

## SAFEGUARDING POLICY

### 1. Introduction

- **1.1 Purpose:** The purpose of this policy is to ensure that the environments at Iconic Football Academy are safe and protective for young adults aged 16 and above. We are committed to eliminating any form of violence and ensuring the welfare of all players.
- **1.2 Scope:** This policy applies to all staff, volunteers, players, and any individuals associated with Iconic Football Academy, including partner organizations and families.

### 2. Objectives

- **2.1 Goals:**
  - Ensure sports grounds and facilities are safe and supportive environments.
  - Foster a community that actively safeguards young adults and responds appropriately to any form of violence.
  - Prevent potential situations of violence by staff, peers, or any other individuals.
  - Detect and address any situations of violence swiftly and effectively.
  - Establish clear procedures for managing risks and conflicts.

### 3. Principles and Theoretical Framework

- **3.1 Principles:**
  - Rights-Based Approach: Prioritize the best interests of young adults in all decisions.
  - Non-Discrimination: Promote equality and inclusivity, regardless of gender, ethnicity, or background.
  - Transparency and Confidentiality: Maintain clear procedures and protect the privacy of individuals involved.
  - Collaboration: Engage with families, communities, and external organizations to enhance safeguarding efforts.
- **3.2 Theoretical Framework:**
  - Safe environments are essential for the holistic development of young adults.
  - Address all forms of violence, including physical, psychological, and neglect, with a focus on power dynamics and the risk of manipulation or coercion.

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### **4. Safeguarding Structure and Actions**

- **4.1 Safeguarding Roles:**
  - **The Safeguarding Officer:** A specific individual responsible for implementing safeguarding measures and responding to concerns. The name and contact details are available on our website [www.iconicfootballacademy.com](http://www.iconicfootballacademy.com) 'Safeguarding' page.
  - **Safeguarding Committee:** Oversees policy implementation and supports safeguarding efforts, ensuring accountability and transparency.
  
- **4.2 Actions for Implementation:**
  - **4.2.1 Action Protocol:**
    - Step 1: Identification of Risks: Regularly assess the environment, facilities, and activities for potential risks to young adults.
    - Step 2: Reporting Concerns: Staff, players, and others can report concerns or incidents, including anonymous options, to the Safeguarding Officer.
    - Step 3: Initial Assessment: The Safeguarding Officer conducts an initial assessment to determine the nature and severity of the concern.
    - Step 4: Response Plan: Develop a tailored response plan, including immediate protective measures if necessary.
    - Step 5: Investigation: Conduct a thorough investigation, led by the Safeguarding Committee, to gather facts and determine the appropriate course of action.
    - Step 6: Support and Communication: Provide support to affected individuals and maintain open communication with all parties involved.
    - Step 7: Resolution and Follow-Up: Implement the resolution plan and conduct follow-up to ensure the effectiveness of the measures taken.
  - **4.2.2 Training and Awareness:**
    - Regular Training Sessions: Conduct mandatory training sessions for all staff and volunteers on safeguarding practices and risk identification.
  - **4.2.3 Prevention Activities:**
    - Community Building: Foster a culture of respect and support among players and staff.
  - **4.2.4 Risk Mapping:**
    - Facility Assessments: Conduct regular assessments of facilities to identify and address potential safety hazards.
    - Activity Monitoring: Monitor activities to ensure they are conducted safely and in accordance with safeguarding standards.

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- **4.3 Code of Conduct**

- **4.3.1 Behavioural Expectations:** All members of the Iconic Football Academy community are expected to uphold standards of respect, integrity, and professionalism in all interactions.
- **4.3.2 Prohibited Conduct:** Any form of abuse, harassment, or misconduct is strictly prohibited and will result in disciplinary action.
- **4.3.3 Commitment to Safety:** All staff and volunteers must commit to maintaining a safe environment and report any concerns immediately.
- **4.3.4 Role Modelling:** Staff and volunteers should serve as positive role models for young adults, demonstrating appropriate behaviour and attitudes.

### 5. Reporting and Response Procedures

- **5.1 Reporting Channels:** Reports can be made via WhatsApp or in person to the Safeguarding Officer. Anonymous reporting options are available by letter addressed to the SO
- **5.2 Response and Investigation:** All reports will be thoroughly investigated by the Safeguarding Committee, ensuring fair and timely resolution.
- **5.3 Confidentiality:** All reports are handled with strict confidentiality to protect the privacy of those involved.

### 6. Support Services

- **6.1 Counselling:** Access to professional counselling for players in need of emotional support.
- **6.2 Medical Support:** Provision of medical assessments, physiotherapy, and other health services.

### 7. Risk Assessment and Management

- **7.1 Regular Assessments:** Conduct routine risk assessments to identify and mitigate potential hazards.
- **7.2 Safety Measures:** Implement safety measures in training facilities and accommodation.

### 8. International Player Support

- **8.1 Visa and Relocation Assistance:** Comprehensive support for international players, including visa processing and cultural orientation.
- **8.2 Language Support:** Multilingual support to facilitate communication and integration.

### 9. Monitoring and Evaluation

- **9.1 Continuous Monitoring:** Ongoing evaluation of safeguarding practices to ensure effectiveness and compliance.
- **9.2 Annual Review:** The policy will be reviewed annually, incorporating feedback from young adults to ensure continuous improvement.