



## SAFEGUARDING DOCUMENT.

### FOREWORD. Our Values.

The values of The Player are clear. We believe in true development. True holistic sporting development. Progression that goes beyond skills and talent, emphasising on psychological resilience, teamwork and work ethic, technical and physical wellbeing and being a great person. We want to mould players into versatile, well-rounded athletes ready for success, on and away from the sporting environment.

Our values are significant to everyone involved with The Player. Our community is everything and we share the true values of the region we are based.

“To treat every person, no matter what their creed or race, as a special soul”

<b>VISION</b>	To inspire and empower. Engraving our business into diverse cultures globally, to engage and deliver a diversity of programming and support.
<b>JOURNEY</b>	Sharing immense passion for the process
<b>COMMUNITY</b>	Commitment to creating a positive, inclusive environment, that allows for all background and cultures to feel supported and welcome.
<b>PARTNERSHIPS</b>	Our value lies in our knowledge, experience and most importantly, our partners. Nobody will conquer the world on their own. Relationship building is the forefront of everything we do.

## 1. INTRODUCTION.

The Player is committed to providing a safe environment for all participants, players, coaches, support staff, volunteers, service providers, partners and spectators. This safeguarding policy will outline the measures we will take to ensure the protection and welfare of children, vulnerable and non-vulnerable adults and all members associated with or activities and greater responsibilities.

## 2. POLICY STATEMENT.

We believe that every individual has the right to enjoy their involvement in football, education and sports, completely free from abuse and neglect. We are dedicated to promoting best practice across all of our services and providing a safe environment for all. The Player is committed to ensuring that best practice is adopted when working with all members and associates, inclusive of all definitions (as stated below), offering full support, guidance and implementation of procedures, should any situation ever occur. This policy ensures the safety and protection of all and therefore supports all who are involved at any level within any service provided by The Player.

## 3. DEFINITIONS.

- **Child/Children.** *Any person or persons under the age of 18.*
- **Vulnerable Adults.** *A person or persons, aged 18 or over that needs community care, assistance or has a psychological disadvantage. A vulnerable adult can also have any other disability, is elderly or suffers from illness, disease or disorder, that is unable to take care or protect themselves against significant harm or exploitation.*
- **Abuse.** *A form a malpractice or maltreatment of a child or vulnerable adult which can be physical, emotional, psychological, sexual or neglect.*
- **Non-Vulnerable Adults.** *A person or persons, aged 18 or over that is not currently in need of any additional care or assistance.*

#### 4. ROLES AND RESPONSIBILITIES.

- **Owners & Board Level.** *The ultimate escalation. The DSO and Management will advise and engage if situations occur that have large business wide implications. Ensure the annual policy review is implemented and be a part of this process.*
- **Management.** *Ensure the implementation of this policy across all programming and business endeavors. Alongside the DSO, the policy should be reviewed and potentially amended on an annual basis. Also responsible, alongside the DSO to report to the Owners/Board Level, should situations ever need ultimate escalation.*
- **Designated Safeguarding Officer (DSO).** *Manage the policy on a daily basis, wherever necessary and oversee the outcomes and further escalation process' via the necessary employees, staff, volunteers, and partners/associates. Also responsible, alongside management to report to the Owners/Board Level, should situations ever need ultimate escalation. The DSO should also provide any needful training, resources and support for all parties.*
- **Employees.** *Must adhere to all policy regulations. Attending the needful and requested safeguarding training sessions, policy update meetings and directly responsible for working closely with the DSO, should any situations occur.*
- **Part Time Staff.** *Must adhere to all policy regulations. Attending the needful and requested safeguarding training sessions, policy update meetings and directly responsible for working closely with the DSO, should any situations occur.*
- **Volunteers.** *Must adhere to all policy regulations. Attending the needful and requested safeguarding training sessions, policy update meetings and directly responsible for working closely with the DSO, should any situations occur.*
- **Partners and Associates.** *Must adhere to all policy regulations. Attending the needful and requested safeguarding training sessions, policy update meetings and directly responsible for working closely with the DSO, should any situations occur.*

## 5. RECRUITMENT & TRAINING

- **Recruitment.** All management staff, volunteers part time staff and employees **MUST** undergo a thorough recruitment process, including background checks and a minimum of 2 references. If based in the UAE, all staff **MUST** have the relevant documentation to work, as well as a police certificate, a minimum of basic first aid training and a child welfare course completed and in date.
- **Training.** All individuals involved with the business in any capacity must complete safeguarding training and attend refresher courses annually, as well as committing to keeping all certificates and training up to date, at all times.

## 6. CODE OF CONDUCT

ALL members and associates of The Player are expected to.

- Treat **EVERYBODY** with the upmost respect.
- Put the welfare of **EVERY** participant first.
- Maintain appropriate boundaries and **ALWAYS** avoid behaviour that misrepresents the company in any way.
- Report any concerns about a child or vulnerable adult's welfare to the DSO, at the earliest possible opportunity.
- Adhere to the values and personal/business principles set by The Player management and board.
- **ALL** associates and members will adhere to and complete any mandatory training or professional development workshops.
- Communication with participants should be respectful, age-appropriate, and professional. Personal contact outside of official club activities should be avoided, unless necessary and unavoidable.

## 7. REPORTING PROCEDURES

Any concerns or allegations of abuse, safeguarding issues or any malpractice MUST be reported immediately to the DSO. The following steps should be taken, to ensure successful safeguarding practice.

- **Initial Concern.** *If there are any concerns, you should inform the DSO without delay or discussion across other parties.*
- **Documentation.** *The DSO will document any concerns using 'The Player Safeguarding Concern Form'.*
- **Investigation.** *The DSO will take any appropriate action, which can include informal and formal external agencies, such as child protection services, police and law enforcement officers, education institutes, facility partners, government entities and any other regulated and necessary companies or agencies.*
- **Follow-Up.** *Ensuring that the matter is fully resolved and that all necessary support and documentation is provided to the individuals (s) involved, as well as any supporting or inclusive partners. This will be in the form of a signed document, the Safeguarding Completion Report.*

## 8. CONFIDENTIALITY

All safeguarding concerns MUST be treated with complete confidentiality. Information should only be shared with those that must know, to ultimately safeguard and protect all involved parties.

## 9. MONITORING AND REVIEWING

The policy will be reviewed annually, or sooner, to fall in line with any changes in overall legislations or company policy and best practices. Feedback from members is encouraged and any incidents reported will also inform and guide any potentially updates to this policy.

## 10. CONTACT INFORMATION

Designated Safeguarding Officer (DSO)

- Sam White
- +971 (0) 52 373 2450
- sam@theplayer.team

Child Protection Services (Local & International)

- 80051115 or 116111 (Local)
- cpu@moe.gov.ae (Local)
- 1.800.728.3843 (International) [SAVETHECHILDREN]
- supportercare@savechildren.org (International) [SAVETHECHILDREN]

Law Enforcement (Local)

- Police
- CID
- Emergency Services
- Non-Emergency Services

Company Contact Details

- Sam White, Co-Owner/Founder
- +971 (0) 52 373 2450
- sam@theplayer.team



**11. APPROVALS AND SIGNATURES.**

This Safeguarding Policy has been approved by The Player board member/owners, as well as the DSO. Details are as follows.

Board Member Name.

DSO Name.

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Board Member Signature.

DSO Signature

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Date.

Date.

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