



**POLICY TITLE:** SAFEGUARDING CHILDREN AND YOUNG PEOPLE POLICY

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## INTRODUCTION

The Board of Trustees of The Derby County Community Trust and the Board Members of Derby County Football Club ('The Organisation') acknowledges and accepts it has a statutory obligation and responsibility for the wellbeing and safety of all Children and young people who participate in The Organisation's activities or utilise The Organisation's facilities.

This Safeguarding Children and Young People Policy applies to senior managers and all staff, paid or volunteers, sessional workers, agency staff, interns / students or anyone working on behalf of The Organisation and will be given to all adults working with our children and young people.

The wellbeing of children is paramount, and all staff must make themselves aware of this Safeguarding Children and Young People Policy. The following guidelines will be supplemented by in-service training and additional guidance accordingly.

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## 1. **Definitions**

- 1.1 A “Child” (collectively referred to as “Children”) is defined as anyone under the age of 18.
- 1.2 An “Activity” means any activity or series of activities arranged for a Child or Children by or in the name of The Organisation. These are deemed to be regulated and therefore activate the required levels of Criminal Record Checks that are associated.

## 2. **Legal Framework – Rules and Regulations**

- 2.1 In the management of its programmes, the discharge of its functions, and in implementing this policy and procedure, The Organisation will remain mindful of its’ duty of care and other legal obligations such as those set out in the Health and Safety at Work Act 1974, Data Protection Act 1998, Equality Act 2010 and Protection of Freedoms Act 2012.
- 2.2 In the case of children, The Organisation is also mindful of its responsibilities under the following legislation and guidance; 1989 and 2004 Children Act, Working Together to Safeguard Children (2015), Keeping Children Safe in Education 2016, FA Safeguarding Children Rules, Premier League and English Football League Rules and guidance. The Organisation is fully committed to ensuring that the best practice recommended by these bodies is employed throughout The Organisation.

2.3 The Organisation also recognises its responsibility to work with other agencies, including Local Safeguarding Boards to protect vulnerable young people from harm and to respond to safeguarding concerns.

### 3. **Review**

3.1 This policy will be reviewed annually or if there is a statutory legislative or organisational change, or following a safeguarding incident, concern or allegation whereby the policy is found to be in need of revision to ensure the aims and key principles are met. All policy documents and reviews will be submitted to the Board for approval.

### 4. **Aims and Key Principles**

The aims of The Organisation's Safeguarding Children and Young People Policy are:

- To safeguard all Children and young people who interact with The Organisation;
- To demonstrate best practice in the area of safeguarding Children;
- To positively reflect and promote the club values in regard to safeguarding children;
- To develop a positive and pro-active welfare programme to enable all Children and young people to participate in an enjoyable and safe environment;
- To encourage parents and other members of the Child or young person's family to be involved in a relationship with The Organisation;
- To ensure that coaches, parents and other adults who come in to contact with Children and young people provide good role models of behaviour;
- To promote high ethical standards throughout The Organisation.

The key principles underpinning this policy are:

- 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, culture, language, racial origin, religious beliefs or sexual identity;
- All allegations of abuse or poor practice will be taken seriously and responded to efficiently and proportionately.

### 5. **Designated Safeguarding Lead**

The Designated Safeguarding Lead (DSL) has overall responsibility for the safeguarding of children at The Organisation. The DSL will;

- Report to the Board on recommendations for changes to the Safeguarding Policy and Procedures taking into account legislative changes;
- Undertake regular monitoring and risk assessments of activities involving children (or will designate this task to a trained activity lead, the Safety Operations Manager, or an external assessor as appropriate);
- Ensure they undertake regular and appropriate training for the role.

### 6. **Designated Safeguarding Officers**

6.1 The Organisation has Designated Safeguarding Officers (DSO) who have responsibility for the safeguarding of children at the Club, Derby County Community Trust (DCCT) and the Academy.

The DSO will;

- Make the decision to investigate any allegations or concerns of abuse;

- Address any immediate protection issues;
- Make the decision to refer to an appropriate statutory agency (Police or Social Services);
- Liaise with local Safeguarding Boards;
- Ensure staff are trained on Organisation safeguarding procedures;
- Ensure they undertake regular and appropriate training for the role;
- Source appropriate external training for safeguarding;
- Undertake regular monitoring and risk assessments of activities involving children (or will designate this task to a trained activity lead, the Safety Operations Manager, or an external assessor as appropriate).

