

SAFEGUARDING POLICY & PROCEDURE





OUR COMMITMENT

All of us at Shrewsbury Town Football Club are committed to providing a positive, inclusive experience for all individuals who are involved with the Club.

We expect everybody who works with children, young people and adults at risk to share our commitment to safeguarding, demonstrating that 'Your Welfare' really is 'Our Concern' and that these aren't just words on a page, but a promise from us to keep you safe.

In combination with our safeguarding procedures, this overarching umbrella Policy across the Club, Foundation and Academy, provides clear and robust safeguarding standards for everyone involved with Shrewsbury Town, to ensure that we do our very best to protect children, young people and adults at risk.

PETER BROPHY
COO, Shrewsbury Town F.C.

OUR POLICY

We at the Shrewsbury Town Foundation are committed to providing a positive, inclusive experience for all individuals who engage with the charity.

We aim to use the power of sport to motivate, educate and inspire people in our local communities to improve their life chances. Together with our colleagues from the Club and the Academy we have set clear, robust safeguarding procedures to establish a best practice approach in to protect the children, young people, and adults at risk who we work with.

JAMIE EDWARDS
CEO, Shrewsbury Town F.C. Foundation

Nothing is more important to us than the protection of children, young people and adults at risk who participate in our Academy activities at Shrewsbury Town, whether as a player, participant, volunteer, homestay family or fan. You have the right to feel safe and protected when you interact with us.

By collectively adopting this policy across all aspects of Shrewsbury Town Football Club, Academy and Foundation we are ensuring that we have the right safeguarding people, processes and systems in place to monitor and minimise the risks and, to respond quickly to any safeguarding issues as they occur.

DAVID LONGWELL
Director, Shrewsbury Town Academy

SAFEGUARDING GOVERNANCE BOARD



NB. References in this Policy to "the Club" shall be construed as referring to all entities within the Shrewsbury Town FC Family which includes the Club, Foundation and Academy.



SAFEGUARDING AT STFC

We believe that Safeguarding every Child, Young Person and adult at risk who comes into contact with the Club, is the responsibility of every member of staff associated with the Club. It is unacceptable for any child, young person or adult at risk to experience abuse of any kind and we are committed to promoting and protecting their welfare. We will do this by adhering to our policies and procedures and processes, and by working in partnership across our organisation and with external organisations and statutory bodies to ensure that we provide a safe and secure environment for them.

WHAT IS SAFEGUARDING?

The term safeguarding is a shortening of the phrase:

Safeguarding and promoting the welfare of children, young people and adults at risk

Our safeguarding programme broadly includes:

- The creation of a positive environment for all programme participants and the workforce;
- The protection of all children, young people, and adults at risk from maltreatment, abuse or harm, or fear of the same;
- Ensuring that children and young people are healthy and can develop and grow;
- Ensuring that all members of the workforce comply with law, regulations and established good practice;
- Easy and clear ways for individuals to report concerns and know that they will be taken seriously
- A clear and robust set of strategies, policies, and procedures to enable us to deliver on our safeguarding commitment.

WHO WILL WE WORK WITH TO KEEP SAFE?

Across the Club we work with a range of children, young people, and adults at risk.

A child or young person is anyone aged under 18.

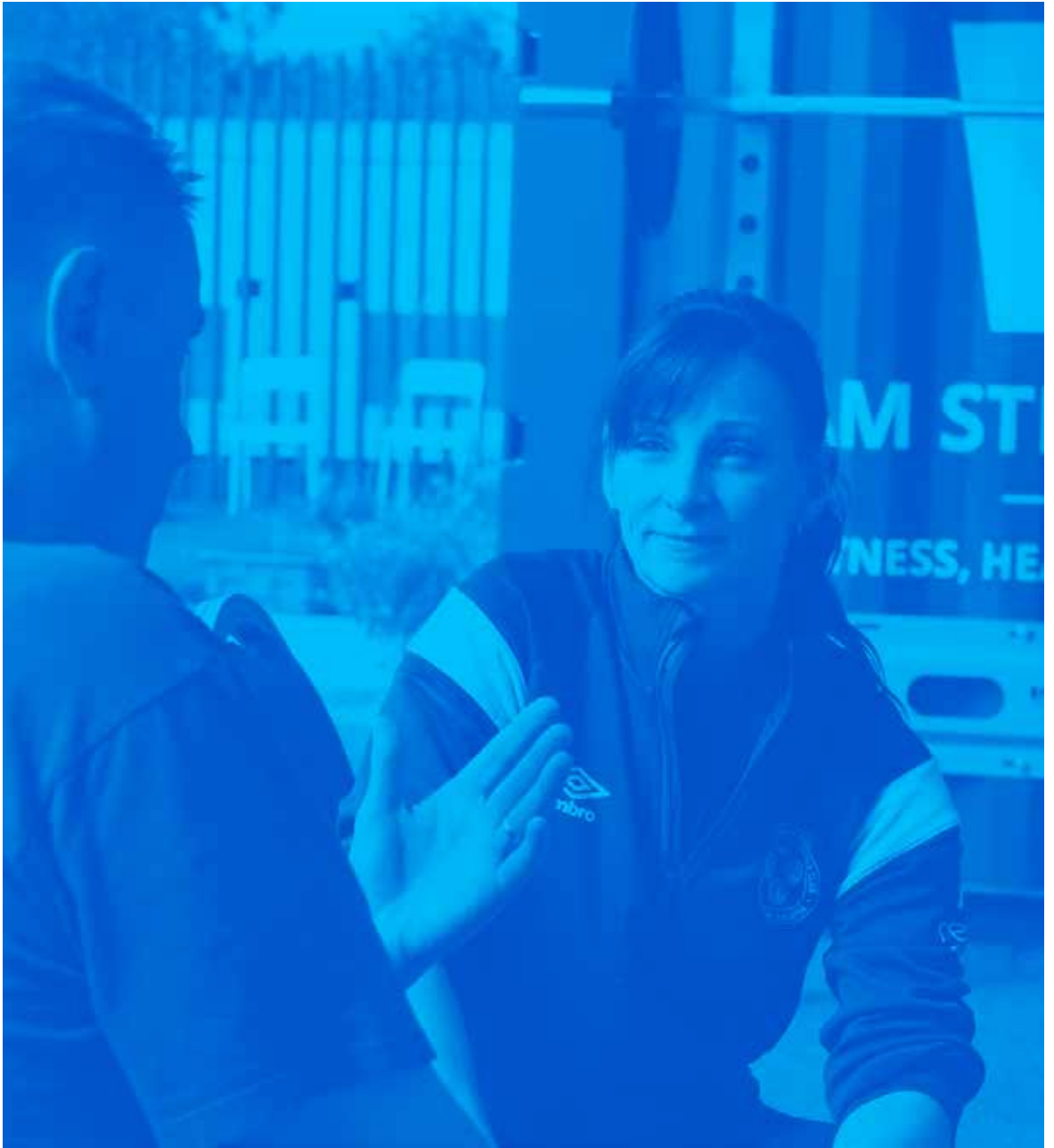
An adult at risk is any adult aged 18 years and older who:

- Has a need for care and support (whether or not the Local Authority is meeting any of those needs);
- Is experiencing, or at risk of, abuse or neglect; and
- Because of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

Where young people (aged 18 or over) are still receiving the support of children's services and a safeguarding issue is raised, the matter should be dealt with through adult safeguarding arrangements.

