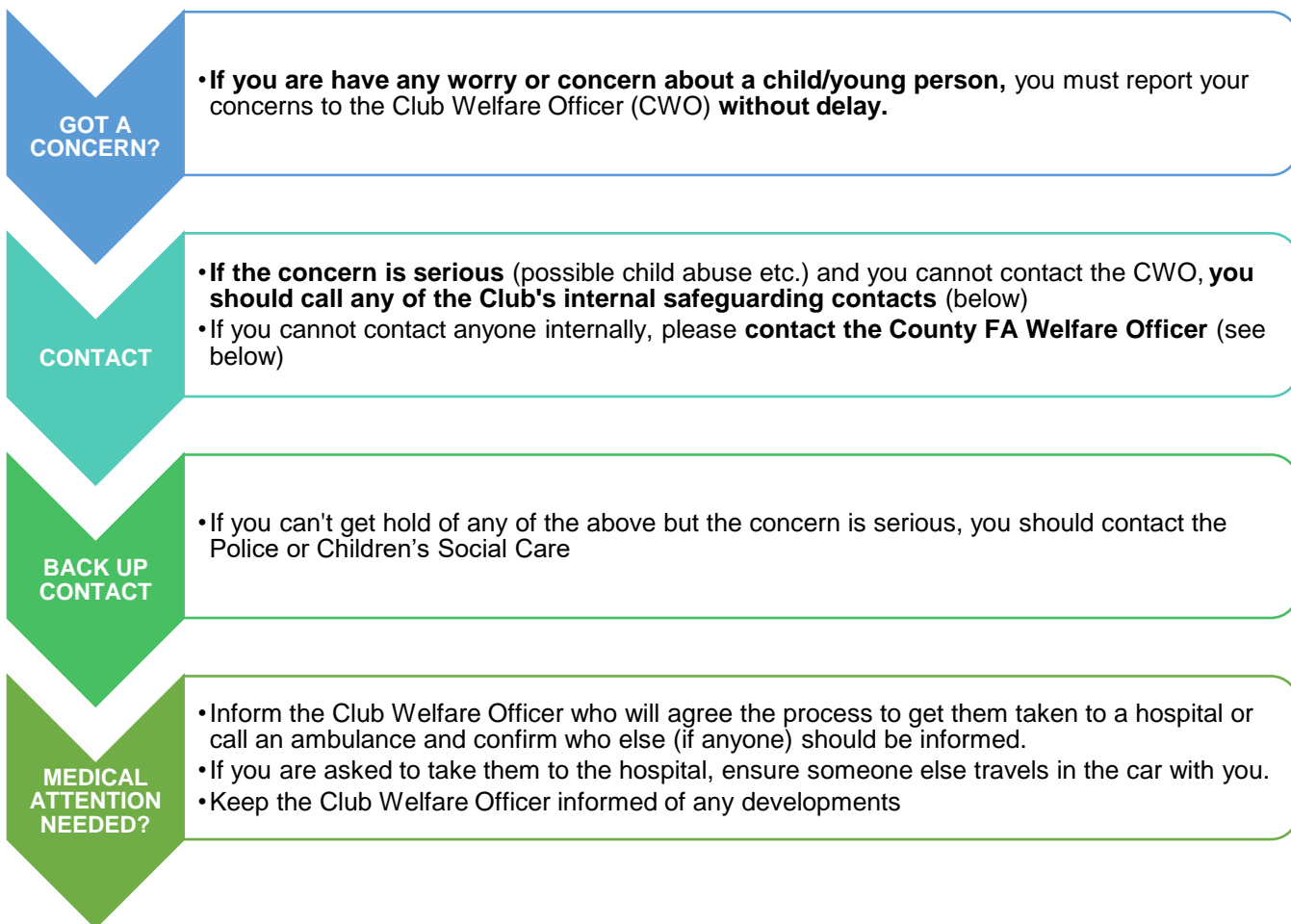
8. Policy Review

The content of this policy will be reviewed on an annual basis and after any significant incidents.

Appendix I – Guidance for Reporting Safeguarding Concerns

Safeguarding is EVERYONE'S responsibility.

If you are worried about a child, young person or adult at risk in any way, it is of the utmost importance that you report it immediately – no action is not an option.



BFC Safeguarding Contacts

Role	Name	Number
CWO (temp cover)	Jennifer McBain	07825 332859
Child Welfare Officer (CWO)	Chris Hill	07970 634994
Chairman	David Hopkins	07813 213535
Academy Head Coach	Jake Loftus	07969 651762
Academy Coach	Danny Hopkins	07891 973656
Academy Administrator	Ella Bramwell	01298 72021
Director	Robert Turner	07779 704843

If at any time you are unable to contact any of the above you can:

- contact our County (Derbyshire) FA Welfare Officer directly – Jenny Blewitt – 01332 361422 or 07507 427548
- contact The FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com - **do not use email in an emergency or for any serious concern**
- contact the Police (0345 123 3333)
- contact Derbyshire Safeguarding Children Board (01629 532169) or Social Care emergency out of hours (01629 532600)
- call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk
- For Academy concerns, contact the college safeguarding lead (Emma Kilbane – 07880 168614)

Appendix II – TEMPLATE Safeguarding Commitments and Requirements for Buxton FC Partner Organisations and Any Commissioned Service Providers

Buxton 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.

