



G3A Football Academy/Club

07902191639

G3afootballacademy1@outlook.com



Safeguarding Learners/ Child Protection Strategy

G3A Football Club 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 (FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

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 and participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. G3A Football Club recognises that this is the responsibility of every adult involved in our club.

G3A Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual and emotional harm 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 volunteer, match official, football coach, club official or medical staff.

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 and chat with the applicant 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

All current G3A Football Club members working in eligible roles, with children and young people – such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check 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 G3A Football Club 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 CRC 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.



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G3A Football Club supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about a 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. Gascoigne Elliott Football Academy encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

G3A Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The Club Welfare Officer is the first point of contact for all club members regarding concerns about the welfare of any child or young person. They will play a proactive role in increasing awareness of respect, poor practice and abuse among club members.

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 Club Welfare Officer in cases of serious bullying the CFA Welfare Officer may be contacted.

Respect codes of conduct for players, parents, spectators, officials, volunteers and coaches have been implemented by G3A Football Club. 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.

Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility if you are 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 the one of poor practice, then the Club Welfare Officer will either:
 - Deal with the matter themselves
 - Seek advice from the CFA Welfare Officer
- 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 Social Care
- 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, they will inform the CFA Welfare Officer.
- 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 the FA Safeguarding Team on 0800 169 1863 or Safeguarding@TheFA.com
 - Contact the Police or Children's Social Care
 - Call the NSPCC 24-hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

The FA's Safeguarding Children Policy and Procedures are 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.

Child protection is the protection of children from violence, exploitation, abuse and neglect. There are four main signs of abuse:



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Physical Abuse indicators could include, bruises or injuries that are unexplained or have an inconsistent explanation. Physical abuse may involve hitting, shaking, throwing, drowning, burning, scalding, poisoning, suffocating or otherwise causing physical harm to a child.

Emotional Abuse indicators can be more difficult to recognise as there are no physical signs. They may have behaviour that is seen as 'self-destructive' and interact different to a child their age. They may be more drawn to playing, talking and engaging with adults than with children their own age, this is beyond their developmental capability. Emotional abuse may also involve the child feeling they are worthless and unloved, delayed development, given inappropriate expectations to reach by an adult, not reaching age related milestones or overreacting when making a mistake.

Neglect is the failure to meet a child's needs basic physical and psychological needs, by neglecting these needs it can result in serious impairment of a child's health or development. Children that are neglected are not protected from danger and are therefore more vulnerable. Indicators can include children being hungry all the time, missing school, looking gaunt or underweight, poor hygiene – looking dirty or having bad odour or mentioning being left home alone.

Sexual Abuse is someone forcing or enticing a child to take part in sexual activities, men, women and children can all commit acts of sexual abuse. This can also include non-contact activities such as watching sexual activities, encouraging children to behave in sexually inappropriate ways and grooming a child in preparation for abuse. Indicators can include unwillingness to undress in front of others, age inappropriate conversations, inappropriate touching of themselves or others.

Further advice on Safeguarding Children matters can be obtained from:

Rachael Wilks

Designated Safeguarding Officer

Nottinghamshire Football Association

Email: rachael.wilks@nottinghamshirefa.com

Mobile: 07415238880

G3A Football Club Welfare Safeguarding officer is:

Devon Leaper

Mobile: 07703779978



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Local Contacts in the Nottinghamshire Area:

Anti-bullying	Lorna Naylor Anti-bullying Coordinator Children Families and Cultural Services C/O Fountaindale School Nottingham Road Mansfield NG18 5BA Telephone: 01623 797193 Mobile: 07904594939
Bassetlaw Drug and Alcohol Service	Bassetlaw Drug and Alcohol Service Larwood Surgery Worksop Telephone: 01909 500233
Ethnicity, Culture and Achievement Service	Email: ecas@nottsc.gov.uk Telephone: 0115 854 6026
Explore Family	28 New Brook House Nottingham Email: info@explorefamily.org.uk Telephone: 0115 9787161
Imara	7 Musters Road West Bridgford Nottingham NG2 7PP Email: info@imara.org.uk
NSPCC	Nottingham Service Centre 1 Cranmer Street Nottingham NG3 4GH Telephone: 0115 9605481 Mobile: 0115 9628960
Nottingham and Nottinghamshire Refugee Forum	Nottingham and Nottinghamshire Refugee Forum The Square Centre Alfred Street North St Anns Nottingham NG3 1AA Email: info@nottsrefugeeforum.org.uk Mobile: 0115 9415599

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