EQUALITY & DIVERSITY

All children, young people, and adults at risk, regardless of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion and/or sexual orientation (defined as Protected Characteristics within the Equality Act 2010) have the right to equal protection from all types of harm or abuse.



ABUSE & POOR PRACTICE

ABUSE

Abuse is an action or series of actions intended to harm, or be to the detriment of, another person.

This Policy is designed to protect the people most vulnerable to abuse: children, young people, and adults at risk.

POOR PRACTICE

Poor practice is a failure to provide a good standard of care and support.

Persistent poor practice can cause harm and can become abuse.

POSSIBLE SIGNS & INDICATORS OF ABUSE

- Unexplained bruises or injuries;
- Lack of medical attention or treatment to injuries;
- A person's belongings or money going missing;
- No longer attending or enjoying a session;
- Not responding to communications;
- Sudden weight gain or loss;
- Unkempt appearance;
- Lack of suitable kit for the activity;
- A deterioration in hygiene;
- A change in behaviour or confidence;
- Becoming quiet and withdrawn;
- Self-harm;
- Fear of a particular individual or group of people;
- A parent or carer always speaking on the person's behalf; and
- You may be told the person is being abused, by them or otherwise.

If you recognise any of these indicators in children, young people, or adults at risk, you should act upon this by contacting the Safeguarding Team via the online referral form or via safeguarding@shrewsburytown.co.uk



OUR PROCEDURES

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CASE MANAGEMENT PROCEDURE

CONCERNS ABOUT POOR PRACTICE

Staff should feel able to raise concerns about poor or unsafe practice.

Any concerns about poor practice must be reported immediately to their relevant Head of Department or the Safeguarding Team. Reports can also be made to safeguarding@shrewsburytown.co.uk

Repeated incidents of poor practice will be referred to the Football Association Safeguarding Team.

CONCERNS EXTERNAL TO THE CLUB OR CHARITY

Concerns about the welfare of a child, young person, or adult at risk outside of the Club or Foundation setting should be reported to the Safeguarding Team immediately.

REPORTING A CONCERN

All safeguarding concerns can be reported using the online Safeguarding Portal MY CONCERN or via email to safeguarding@shrewsburytown.co.uk

Safeguarding referrals should be updated asap but must be made within 24 hours of a disclosure.

CONCERNS ABOUT A COLLEAGUE

If a concern is raised involving a member of staff, the HR Team will be notified by the Safeguarding Team, and an investigation performed by the Safeguarding Team. If a concern raised involves a member of the Safeguarding Team, the CEO/Senior Safeguarding Manager must be contacted immediately.

CONCERNS OF ABUSE

Abuse can take many forms. Concerns about the welfare of a child, young person, or adult at risk within a Club or Charity setting should be reported to the Safeguarding Team immediately.

NON-RECENT ALLEGATIONS OF ABUSE

Allegations concerning staff who no longer work at the Club, or historical allegations will be reported to the Local Authority Designated Officer, the FA, and the Police by the Safeguarding Team. (Appendix: Non-recent Allegations of Abuse Flowchart)

NOTIFYING PARENTS, CARERS OR FAMILY MEMBERS

In the event of a safeguarding concern, suspicion or disclosure, the Head of Safeguarding will contact the parents, carers or appropriate family members of the child, young person, or adult at risk.

Any concerns will be discussed sensitively and factually.

If the Safeguarding Team believe that notifying parents, carers or family members could increase the risk to the child, young person or adult at risk, advice will first be sought from the relevant Social Care body/ authority or Police

RECORD KEEPING

Accurate and timely record-keeping of concerns raised, and the actions taken in relation to them is essential. It assists the Club to identify causes for concern at an early stage, and to monitor and manage safeguarding practices.

EXTERNAL AGENCIES

Where there is concern about the immediate safety of a child or adult at risk, and it is deemed either inappropriate or not possible to follow internal referral procedures, information may be shared directly with the Police, Local Authority, Social Services and/or other appropriate external organisations.

Where the concern is an adult at risk, it is important to obtain consent of the adult prior to sharing the information.

The Head of Safeguarding must be notified as soon as practicable on the actions taken by that individual.

DELIVERY TO AN EXTERNAL PARTNER

Any safeguarding concern arising from activities working with organisations external to the Club or Foundation should be reported to both the relevant external organisation and the Head of Safeguarding. The relevant external organisation's safeguarding policy and procedures will take the lead in the management of any concern.

The Head of Safeguarding may decide to make a referral to other agencies and will advise the external organisation when this course of action has been taken.

PREVENT DUTY

Section 26 of the Counter-Terrorism and Security Act 2015 requires all schools and childcare providers to have due regard to the prevention of people from being drawn into terrorism. All agencies working with children, young people and adults at risk must adhere to the prospect of preventing radicalisation.

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Staff should be alert to any changes in an individual's behaviour, which could indicate that they may need help or protection.

If there is any concern that a child, young person, or adult at risk is at risk of extremist ideology and radicalisation, the first point of contact is the Safeguarding Team.

Alternatively, West Mercia Police can be contacted via the 101 system, or if circumstances dictate via 999

HEALTH & WELLBEING

'Health and Wellbeing' includes both physical and mental health and wellbeing.

The Club may, during its activities, identify a child, young person, or adult at risk where their physical or mental health and wellbeing is a cause for concern.

In such circumstances, the Safeguarding Team should be notified in the first instance who will follow the required referral and escalation procedure.

ZERO TOLERANCE ON BULLYING

Bullying is a behaviour intended to hurt someone physically or emotionally and is a repeated pattern. It can happen anywhere. The Club have a zero-tolerance approach to bullying.