We expect all staff, volunteers, participants, any partner agencies or any commissioned service providers to share this commitment and the Board insists that this principle is embedded in all that the Club does.

If the child/young person is a member of one of our partner organisations (youth clubs, sub-contractor groups etc.), the procedure from their own safeguarding policy will be followed in case of any concern.

Buxton FC therefore undertakes to ensure that any partner organisation has the required policies, procedures and trained staff in place at the outset of the partnership to allow this to be done properly.

Before commencing work with Buxton FC, all partner agencies and/or commissioned service providers must provide evidence of the following

All of the above are subject to an annual review using the template below:

Verification of Safeguarding Requirements for Buxton FC Partner Organisations and Any Commissioned Service Providers:

Partner/Service Provider Name:

#	Item	Verified	By	Date Checked
1	Safeguarding policy in place (current, in date and in line with FA Guidance)			
2	Safeguarding policy in place (current, in date and in line with FA Guidance)			
3	Procedure to follow in case of a concern is clear and accessible by those who need it			
4	Nominated Child Welfare Officer in post			
5	Relevant staff have current DBS check in place			
6	Relevant staff have completed appropriate level of safeguarding training			
7	FA guidance for Responsible Recruitment followed for staff and volunteers			

Notes (if applicable):

Review due by: [November 2024]

Appendix III - Risk Assessment – for completion following a positive DBS disclosure decision

Name			
Date of birth			
Address			
Role applied for			
Decision (please tick as applicable)			
<input type="checkbox"/> Do not employ	<input type="checkbox"/> Employ	<input type="checkbox"/> Suspend	<input type="checkbox"/> Allocate to other work*
*if applicable give details:			
Discussed with applicant			
Date discussed			
RA completed by (name)			
Completed by (signature)			
Date			

Risk assessment/consideration	Answer (delete as needed)	Notes
Do the DBS Listings (formerly POCA, POVA, List 99) bar the appointment? <i>If the answer is yes then the appointment is automatically unlawful and the person must not be appointed to the post. Do not continue with this decision sheet.</i>	Yes No	If yes – refer to LADO.
Are you satisfied with the candidate's/employee's/volunteer's explanation of the circumstances of the offence? All positive disclosures should be discussed with the candidate. Note down their explanation of the circumstances.	Yes No	
How serious do you consider the offence to be?	Major Moderate Minor	
Did the offence occur recently? For example, minor offences that occurred a long time ago may be less relevant than ones that are very recent.	Within last; Year 3 years 10 years Older	
At what age were the offences committed? Was the offence committed as an adult, or as a child or adolescent? Offences that took place years ago may have less relevance now with the exception of serious violent or sexual offences.	State age	
What age is the applicant now?	State age	
Does the disclosure show a pattern of behaviour, or was the offence a one-off? Repeated offences may indicate that the individual has not been able to change his/her offending behaviour, and may be more likely to re-offend.	One-off Repeat – frequent Repeat - infrequent	
Have the circumstances that contributed to the applicant committing the offence or behave in such a manner changed for the better? Look at all the circumstances,	Yes No Maybe	

including the employment pattern and the individual's own explanation.		
Did the applicant disclose any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as part of the application process/at interview/or during their employment? Note that a failure to disclose a relevant offence, without a satisfactory reason, will be a breach of contract and render any employment offer void or where the individual is an employee lead to disciplinary action which could lead to their dismissal.	Yes No – no valid reason No – but has valid reason	
Are there any concerns in regard to the employee's motivations for working with children?	Yes No	
Is there any evidence in regard to any inability to manage conflict, cope with challenging behaviour?	Yes No	
Were any gaps in employment identified and were these cause for concern?	Yes No	
Were both employer references satisfactory and at least one reference verified by telephone?	Yes No	
Does the post involve responsibility for finance, items of value or other high risk areas? This is particularly relevant where the disclosed offences are related to robbery, burglary or fraud.	High Moderate Low	
Does the role allow the opportunity to re-offend? Consider the nature of the post in relation to the disclosed offence(s).	Yes No	
What level of management supervision will the person receive?		
What opportunity would there be to re-offend?		
Will supervision reduce the risk?		
How much responsibility does the post carry?	High Moderate Low	
What mechanisms are in place to track the individual's progress? A review requirement allows for the possibility of the person moving to a role they are not currently safe for, or moving into a 'safer' role or dismissed if there is a deterioration.	Adequate Inadequate	