Anybody with a concern about a child or young person's welfare should contact the DSL or DSO direct, or their line manager for advice in the first instance. Contact details can be found at the end of this policy.

6.2 All employees, contractors and volunteers are expected to;

- Be alert to signs of abuse and radicalisation and take responsibility for referring concerns to the Designated Safeguarding Officer;
- Be prepared to listen to and take seriously the concerns of children;
- Abide by the codes of conduct for employees and volunteers;
- Promote the health, safety and welfare of children;
- Maintain records as necessary;
- Set a good example to children by their own behaviour.

## 7. **Human Resources and Disclosure**

### 7.1 Recruitment

As part of The Organisation's recruitment and selection process, offers of work for positions which involve working with Children are subject to a satisfactory Disclosure & Barring Service (DBS) Criminal Records Check (CRC) at the level deemed suitable for the position offered and subject to appropriate references.

### 7.2 Staff Training & Awareness

This policy and procedure is issued to The Organisation's employees and casual workers who come into contact with children at induction and is also available to all employees on the Intranet. The DSO holds a specific Safeguarding & Safer Working Practice Induction with all new fixed-term, permanent starters and volunteers during which the key elements of The Organisation's Safeguarding Children and Young People Policy are discussed in more detail and specifically to the individuals' role.

All staff working in direct contact with children are required to complete the FA's 3-hour Safeguarding Children Awareness workshop and undertake a refresher course, as advised by the FA, at least once every 3 years. Details of training and qualifications is retained by the Human Resources Department.

Safeguarding Awareness courses are also offered by The Organisation to develop knowledge which is department specific.

### 7.3 Work Experience

The Organisation may from time to time offer work experience placements to young people. The Organisation has a central work experience scheme which provides forwardly planned and structured work experience placements. Whilst undertaking work for The Organisation, those on work experience will not have unsupervised access to children.

For those undertaking work experience who are under the age of 18, more detailed guidelines can be found in the policy regarding the employment/engagement of workers under the age of 18.

#### 7.4 Contractors

All external contractors engaged by The Organisation undergo a suitability test prior to commencing work. This will include evidencing the contractor's Safety Record, Safety Policy, Liability Insurance, Risk Assessment/Method Statement and details of Competent Person.

On arrival at The Organisation the contractor will receive a site induction from a member of the Facilities team which covers Safeguarding Children and give details of The Organisation's expected code of behaviour. Contractors are subject to regular inspection from The Organisation's personnel. In the event of a Contractor carrying out work on an area that is usually occupied by children, this work where possible, will be undertaken when children are not present.

#### 7.5 Service Level Agreements / Partnership Agreements

The Organisation's commitment to Safeguarding is outlined in any partnership agreements, service level agreements or any other agreements that are in place with any facility or service provider or for commissioned services insofar as those services relate to Children.

### 8. **Disclosure and Barring Service**

The Organisation is registered with the Disclosure and Barring Service (DBS) to carry out Criminal Record Checks (CRC's) on individuals who work for The Organisation. Enhanced CRCs, plus barred list check where appropriate, enable The Organisation to undertake more thorough recruitment and selection procedures for positions involving work with Children.

#### 8.1 **New Appointments**

All staff that are offered a position which involves working with Children in Regulated Activity will be required to complete a Self-Declaration Form and also undertake an Enhanced DBS CRC with a barred list check where appropriate. All offers of work are subject to the outcome of the screening process and where applicable, this is set out in the initial job advertisement and the applicant's offer of work. Until such time as a satisfactory DBS CRC has been received, the member of staff will not be permitted to work with Children.

Should a positive DBS CRC be received, a risk assessment will be carried out by the Safeguarding Lead or relevant Head of Department, with the HR Director to assess the information contained within the CRC. The member of staff may also be asked to attend an interview prior to a recruitment decision being made. The Rehabilitation of Offenders Act and Protection of Freedoms Act should be considered in all cases before a final decision is made.

#### 8.2 New Appointments who already have a CRC

If a new member of staff has been subject to a CRC check by their previous employer The Organisation will still require a further check either by new application or use of the DBS Update service.