Any incidents of bullying of a child, young person or adult at risk must be reported to the Safeguarding Team immediately using the online referral form or My CONCERN or via safeguarding@shrewsburytown.co.uk

REFERRAL TO GOVERNING BODIES

FOOTBALL AUTHORITIES

A referral must be made to the Football Association and the Football League where applicable within 24 hours of disclosure (or as soon thereafter as practicable) where any of the following thresholds are met:

- In the event of any referral to or from any external authority about the abuse of a child, young person, or adult at risk. This includes allegations of non-recent abuse;
- A third or subsequent allegation of poor practice, which will be recorded on the My Concern portal.
- Any allegation or information about abuse of a child, young person, or adult at risk by a Club Academy player or Foundation participant.

CHARITY COMMISSION

A referral should be made to the Charity Commission where the following thresholds are met:

- Any incident that results in significant harm to children, young people and/or adults at risk;
- A breach of the EFL Charitable Fund's or of Foundation Trust policies or procedures that puts children, young people and/or adults at risk, at risk of harm;
- Failure to carry out checks which would have identified that a person is disqualified in law, under government legislation, from working with children, young people, or adults at risk; or
- Any allegation of abuse of a child, young person and/or adult at risk while under the care of the Foundation Trust or by someone connected to it (e.g. a Trustee, employee, volunteer, consultant, or other person who encounters the PLCF or the Club through their work).

ALLEGATIONS AGAINST STAFF

We must accept that some professionals do pose a serious safeguarding risk and we must act on every allegation.

In circumstances where the Club is notified of a safeguarding concern against a member of staff or volunteer where they have:

- Behaved in a way that has, or may have, harmed a child, young person, or adult at risk;
- Committed a criminal offence against, or related to a child, young person, or adult at risk; behaved in a way that indicates they may pose a risk of harm to children, young people, and adults at risk, which can include behaviour in their personal life that raises safeguarding concerns, and/or;
- Behaved, or may have behaved, in a way that indicates they may not be suitable to work with children, young people or adults at risk. This includes behaviour that may have happened outside of working arrangements, known as 'transferable risk.'
- Three types of investigation can be instigated:
 - A criminal investigation led by the Police;
 - An investigation led in a multi-agency approach by the Local Authority; and/or
 - A disciplinary, misconduct or internal investigation led by Shrewsbury Town Football Club, which may also involve Regulatory Authorities.

Any allegations against staff must be reported immediately to the Head of Safeguarding, who will refer to the Local Authority Designated Officer or Adult Social Care Manager.

(Appendix: Allegations Against Staff Flow Chart)

Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress.

The Club's H.R. will be notified of the allegation and will conduct an internal investigation.

Staff will be supported by the HR during any investigation.

It is extremely important that when an allegation is made, every effort is made to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. Any member of the workforce who feels it is not possible or appropriate to raise their concerns within the Club internally should contact the Local Authority Designated Officer directly

SAFEGUARDING

The Head of Safeguarding will notify the Local Authority Designated Officer, or Adult Social Care Manager, the relevant Head of Department, and the Senior Safeguarding Lead within 24 hours of disclosure.

Allegations against staff will be classed as 'High Risk' in the Case Management Procedure and the CEO and other senior internal stakeholders will be notified, as required.

If the allegation is made against a member of the Safeguarding Team, the Senior Safeguarding Manager/CEO will assume the duties ordinarily performed by the Head of Safeguarding

PEOPLE, CULTURE AND WORKPLACE WELLBEING

The HR team supported by the Safeguarding Head/Lead will conduct an internal investigation.

This investigation will only be conducted following agreement with the Local Authority Designated Officer, to ensure that any internal procedures do not compromise any external investigations.

LOCAL AUTHORITY

The Local Authority Designated Officer provides support to the Club to agree where the matter can be managed internally.

Where there is evidence of serious safeguarding risk or criminality the Local Authority Designated Officer leads an interdisciplinary investigation and provides actions to be taken by the Club.

GOVERNING BODIES

Governing Bodies include the English Football League (EFL), the Football Association (FA), the Premier League (PL) and the Charities Commission.

Referrals will be made to these authorities.

POLICE

The Police will be involved if the allegation involves any element of criminality or criminal behaviour.





RESPONDING TO DISCLOSURES, ALLEGATIONS & CONCERNS

If a child, young person, or adult at risk makes an allegation or a disclosure of abuse, it is important to:

Listen:

- Give your full attention to the person disclosing.
- Respect pauses and do not interrupt the person disclosing.
- Limit any questioning to the minimum necessary to seek clarification only. When seeking clarification, use the language of the person disclosing to show that it is their experience.

Reassure:

- Provide reassurance that the person disclosing is being taken seriously and that they are not to blame.

