



# **Child Safeguarding Policy (Football Section)**



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# Safeguarding Policy

## 1 Introduction

Bourne End Junior Sports & Recreational Club (BEJSC) Ltd is a Community Benefit Society registered under the Co-operative and Community Benefit Societies Act 2014, registration number RS009393, and provides sports and recreation facilities for adults and children within the local area. BEJSC is required to create and maintain policies which provide information on the club's approach to applicable legislation and regulation which impact club's activities.

## 2 Purpose

The aim of this policy is to provide information and awareness to club staff, volunteers, and any third-party persons, e.g. parents, about safeguarding of children, and how the club will deal with concerns raised. This policy will confirm:

- applicable legislation and regulation (section 4)
- information about whistleblowing (sections 5)
- the steps involved in raising a concern and process (section 6)

## 3 Definitions

|       |                                                                |
|-------|----------------------------------------------------------------|
| BEJSC | Bourne End Juniors Sports Club                                 |
| FA    | Football Association                                           |
| CFA   | County Safeguarding Officer                                    |
| DSO   | Designated Safeguarding Officer                                |
| NSPCC | The National Society for the Prevention of Cruelty to Children |

## 4 Legislation and Regulation

The Department for Education (DfE) is responsible for child protection in England. It sets out policy, legislation and statutory guidance on how the child protection system should work. In England, child safeguarding legislation is covered by three main acts, as amended:

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017

Together, these Acts provide the framework for child protection and safeguarding. BEJSC will adhere to requirements as applicable.

BEJSC is a community based sports club which provides grass roots football and as such must comply with applicable requirements set by the English Football Association. The club is required



to demonstrate its commitment to ensuring the welfare of children is maintained and does so through this Safeguarding Policy.

## **5 What is Safeguarding?**

Safeguarding is the practice of protecting people's health, wellbeing, and human rights from abuse, harm, and neglect. It involves preventing harm while also ensuring that individuals, especially those who are vulnerable, are able to live with dignity and safety. Safeguarding is not a single event but an ongoing process that requires both prevention and a prompt, effective response to concerns.

## **6 Policy Requirements and Standards**

Individuals should read the following content fully so that they may understand safeguarding and the steps involved in dealing with concerns.

### **6.1 Club Statement**

BEJSC takes the welfare of children seriously and aims to create spaces where children can enjoy sporting activities under the supervision of qualified and vetted coaches.

BEJSC 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 FA's Safeguarding Children Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

BEJSC requires all staff and volunteers to conduct themselves professionally when completing club activities. BEJSC has internal processes in place to prevent malpractice, misconduct, and wrongdoing. BEJSC also requires individuals e.g. parents to conduct themselves appropriately when attending or engaging in club activities. The club has a responsibility to report concerns to relevant organisations as and when appropriate to do so.

### **6.2 Safeguarding Principles**

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.

BEJSC acknowledges that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. BEJSC recognises that this is the responsibility of every adult involved in our club.

### **6.3 Recruitment**

BEJSC endorses and adopts The FA's Responsible Recruitment guidelines for recruiting volunteers and employees. The club will:

- 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 practical
- where eligible require an in-date FA-accepted Disclosure and Barring Service (DBS) enhanced with barring list check in line with current FA policy and regulations

All current BEJSC volunteers and employees working in eligible roles, with children and young people - such as managers and coaches hold an in-date FA accepted Disclosure and Barring Service (DBS) enhanced with barring list 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 BEJSC 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 DBS 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.

### **6.4 Whistleblowing Policy**

BEJSC supports The FA's Whistle Blowing Policy and has its own Whistleblowing Policy which can be accessed on the club's website. 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.

BEJSC encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

## 6.5 Club Welfare Officer

BEJSC 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 post holder will be involved with Welfare Officer training provided by The FA and/or County FA. 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. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of **Respect**, poor practice and abuse amongst club members.

## 6.6 Abuse

BEJSC acknowledges and endorses 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. For more information on different types of abuses please see the club's Whistleblowing Policy.

## 6.7 Respect

Codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by BEJSC. 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. Please see the club's Code of Conduct Policy for further information.

## 6.8 Reporting

Reporting your concerns about the welfare of a child or young person. **Safeguarding is everyone's responsibility if you are worried about a child, it is important that you report your concerns – no action is not an option.**

- 1 If you are worried about a child then you need to report your concerns to the Club Welfare Officer.
- 2 If the issue is one of poor practice the Club Welfare Officer will either:



- deal with the matter themselves or
  - seek advice from the CFA Welfare Officer
- 3 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.
  - 4 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 the Club Welfare Officer know what action you have taken, they in turn will inform the CFA Welfare Officer.
  - 5 If at any time you are not able to contact the Club Welfare Officer or the matter is clearly serious then you can either:
    - contact your CFA Welfare Officer directly
    - contact The FA Safeguarding Team on 0800 169 1863 or [safeguarding@TheFA.com](mailto: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](mailto:help@nspcc.org.uk)

NB – The FA’s Safeguarding Children Policy and Procedures are available [here](#) and 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. How to make a referral is also covered in the Safeguarding Children workshop. Participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation. For more information on this workshop contact your County Welfare Officer.

## 6.9 Seeking Advice

### 1. **BEJSC**

Robert Price - Club Welfare Officer (Football Section)  
[Football-safeguarding@bejsc.co.uk](mailto:Football-safeguarding@bejsc.co.uk)

Liz Hutton - Club Welfare Officer  
[office@bejsc.co.uk](mailto:office@bejsc.co.uk)

### 2. **Bucks and Berks FA**

Safeguarding Manager - Designated Safeguarding Officer  
01235 544890  
[Safeguarding@Berks-BucksFA.com](mailto:Safeguarding@Berks-BucksFA.com)

### 3. **English FA**

0845 210 8080



safeguarding@TheFA.com

## 6.10 External Safeguarding Organisations

1. **Ann Craft Trust**  
[Organisation Website](#)  
0115 951 5400
2. **The Child Protection in Sport Unit (CPSU)**  
[Organisation Website](#)  
0808 800 5000  
help@nspcc.org.uk
3. **Childline**  
[Organisation Website](#)  
0800 1111
4. **NSPCC**  
0808 800 5000  
help@NSPCC.org.uk