#### 8.3 Temporary Staff and External Consultants

The Organisation will ensure that all temporary staff and external consultants sign a Self-Declaration Form where appropriate and, in any case, will not have unsupervised access to Children during their time with The Organisation.

9. **Equal Opportunities**

The Organisation is committed to providing equal opportunities for all staff, players and supporters. The Organisation’s policy on equal opportunities can be found in the Employee Handbook.

10. **Ratios and Supervision of Children**

10.1 Any activity undertaken by The Organisation will always be given full consideration to the appropriate number of staff members available depending on the age of the children involved, the degree of risk the activity involves, and whether there are any additional disability needs. The lower the age of the participants, the greater the need for supervision.

10.2 Regardless of these ratios a minimum of 2 members of staff or delivery partner will always be available to supervise an activity. This ensures at least basic cover in the event of something impacting on the availability of one of the adults during the activity (e.g. in the event of a participant requiring the attention of an adult during the activity following an accident).

- For children under 5 the recommended ratio should be no more than 1:6.
- For children under 8 the recommended ratio should be no more than 1:8.
- For children over 8 the recommend ratio should be no more than 1:10, but this varies depending on the activity. Advice should be sought from the Safeguarding Lead or Officer if unsure.
- For Academy activities, the Premier League’s Youth Development Rules prescribe a ratio of 1 Coach to 8 Players (over 8s).
- For Trust activities, the Football Association prescribe a ratio of 1 Coach to 16 Players.
- For organised groups of children attending a match day at the Pride Park Stadium, the minimum ratio is 2 responsible adults to 20 children.

Where the Organisation is taking responsibility for the care of the children, parents/carers should **not** be included in supervision calculations.

These ratios are partially based on Ofsted’s guidelines which are as follows:

<b>Child’s age</b>	<b>Ratio of adults: children</b>
0-2	1:3
2-3	1:4
4-8	1:6
9-12	1:8
13-18	1:10

11. **Lone Working**

Working 1:1 with Children should only occur in exceptional circumstances, and if it does, the staff member must seek and follow the specific guidance from the Designated Safeguarding Officer.

12. **Gifts and Favouritism**

- 12.1 Staff should take care that they do not accept any gift that might be construed as a bribe by others, or lead the giver to expect preferential treatment. All staff are expected to adhere to the The Organisation's Anti-Corruption and Bribery policies which can be found in the Employee Handbook.
- 12.2 The Organisation recognises that there are occasions when Children or parents wish to pass small tokens of appreciation to staff, for example at Christmas or as a "thank you", and this is acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value as this may be misinterpreted by others. Staff should report any gifts received to their line manager and they should be dealt with appropriately.
- 12.3 Similarly, it is not permitted for staff to give personal gifts to children. This could be misinterpreted as a gesture either to bribe, or to single out the child. It might also be perceived that a "favour" of some kind is expected in return.
- 12.4 Any reward given to a child must first be agreed with the staff member's line manager as part of a structured reward system in line with the departmental policy and not based on favouritism.

### 13. Use of Images

13.1 The Organisation takes its guidance on the use of images from guidelines issued by the FA, Premier League and Local Safeguarding Board. All images are taken by The Organisation's officials who have been briefed by the member of staff (and where possible the Organisation's Safeguarding Officer) responsible for the activity being photographed / filmed as follows:

- Before taking images of Children, parental consent is sought in writing at the start of each football season or prior to the event. Parents/Legal Guardians are responsible for informing The Organisation of any change of circumstances within the season which may affect consent;
- Parents/Legal Guardians will be informed of how the image will be used. The Organisation will not allow an image to be used for something other than that for which it was initially agreed;
- All Children featured in The Organisation's publications will be appropriately dressed;
- Where possible, the image will focus on the activity taking place and not a specific child;
- Where appropriate, images represent the broad range of people participating safely in the event;
- Designated Club/Trust photographers will, where applicable, undertake a DBS check and attend a Safeguarding Children workshop and in any case will be personally responsible for keeping up to date with the latest guidelines on the Use of Images policies issued by The Organisation, the Local Safeguarding Board and by the Premier League from time to time;
- Children who are subject to family, care or legal proceedings, or who are under a court order will not have their images published in any Club/Trust document;
- No images of children featured in Club/Trust publications will be accompanied by personal details such as their school or home address;
- Recordings of children for the purposes of legitimate coaching aids are only filmed by Club/Trust officials and are stored safely and securely at The Organisation's premises;
- Any instances of inappropriate images in football should be reported to The Organisation's Head of Media, and the Safeguarding Lead immediately;
- The Organisation does not put young player profiles with images and personal information on its website.