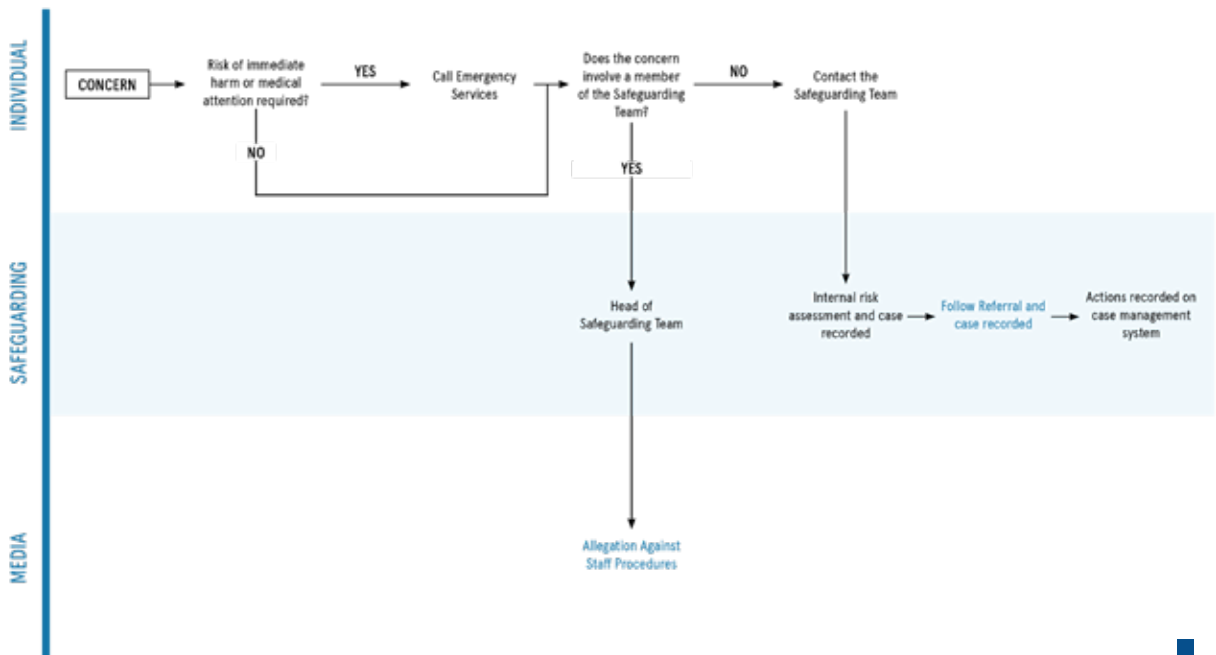
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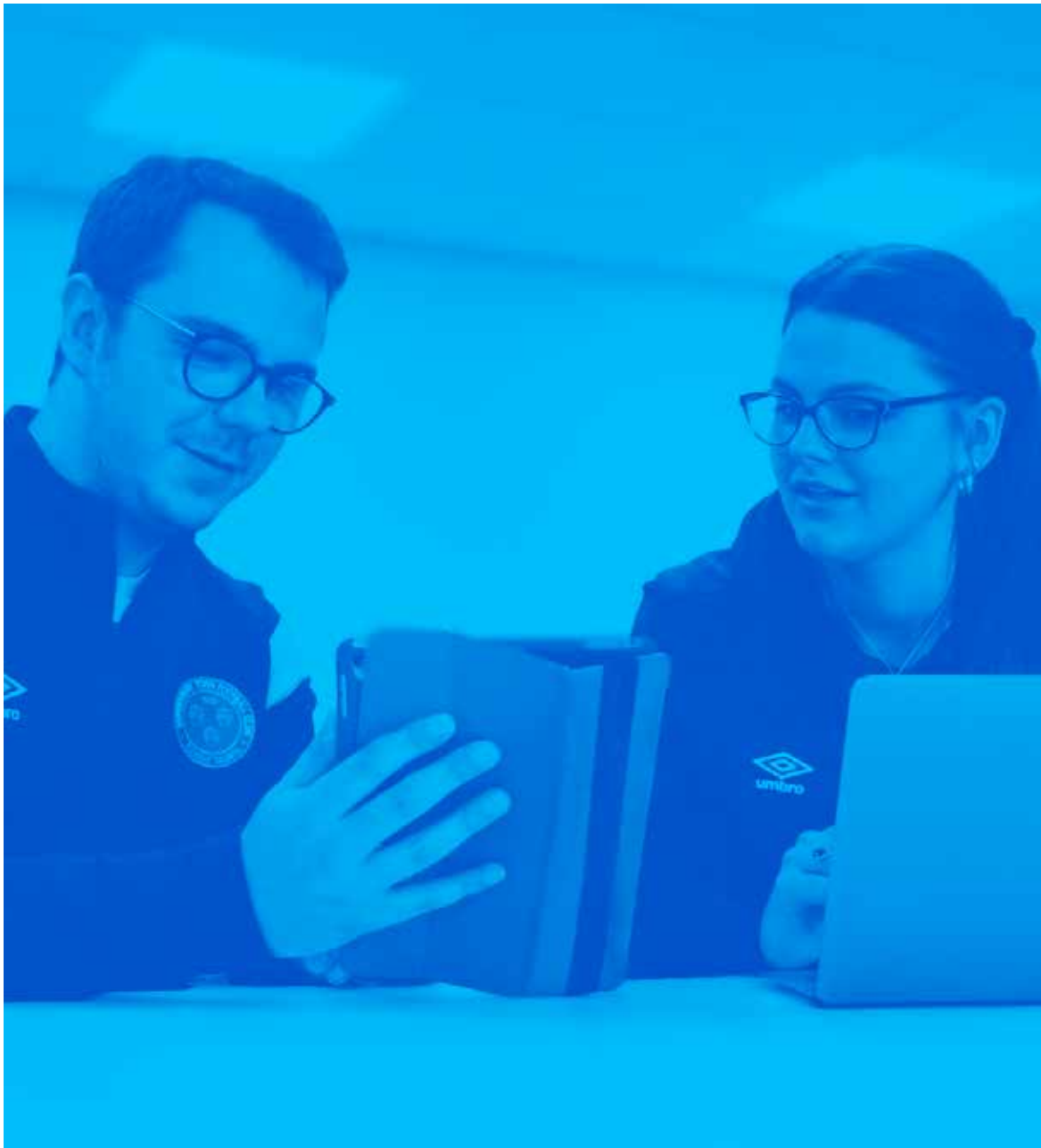
- Engage the person disclosing as far as possible about how best to respond to their safeguarding situation.

Take Action:

- Always act in the best interests of children, young people, and adults at risk.
- Explain to the person disclosing what action you will be taking and that you will support them through the process.
- Report the incident to a member of the Safeguarding Team immediately via the online referral form or safeguarding@shrewsburytown.co.uk
- You must make a written record of the incident in detail as soon as possible, or at least within 24 hours of being made aware and record it on MY CONCERN. This is an auditable database that retains organisational memory.

RESPONDING TO A CONCERN





SAFER RECRUITMENT PROCEDURE

SAFER RECRUITMENT

The Club and Foundation operate rigorous recruitment and selection processes to ensure the most suitable candidates are selected.

When recruiting for a position that involves significant contact with children, young people or adults at risk, the Club ensures that every prospective member of the workforce is suitable and safe to do so by:

- Requiring the completion of a Self-Disclosure Form which includes declaring any unspent convictions and football clubs previously worked at;
- Verifying applicants' identity and their eligibility to work in the UK;
- The completion of screening checks via the Disclosure and Barring Service;
- Requiring two references, including one from an individual at the applicant's most recent post working with children, young people, or adults at risk;
- Verifying professional qualifications and their experience;
- Ensuring interview questions include relevant safeguarding questions;
- Provide all staff with an induction which includes
- A safeguarding module;
- Ensuring all employees complete a probation period; and
- Ensuring all new starters read and sign the Club's Safer Working Practice Guide.

If any of the pre-employment checks identify an issue, a risk assessment interview will be convened with the Safeguarding Team.

An offer of employment or casual work may be withdrawn if the outcome of the assessment fails to satisfy the interviewers of the individual's suitability to work with children, young people, or adults at risk.

TRAINING

It is important that staff receive training and awareness to enable them to recognise the possible signs of abuse, neglect, and exploitation and to know what to do if they have a concern.

All employees complete 'safeguarding basics' training every two years as a minimum.

Employees and casual workers will receive additional safeguarding training depending on the nature of their role.

MATCHDAY PROCEDURE



Shrewsbury Town Football Club is committed to providing a positive experience for all matchday attendees.

Any supporter who has a safeguarding concern whilst attending a match at the Football Stadium, Foundation premises or at any other Club site, should notify the nearest steward or club official who will in turn notify the Safeguarding Team.

Alternatively, matchday attendees can report a safeguarding concern to: safeguarding@shrewsburytown.co.uk

RESIDENTIAL ACCOMODATION PROCEDURE



The Club or Foundation may, during its activities, be required to provide both short and long -term accommodation for children, young people, or adults at risk. Currently the club does not accommodate persons under the age of 16.

Wherever such situations arise, the highest level of diligence is applied to the arrangements, with a safeguarding and health and safety risk assessment completed in advance.

All host families are subject to a rigorous assessment process and recruited in compliance with the Safer Recruitment Procedure and the Club's policies. The process will include a detailed assessment of the family.



CONFIDENTIAL & INFORMATION SHARING PROCEDURE

The Club keeps a record of all incidents and concerns reported to the Safeguarding Team. All information collected and stored, whether verbal or written, will be treated with the utmost sensitivity, and handled in accordance with the Data Protection Act 2018 and UK GDPR.

The Data Protection Act and the Club's Data Protection Policy permits staff to share information with relevant agencies, where that information may help to protect a child, young person, or adult at risk.

Data protection legislation allows an identifiable individual to request access to information held about them – this is called Subject Access. All Subject Access requests should be referred to the Data Protection Officer at the earliest opportunity and prior to disclosure of any information to the individual.

INFORMATION SHARING

Data protection laws permit information sharing with relevant agencies for safeguarding purposes when an individual has a genuine concern about an individual's welfare or believes the individual may be suffering from harm.

Consent is not required when sharing for safeguarding purposes. The individuals should be informed, however, unless informing individuals would place an individual at greater risk of harm, or otherwise prejudice the purpose of information sharing.

Information sharing is guided by the following principles: the information is necessary and proportionate; relevant; adequate; accurate; timely and secure

APPENDICES



Supporting Procedures and Standards

Allegations against Staff Flowchart

Non- recent allegations of abuse flowchart

Safeguarding referral and Escalation

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

External Contacts

SAFEGUARDING HANDBOOKS

- Disclosure and Barring Service, Safer Recruitment Policy and Procedure
- Allegations Against Staff Policy and Procedure
- Anti-Bullying Policy and Procedure
- None recent Allegations of Abuse Policy and Procedure
- Whistleblowing and Confidentiality Policy and Procedure
- Travel and Transport Policy and Procedure
- Working One to One Policy and Procedure
- Remote and On-Line Delivery Policy and Procedure
- Trips, Tours and Tournaments Policy and Procedure
- Photography and Video Image Policy and Procedure
- Social Media Policy

OTHER SAFEGUARDING POLICIES & PROCEDURES

- Host Family Policy and Procedures
- Under 18 Playing Up

SAFER WORKING PRACTICE GUIDE

SAFEGUARDING RISK MANAGEMENT

- Safeguarding Risk Assessment Template

Matchday

- Stewards' matchday briefing Document
- Matchday Safeguarding Operating Standard
- Mascot Character Policy and Procedure
- Matchday Mascot (Child) Policy and Procedure
- Ball retrievers' procedure