#### Match day

13.2 Unaccompanied Children

In accordance with the Club's ticketing terms & conditions, the minimum age that a child is permitted to attend a match at the Club unaccompanied is 14 years old.

### 13.3 Mascots & Ball Persons

The Organisation will only allow Children to be match day mascots or ball persons once parental consent has been obtained. A signed image consent form is also required before any images are published in the Club's match day programme.

No photographs of mascots or ball persons featured in Club publications will be accompanied by personal information about the child, such as their school, home address or local sports team.

Whilst at the Pride Park Stadium, mascots and ball persons are accompanied at all times by at least 2 members of staff who have a valid DBS Check. Staff who are responsible for mascots and ball persons on a match day are also required to have a good level of understanding and awareness of safeguarding children.

## 14. Transport

14.1 The Club has an Academy Transport Manager who is responsible for overseeing transport arrangements across The Club, including registered Academy players and players attending the Club on trial. The Transport Manager attends weekly meetings with the Designated Safeguarding Officer in order to report on the Academy's transport programme and other relevant matters.

14.2 When Children are being transported on behalf of the Derby County FC Academy they shall, where possible, be accompanied by their team Manager, a coach or a designated tour leader.

14.3 In some cases, where Children need to be transported unaccompanied, this will be with an approved travel company (who have signed up to relevant Policies of the Organisation), or by a member of The Organisation's staff who has a satisfactory DBS check and has been issued with (and received training on) The Organisation's Transport Policy. In either case a child will only be transported under these circumstances with the specific prior consent of their parent or guardian. Although outside of the sphere of responsibility for local education authorities, The Organisation also provides a duty of care for young persons when travelling on behalf of The Organisation.

14.4 The Trust has a Transport Policy that should be followed when children are being transported on behalf of the Trust. Children shall be accompanied at all times by the Activity Leader. Only vehicles and drivers approved under the Trust's Transport Policy will be used to transport children. Under no circumstances will a member of staff use a private vehicle to convey children engaged in an Activity being delivered by the Trust.

## 15. Medical

15.1 There will be occasions where medical treatment is necessary during training sessions and weekend fixtures and unfortunately, due to staffing numbers, the Organisation is unable to guarantee that two members of staff are present during treatment sessions.

15.2 All members of the medical department have a valid DBS check and are required to attend the FA's Safeguarding Children awareness workshop and internal Safer Working Practice training. The Organisation is fully committed to equal opportunities for all individuals and, as such, the Organisation employs both male and female staff to work within the medical department.

15.3 The Organisation is more than happy for parents and carers to attend pre-booked medical treatments if required. If, due to the first team's schedule, this is not possible an alternative appointment may need to be arranged.

15.4 The Medical Department has a separate Code of Conduct for use when dealing with children and young people that is issued to all staff within the Medical Department.

15.5 There may be occasions where medical treatment is necessary during an Activity or event that is run by Derby County Community Trust. The Trust will ensure a level of medical cover is available at all its activities including at least one suitably trained Emergency First Aider. All relevant and necessary medical information of participants will be treated in confidence but provided to the Event Lead if necessary, e.g. asthmatic participants. Specialist medical advice and further information will be sought when working with children who have additional needs or disability.

## 16. **Guidelines in the Event of a Concern**

### 16.1 Highlighting Concern

Although the Organisation is committed to doing the utmost to safeguard Children from harm there may be occasions when concern is raised over the treatment of a Child.

“Child abuse” and “neglect” are generic terms encompassing all ill treatment of Children as well as cases where the standard of care does not adequately support the Child’s health or development. Children may be abused or suffer neglect through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or an institutional or community setting. The perpetrator may or may not be known to the Child and may be of the same or opposite sex. There is often a common misconception that only a certain type of person can abuse Children but this is simply not the case – abuse can take place in any setting, by someone of either sex, of any sexual orientation and of any age.