EXTERNAL

LEAGUE SAFEGUARDING POLICY

KEEPING CHILDREN SAFE IN EDUCATION STATUTORY GUIDE

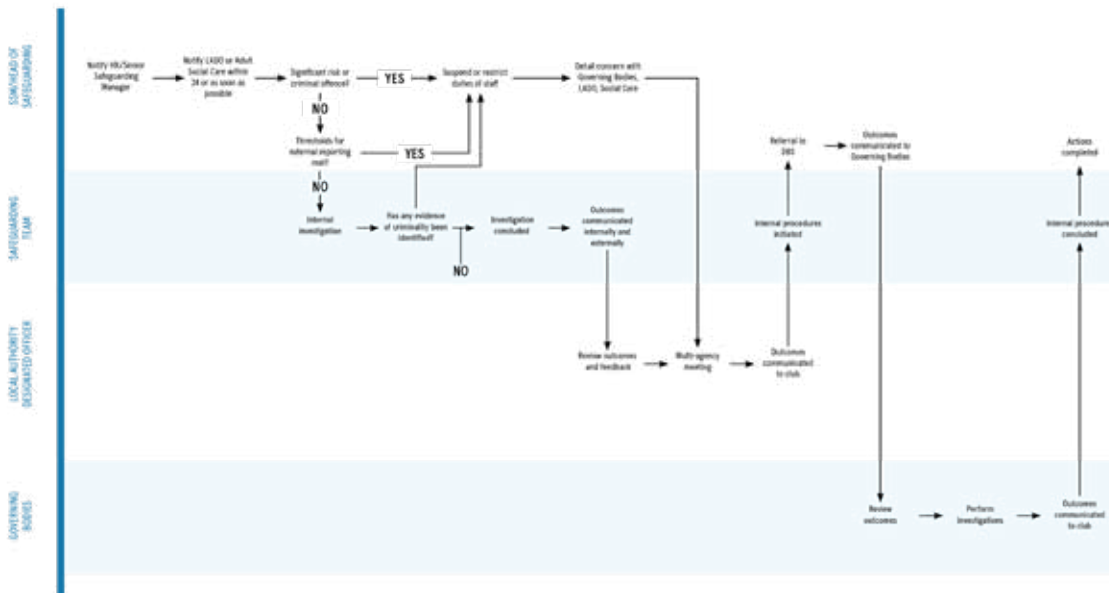
OTHER RELEVANT COMPANY POLICIES

DATA PROTECTION POLICY

HEALTH, SAFETY & ENVIRONMENT POLICY AND MANAGEMENT SYSTEM HANDBOOK

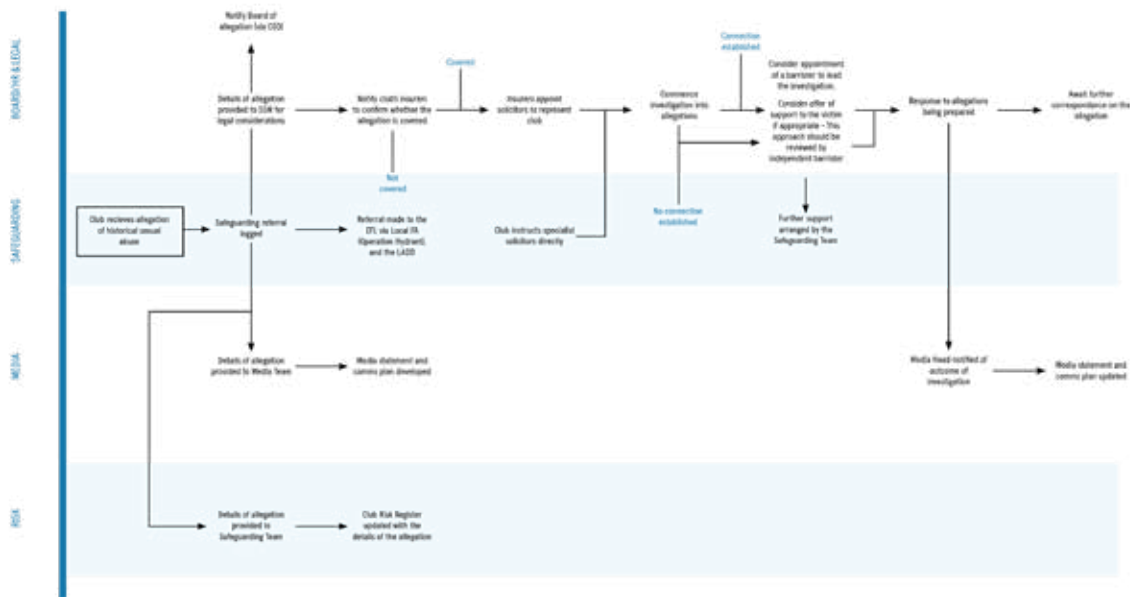
ALLEGATIONS AGAINST STAFF

IF AN ALLEGATION IS MADE AGAINST A MEMBER OF THE WORKFORCE

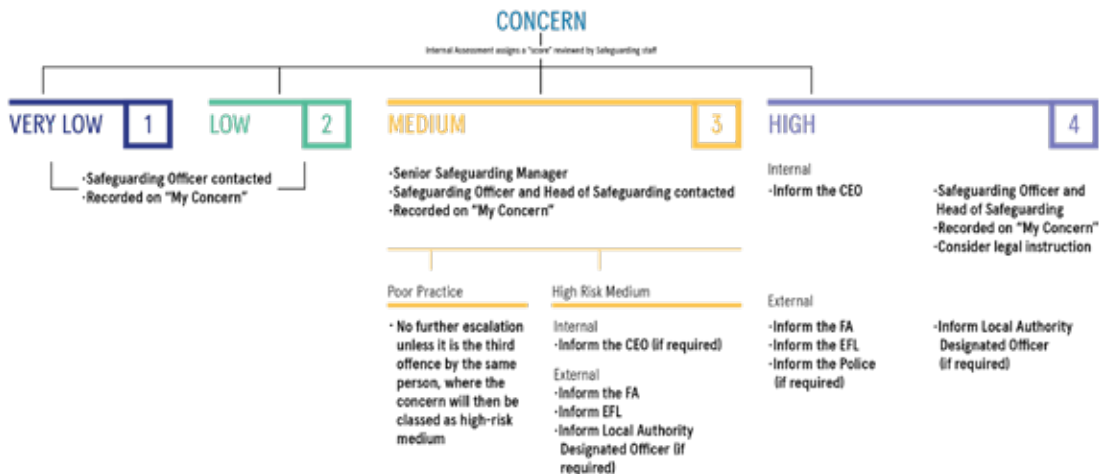


NB: If an allegation is made against a member of the Safeguarding Team, the Senior Safeguarding Manager will assume the duties of the Head of Safeguarding.

NON-RECENT ALLEGATIONS OF ABUSE



REFERRAL AND ESCALATION



SAFEGUARDING RISK CRITERIA

VERY LOW

1

Minor concern where a risk of harm does not exist.

Mistaken concerns or confusion over an issue.

Matters that do not fit into the Safeguarding framework but involve a child, young person or adult at risk.

No risk of reputational damage.

LOW

2

Low level mildly abusive type behaviour or bullying that may be one off, accidental or non-malicious.

Little risk of harm or actual harm to a child, young person or adult at risk.

Breach of club or Foundation.

Minimal reputational risk.

MEDIUM

3

Potentially serious matters that relate directly to the categories of abuse.

Risk of significant but not necessarily serious harm; may include serious bullying type behaviour.

Has the potential to be criminal or be a regulatory breach.

Likely to have a risk of reputational damage and media interest.

May include some sexual matters but unlikely to be criminal (e.g. underage consensual sex between two children).