### 16.2 Recognition – Signs of Abuse

There are five main forms of abuse identified as follows, should you have any concern that abuse is occurring you should contact a Trust Safeguarding Officer immediately.

**Physical Abuse:** ‘Physical abuse’ may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a Child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a Child. A person might do this because they enjoy or need the attention they get through having a sick Child. Physical abuse can be caused through omission or the failure to act to protect.

**Sexual Abuse:** Sexual abuse involves forcing or enticing a Child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the Child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving Children in looking at, or in the production of, sexual images, watching sexual activities, encouraging Children to behave in sexually inappropriate ways, or grooming a Child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other Children.

**Neglect:** Neglect is the persistent failure to meet a Child’s basic physical and/or psychological needs, likely to result in the serious impairment of the Child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a Child is born, neglect may involve a parent or carer failing to provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a Child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a Child’s basic emotional needs.

**Emotional Abuse:** Emotional abuse is the persistent emotional maltreatment of a Child such as to cause severe and persistent adverse effects on the Child’s emotional development. It may involve conveying to Children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of

another person. It may include not giving the Child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on Children. These may include interactions that are beyond the Child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the Child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing Children frequently to feel frightened or in danger, or the exploitation or corruption of Children. Some level of emotional abuse is involved in all types of maltreatment of a Child, though it may occur alone.

**Bullying:** Bullying is not always easy to define and can take many forms. The three main types are: physical, verbal and emotional. Bullying can also take the form of online Cyber bullying where technology and The Internet is used to post or share derogatory comments and/or pictures of children which cause them alarm or distress, in applications or social media.

The Organisation has a zero-tolerance approach to bullying and any reported incidents of bullying by a staff member to a Child, Child to staff member or Child to Child will be taken seriously and investigated by the Designated Safeguarding Officer.

All staff members who undergo the FA's 3-hour Safeguarding Children Workshop receive bullying awareness training as part of the workshop as well as attending a Safer Working Practice workshop facilitated by the Designated Safeguarding Lead.

**Child Sexual Exploitation:** Child Sexual Exploitation is a form of sexual abuse where young people are exploited for money, power or status. It can occur directly or through the use of technology. Young people may be groomed online through social media sites and apps including dating apps.

**Forced Marriage:** Forced marriage is a marriage in which one or both partners do not consent to the marriage and are coerced into it. Coercion can be physical, emotional or financial. It also applies to vulnerable adults who may not have the capacity to consent to the marriage. People who are forced to marry or fear they might be forced to marry can go missing from education.

**Female Genital Mutilation (FGM):** Female Genital Mutilation (FGM) is illegal in the UK. Cases of where FGM is reported to have taken place or concerns that it might take place should be treated as a safeguarding issue. Although most cases of FGM are thought to take places between the ages of 5 and 8 years, it should be recognised that FGM can occur at any time, for example on reaching adulthood or before marriage.

**Radicalisation:** Radicalisation is the process by which individuals come to support terrorism or violent extremism. Young people may express extremist ideas, be in possession of extremist literature or express extremist views. They may associate with known extremists or seek to recruit others to an extremist ideology. Concerns that a child's behaviour indicates involvement with extremist ideas should be considered a safeguarding issue and reported as such.

### 16.3 The concept of significant harm

Some children are in need because they are suffering, or likely to suffer, significant harm. The Children Act 1989 introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children, and gives local authorities a duty to make enquiries to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm.

A court may make a care order (committing the child to the care of the local authority) or supervision order (putting the child under the supervision of a social worker or a probation officer) in respect of a child if it is satisfied that:

- the child is suffering, or is likely to suffer, significant harm; and
- the harm, or likelihood of harm, is attributable to a lack of adequate parental care or control.

There are no absolute criteria on which to rely when judging what constitutes significant harm. Consideration of the severity of ill-treatment may include the degree and the extent of physical harm, the duration and frequency of abuse and neglect, the extent of premeditation, and the presence or degree of threat, coercion, sadism and bizarre or unusual elements. Each of these elements has been associated with more severe effects on the child, and/or relatively greater difficulty in helping the child overcome the adverse impact of the maltreatment. Sometimes, a single traumatic event may constitute significant harm, for example, a violent assault, suffocation or poisoning. More often, significant harm is a compilation of significant events, both acute and long-standing, which interrupt, change or damage the child's physical and psychological development. Some children live in family and social circumstances where their health and development are neglected.

For them, it is the corrosiveness of long-term emotional, physical or sexual abuse that causes impairment to the extent of constituting significant harm. In each case, it is necessary to consider any maltreatment alongside the child's own assessment of his or her safety and welfare, the family's strengths and supports, as well as an assessment of the likelihood and capacity for change and improvements in parenting and the care of children and young people.

## 17. Responding to a Report or Submission

17.1 A Designated Safeguarding Officer or the Designated Safeguarding Lead should be contacted as early as possible and within 24 hours in any circumstance, however it is recognised that an individual may need to respond to a situation immediately. With this in mind the following guidelines offer help and support in responding to abuse or a suspicion of abuse or poor practice.

### Do:

- Ensure the child or young person's safety;
- Treat any allegations extremely seriously and act at all times towards the child as if you believe what they are saying, although do not directly say the words "I believe you";
- Tell the child they are right to tell you;
- Reassure the child that they are not to blame;
- Be honest about your own position, who you have to tell and why;
- Tell the child what you are doing and when, and keep them up to date with what is happening;
- Take further action – you may be the only person in a position to prevent future abuse;
- Write down everything said and what was done (handwritten is preferable) and sign and date the notes. An Incident Report Form should be used where possible and, in any case, a referral must be made to the Organisation within 24 hours of the incident taking place;
- Seek medical advice if necessary.

### Don't:

- Make promises you cannot keep or to keep secrets;

- Interrogate the child – it is not your job to carry out an investigation – this will be up to the Police and Children’s Services who have experience in this;
- Cast doubt on what the child has told you, don’t interrupt or change the subject;
- Say anything that makes the child feel responsible for the abuse;
- Inform parents/carers – the Designated Safeguarding Lead or Officer will make this decision based on whether there is suspicion of their involvement.

DOING NOTHING IS NOT AN OPTION; IT IS YOUR RESPONSIBILITY TO ACT.

Make sure you tell a Designated Safeguarding Officer immediately, they will know how to follow this up and where to go for further advice.

## 18. **Recording Allegations or Submissions**

- 18.1 The Designated Safeguarding Officer will immediately report any allegation to the Designated Safeguarding Lead, who will ask for a written factual statement from the person making the report. An Incident Report Form must be completed and submitted within 24 hours to the Designated Safeguarding Officer and Designated Safeguarding Lead.
- 18.2 Any statement made by the child should be reported in their own words. These reports should be confined to facts. Any opinion, interpretation or judgement should be clearly stated as this, questions kept to a minimum, and where used, they should be of an open format. No suggestion of who the perpetrator was or how any concern or incident happened should be suggested.
- 18.3 The Organisation will ensure that any child concerned is immediately removed from any possible risk of harm.
- 18.4 Investigations into possible abuse will require careful management. In these cases, the Designated Safeguarding Officer or Designated Safeguarding Lead will first seek the advice of the Safeguarding Children Team, Children’s Social Care, a Local Authority Designated Officer (LADO), the Police, or the Premier League/Football Association Safeguarding Children Team, before setting up an internal inquiry and take their advice on informing the child’s parents.
- 18.5 In any case of suspected abuse, as soon as the Local Authority or the Police have been informed, the Organisation must provide a report to the FA Head of Safeguarding Children and/or the Premier League Head of Safeguarding Children and inform the Organisations Board. Any external local authority provision will naturally take the lead on any case.
- 18.6 Providing it is appropriate to do so the Designated Safeguarding Lead will maintain constant dialogue with all parties involved with the allegation until such time as the matter has reached a reasonable outcome, taking the lead from the external agency. Escalation to inform Board level will take place at the Designated Safeguarding Lead’s earliest opportunity.
19. Specific information regarding allegations against members of staff
- 19.1 If the report involves an allegation about any member of the Organisation’s staff (whether full time, part time, paid, unpaid, contracted, engaged, voluntary etc.) and the Organisation believes that the report could demonstrate that the member of staff in question has:
- behaved in a way that has harmed a child, or may have harmed a child;
  - possibly committed a criminal offence against or related to a child; or
  - behaved towards a child or children in a way that indicates he or she is unsuitable to work with children,
- then the Designated Safeguarding Lead or Designated Safeguarding Officer shall immediately inform the Local Authority Designated Officer (LADO) where the alleged incident took place so that he or she can

consult with the Police and Local Authority Children's Social Care colleagues as appropriate. Where the Designated Safeguarding Lead or Safeguarding Officers are unsure as to whether the report meets the criteria stated above, the advice of the LADO shall still be sought.