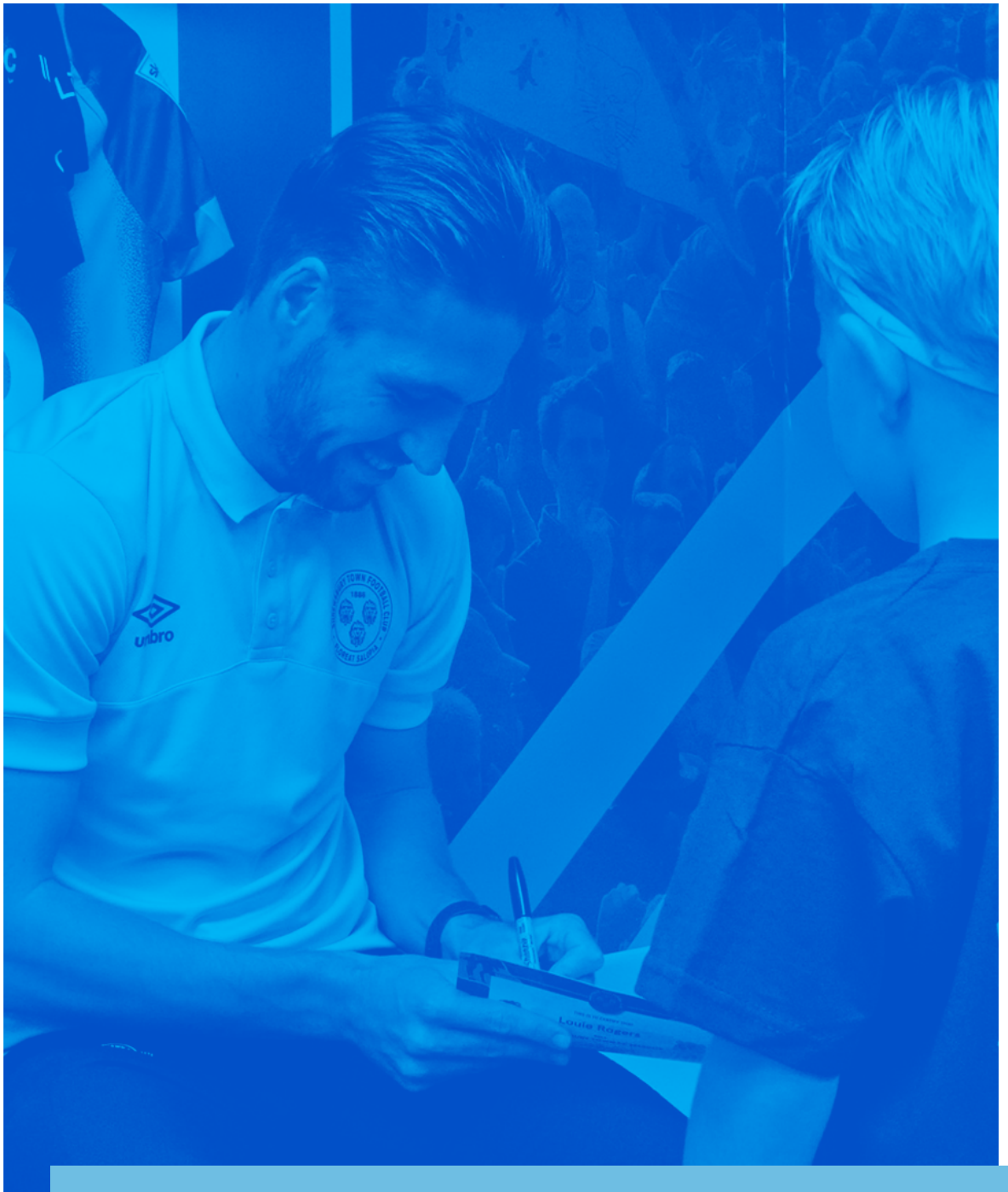
HIGH

4

Serious harm or risk of harm to a child, young person or adult at risk perpetrated by an adult in a position of trust or a member of the workforce.

Likely or actual criminal activity. Fits into one or more categories of abuse or, there is a serious reputational risk to the business.

Any matter of a sexual nature is usually categorised as "high". Matters referred to the Police will almost certainly be "high".





TYPES OF ABUSE

CHILDREN & YOUNG PEOPLE AT RISK

NEGLECT

Neglect takes place if adults fail to meet a child or young person's basic physical needs, for example, their needs for food, warmth and clothing, or emotional needs such as attention and affection.

PHYSICAL ABUSE

Physical abuse occurs if people physically hit, burn, poison, shake or in some way hurt or injure children and young people, or fail to prevent these injuries from happening.

In sport, physical abuse could happen where training methods are inappropriate for the developmental age of the child or young person.

SEXUAL ABUSE

Sexual abuse occurs when children or young people are used to meet another person's sexual needs. This includes but is not limited to:

- Any form of sexual behaviour with a child or young person (by an adult or another child or young person);
- Use of sexually explicit language and jokes;
- Inappropriate touching; and/or
- Exposure to pornographic material and content

EMOTIONAL ABUSE

Emotional abuse can be inflicted by other children and young people as well as by adults. Children and young people who are being abused or bullied will also experience emotional abuse. This includes but is not limited to:

- Frequent threatening, taunting or sarcastic behaviour;
- Withholding affection;
- Being extremely over-protective;
- Racist or sexist behaviour; and/or
- Demeaning initiation ceremonies.

ADULTS AT RISK

PHYSICAL ABUSE

Physical abuse of an adult at risk can include, but is not limited to, assault, hitting, slapping, pushing, misuse of medication, restraint, or inappropriate physical sanctions.

SEXUAL ABUSE

Sexual abuse of an adult at risk occurs in the event of sexual acts to which the adult in question has not wilfully consented. This can include but is not limited to:

- Rape;
- Sexual exploitation;
- Indecent exposure;
- Sexual harassment or assault;
- Inappropriate looking or touching;
- Sexual teasing or innuendo;
- Sexual photography;
- Sexting and revenge porn;
- Subjection to pornographic material and content; and
- Witnessing sexual acts without consent

DISCRIMINATORY ABUSE

Discriminatory abuse occurs when an act or act of omission occurs, which discriminates based on a person's religion, ethnicity, sex, gender, age, disability, or sexual orientation or any of the protected characteristics of the Equality Act. It may constitute hate crime and could include, but is not limited to:

- Providing meals not suitable for religious or cultural needs;
- Inappropriate aids or adaptations;
- Verbal abuse; and/or
- Bullying or degrading treatment.

DOMESTIC VIOLENCE AND ABUSE

Domestic violence or abuse occurs where there is controlling, coercive or threatening behaviour, violence, or abuse between those who are or have been intimate partners or family members, regardless of gender or sexuality.

This includes but is not limited to so called 'honour' based violence, female genital mutilation (FGM) and forced marriage. Victims are not confined to one gender or ethnic group

ORGANISATIONAL OR INSTITUTIONAL ABUSE

Occurs when there is neglect and poor care practice within an institution or specific care setting, such as a hospital or care home, or in relation to care provided in one's own home.

NEGLECT OR ACTS OF OMISSION

Neglect or acts of omission in relation to adults at risk can include, but is not limited to:

- Ignoring medical, emotional, or physical care needs;
- Failure to provide access to appropriate health, care and support or educational services; and/or
- The withholding of the necessities of life, such as medication, adequate nutrition, and heating.

FINANCIAL OR MATERIAL ABUSE

This occurs through the unauthorised use or theft of money or property and can include, but is not limited to:

- Theft;
- Fraud;
- Exploitation (e.g., pressure in connection with wills, property, inheritance, or financial transactions);
- Misuse or misappropriation of property, possessions, or benefits; and/or
- Depriving a person of access to their money, property, or assets.

PSYCHOLOGICAL OR EMOTIONAL ABUSE

Psychological or emotional abuse of an adult at risk occurs through deliberate non-physical action intended to manipulate or hurt somebody mentally and emotionally. This can include, but is not limited to:

- Threats of harm or abandonment;
- Deprivation of contact or isolation;
- Humiliation;
- Blame;
- Verbal abuse;
- Bullying or cyber bullying;
- Harassment or intimidation;
- Coercive control (e.g., controlling or observing victim's daily activities);
- Restriction of movement; and/or
- Intercepting messages or phone calls.


SELF-NEGLECT

Self-neglect occurs when an individual neglects to care for their personal hygiene, health or surroundings and includes behaviour such as hoarding.






ADDITIONAL SAFEGUARDING ISSUES



The Club will refer to experts and professional organisations that are best placed to provide up-to-date guidance and practical support on specific safeguarding issues.

Additional Safeguarding Types of Abuse are based on Department for Education Statutory Guidance Keeping Children Safe In Education 2020 and Working Together to Safeguard Children 2018.



GROOMING

Grooming is when someone builds an emotional connection with an individual to gain their trust for the purposes of abuse or exploitation. This can include but is not limited to:

- Offering advice or understanding;
- Buying gifts;
- Giving the individual attention;
- Use of professional position or reputation;
- Taking the individual on trips, outings, or holidays; and/or
- Using secrets and intimidation to control the individual

RISK OUTSIDE OF THE HOME

Children, young people, and adults at risk may be vulnerable to abuse or exploitation from outside their families. Such threats could arise at school and other educational establishments, from their peer groups, the wider community and/or online.

Such threats can take a variety of different forms and children can be vulnerable to multiple threats, including but not limited to:

- Exploitation by criminal gangs;
- Online abuse;
- Sexual exploitation; and/or
- Influences of extremism leading to radicalisation

FEMALE GENITAL MUTILATION (FGM)

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. A girl at immediate risk of FGM may not know what is going to happen, but she might talk about:

- Being taken 'home' to visit family for a special occasion to 'become a woman';
- An older female relative visiting the UK; and/or
- She may ask a teacher or another adult for help if she suspects FGM is going to happen, or she may run away from home or miss school. A girl or woman who has had FGM may:
- Have difficulty walking, sitting, or standing;
- Spend longer than normal in the bathroom or toilet;
- Behave differently after an absence from school or college;
- Be particularly reluctant to undergo normal medical examinations; and/or
- Ask for help but may not be explicit about the problem due to embarrassment or fear.

PREVENT RADICALISATION (THE PREVENT DUTY)

Extremism is the vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism is an action that endangers or causes serious violence to a person/people. The use or threat is designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

Signs of someone 'at risk' of extremism, radicalisation or committing a terrorist act:

- The individual may talk a lot about a new friend;
- The individual is 'out of character' or displays notable changes in behaviour or mood;
- A cluster of signs, such as: changes dress/appearance; behaviour; language; and peer relationships;
- Secretive behaviour;
- Loss of interest in friends and activities;
- Showing sympathy for extremist causes;
- The glorification of violence; and/or
- The possession of illegal or extremist literature

TEENAGE RELATIONSHIP ABUSE

Abuse in teen relationships covers more than physical violence and can include pressuring a partner into having sex, controlling behaviour, unnecessary jealousy, or anger at the partner.

MODERN SLAVERY AND TRAFFICKING

Human trafficking is a modern-day form of slavery involving the illegal trade of people for exploitation or commercial gain.

Modern slavery can involve exploitation, deception, and coercion. Child trafficking is child abuse.

The main forms of slavery are:

- **Forced labour;**
- **Forced criminality;**
- **Forced marriage;**
- **Sexual exploitation;**
- **Domestic servitude; and/or**
- **Child slavery.**

FORCED MARRIAGE

A marriage in which a female or male does not consent to the marriage but is pressured or bullied into it against their will. Children may be married at a young age, and well below the age of consent in England and Wales.

In England and Wales, forced marriage is a criminal offence. A forced marriage is different from an arranged marriage - an arranged marriage will have the consent of the prospective spouses.

“HONOUR” BASED ABUSE

‘Honour’ based abuse is committed by those who aim to protect the reputation of their family or community. This can include but is not limited to physical assault, abduction and even murder.

HOMELESSNESS

Being homeless or being at risk of becoming homeless presents a real risk to an individual's welfare. Indicators that a family or an individual may be at risk of homelessness includes, but is not limited to:

- Household debt;
- Rent arrears;
- Domestic abuse; and/or
- Anti-social behaviour

HATE CRIMES

A hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's:

- Race or perceived race;
- Religion or perceived religion;
- Sexual orientation or perceived sexual orientation;
- Disability or perceived disability; and/or
- Transgender identity or perceived transgender identity

Hate crimes can include, but are not limited to:

- Threatening behaviour;
- Assault;
- Robbery;
- Damage to property;
- Inciting others to commit hate crimes;
- Harassment; and/or
- Online abuse

COUNTY LINES

County Lines describes gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas of the UK, using dedicated mobile phone lines or other form of “deal line.”

Exploitation is integral to County Lines with children, young people and adults at risk being exploited to move drugs and money between locations.

Offenders will often use coercion, intimidation, violence, sexual violence, and weapons to ensure the compliance of victims.

Children can be targeted and recruited at several locations including schools and educational institutions, children’s homes, and care homes.

CHILD SEXUAL EXPLOITATION

Child sexual exploitation occurs when an individual or group coerces a child or young person into engaging in sexual activity in exchange for something the victim needs or wants, and/or for financial advantage, and/or the increased status of the perpetrator or facilitator.

It can include both penetrative and non-penetrative acts and non-contact sexual activity such as sexually explicit pictures.

CHILD CRIMINAL EXPLOITATION

Child criminal exploitation occurs when an individual or group coerces a child or young person into engaging in criminal activity in exchange for something the victim needs or wants; and/or for financial advantage; and/or increased status of the perpetrator or facilitator.

A victim may have been criminally exploited even if the activity appears consensual. The NSPCC identifies the following as indicators of child criminal exploitation:

- Frequently absent from and doing badly in school;
- Going missing from home, staying out late and travelling for unexplained reasons;
- In a relationship or hanging out with someone older than them;
- Being angry, aggressive, or violent;
- Being isolated or withdrawn; having unexplained money and buying new things;
- Wearing clothes or accessories in gang colours or getting tattoos;
- Using new slang words;
- Spending more time on social media and being secretive about time online;
- Making more calls or sending more texts, on a new phone or phones;
- Self-harming and feeling emotionally unwell;
- Taking drugs and abusing alcohol;
- Committing petty crimes like shoplifting or vandalism;
- Unexplained injuries and refusing to seek medical help; and/or
- Carrying weapons or having a dangerous breed of dog.

PEER ON PEER OR CHILD ON CHILD ABUSE

Children can abuse other children. This is referred to as peer-on-peer abuse and can take many forms:

- Abuse within intimate partner relationships;
- Bullying, including cyberbullying;
- Physical abuse such as hitting, kicking, shaking, biting, or otherwise causing physical harm;
- Sexual violence, such as rape, assault by penetration and sexual assault;
- Sexual harassment, such as sexual comments, remarks, jokes,
- Online sexual harassment, upskirting and sexting; and/or
- Initiation/hazing type violence and rituals.

UPSKIRTING

The Voyeurism (Offences) Act came into force on 12 April 2019 making 'upskirting' a criminal offence.

'Upskirting' is where someone takes a picture under a person's clothing without their permission and/or knowledge, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or to cause the victim humiliation, distress, or alarm.

SEXUAL VIOLENCE & HARASSMENT BY CHILDREN

This can be between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

DOMESTIC ABUSE

Children, young people, and adults at risk can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members.

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