- 19.2 The member of staff in question may be asked to write a brief report, as may any other person that is deemed to have an involvement in the allegation. The member of staff in question will be asked to stay away from activities pending the conclusion of any investigation. This process would only be carried out once the advice of the above mentioned external bodies had been sought and only then in consultation with the Designated Safeguarding Lead or Designated Safeguarding Officer. Providing it does not contradict with any advice received from the LADO, any internal investigation will be carried out in line with the Organisation's Management and Human Resource Policies and either general or department-specific Grievance Procedures as they are applicable.
20. Confidentiality
- 20.1 There is always tension and caution around issues of confidentiality. The advice for all staff at the Organisation is that no guarantee of confidentiality can be given to a child (although this does not necessarily mean that the parents/carers have to be told).
- 20.2 A child should never be pressured to give information or show physical marks unless they do so willingly. If they choose to show markings, two members of staff should be present and any marks raising concern should be recorded on the incident and report form.
- 20.3 There are actions which staff have to, and are obliged to take, once they are aware of a problem. Undertakings of confidentiality should not be given either to the person making the allegations or to the person being interviewed. A matter is confidential on a need to know basis and nobody should have any reservations about referring any issue to the Designated Safeguarding Lead or any Designated Safeguarding Officer. The key issue is that the welfare of the child is protected.

## 21. Key Safeguarding contacts and further information sources

### Internal Safeguarding Contacts

Gary Parkin – Derby County Football Club  
Designated Safeguarding Lead  
Gary.Parkin@dcfc.co.uk  
07808 531230

Paul Newman  
Designated Safeguarding Officer – Derby County Community Trust  
Paul.Newman@dcfc.co.uk  
07890 391695

### External Safeguarding Contacts

Derby Safeguarding Children Board  
Child Protection Manager 01332 641172

The FA/NSPCC Helpline 0808 800 5000; Textphone 0800 056 0566  
NSPCC SMS 88858

The English Football League  
Ann Hussey  
Child Protection Advisor  
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## External Resources

FA Safeguarding Children Guidelines:

<http://www.thefa.com/TheFA/WhatWeDo/FootballSafe/Downloads>

Information Sharing Guidance for Managers and Practitioners:

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

Working Together to Safeguard Children 2015:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419595/Working\\_Together\\_to\\_Safeguard\\_Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf)

Sources of further information and advice:

<http://www.legislation.gov.uk/ukpga/1974/37/contents>

<http://www.legislation.gov.uk/ukpga/1998/29/contents>

<http://www.legislation.gov.uk/ukpga/2006/47/section/2>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

<http://www.legislation.gov.uk/ukpga/2012/9/contents/enacted>

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

<http://www.legislation.gov.uk/ukpga/1989/41/contents>

<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

<http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/>

<http://www.nhs.uk/conditions/social-care-and-support-guide/pages/vulnerable-people-abuse-safeguarding.aspx>

<http://www.forwarduk.org.uk/>

<https://www.ceop.police.uk/>

<http://www.karmanirvana.org.uk/>

## APPENDIX ONE

### Signs and indicators of abuse

It is important to note that abuse can:

- Consist of a single act or repeated acts;
- Be intentional or unintentional or result from a lack of knowledge;
- Be an act of neglect, an omission or a failure to act;
- Cause harm temporarily or over a period of time;
- Occur in any relationship;
- Be perpetrated by anyone, individually or as part of a group or organisation;
- Often constitute a crime, i.e. physical, sexual abuse, e.g. downloading or using pornographic images of children and/or storing them on University computers or equipment.

Possible signs of physical abuse include:

- |   |   |
|---|---|
| • Unexplained injuries or burns, particularly if they are recurrent | • Fear of medical help  |
| • Refusal to discuss injuries                                       | • Running away  |
| • Improbable explanations for injuries                              | • Aggression/bullying   |
| • Shrinking from physical contact                                   | • Over compliant behaviour or a 'watchful' attitude   |
| • Untreated injuries or lingering illness not attended to           | • Unexplained pattern of absence which may service to hide bruises or other physical injuries |
| • Fear of Undressing  | • Significant change in behaviour without explanation   |
| • Admission of punishment which appears excessive                   | • Deterioration of work   |
| • Fear of returning home or of parents being contacted              |   |

Possible signs of emotional abuse include:

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|---|--|
| • Continual self-deprecation                              | • 'Neurotic' behaviour – obsessive rocking, thumb-sucking, and so on |
| • Fear of new situations                                  | • Air of detachment – 'don't care' attitude                          |
| • Inappropriate emotional responses to painful situations | • Drug/solvent abuse   |

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|---|--|
| <ul style="list-style-type: none"> <li>• Eating problems, including overeating and lack of appetite</li> <li>• Self-harm or mutilation</li> <li>• Compulsive stealing/scrounging</li> </ul> | <ul style="list-style-type: none"> <li>• Social isolation – does not join in and has few friends</li> <li>• Desperate attention-seeking behaviour</li> <li>• Depression, withdrawal</li> </ul> |
|---|--|

- Possible signs of sexual abuse include:
- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Bruises, scratches, burns or bite marks on the body</li> <li>• Scratches, abrasions or persistent infections in the anal or genital regions</li> <li>• Sexual awareness inappropriate to the person's age – shown, for example, in drawings, vocabulary, games and so on</li> <li>• Frequent public masturbation</li> <li>• Depression</li> <li>• Attempts to teach others about sexual activity</li> <li>• Refusing to stay with certain people or to go to certain places</li> <li>• Aggressiveness, anger, anxiety, tearfulness</li> <li>• Withdrawal from friends</li> <li>• Changes in behaviour</li> </ul> | <ul style="list-style-type: none"> <li>• Promiscuity, prostitution, provocative sexual behaviour</li> <li>• Self-injury, self-destructive behaviour, suicide attempts</li> <li>• Pregnancy – particularly in the case of young adolescents who are evasive concerning the identity of the father</li> <li>• Recoiling from physical contact</li> <li>• Eating disorders</li> <li>• Tiredness, lethargy, listlessness</li> <li>• Over-compliant behaviour</li> <li>• Genital discharge/irritation</li> <li>• Sleep disturbance</li> <li>• Unexplained gifts of money</li> </ul> |
|---|--|

- Possible signs of neglect include:
- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Constant hunger</li> <li>• Poor personal hygiene</li> <li>• Inappropriate clothing</li> <li>• Frequent lateness or non-attendance</li> <li>• Untreated medical problems</li> </ul> | <ul style="list-style-type: none"> <li>• Low self-esteem</li> <li>• Poor social relationships</li> <li>• Compulsive stealing or scrounging</li> <li>• Constant tiredness</li> </ul> |
|---|---|

- Possible signs of financial abuse include:
- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Loss of jewellery and personal property</li> <li>• Misuse of benefits</li> <li>• A bill not being paid when money is entrusted to a third party</li> <li>• Unexplained withdrawal of cash</li> </ul> | <ul style="list-style-type: none"> <li>• Lack of money to purchase basic items</li> <li>• Loss of money from a wallet or purse</li> <li>• Inadequate clothing</li> <li>• Theft of property</li> <li>• Over protection of money or property</li> </ul> |
|---|---|

- Possible signs of radicalisation include:
- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• The individual's views become increasingly extreme regarding another section of society or government policy</li> <li>• The individual becomes increasingly intolerant of more moderate views</li> <li>• The individual expresses a desire/intent to take part in or support extremist activity</li> </ul> | <ul style="list-style-type: none"> <li>• They are observed downloading, viewing or sharing extremist propaganda from the web</li> <li>• They become withdrawn and focused on one ideology</li> <li>• The individual may change their appearance, their health may suffer (including mental health) and they may become isolated from family, friends, peers or social groups.</li> </ul> |
|---|--|

