

SAFEGUARDING

STRATEGY 2023 – 2028





YOUR WELFARE,
OUR CONCERN

INTRODUCTION

We are delighted to share with you our Safeguarding Strategy for 2023-2028. A streamlined focussed strategy in which we have concentrated on the things that will make our club, your club, a safer place to be, building on the successes of previous years. It is produced collectively and corroboratively on behalf of the wider Shrewsbury Town family and therefore includes the Club, Foundation and Academy. We have committed to increasing the professionalism of our response to Safeguarding and we are committed to expanding its footprint across our sites whilst also increasing the staffing levels of trained and dedicated safeguarding staff.

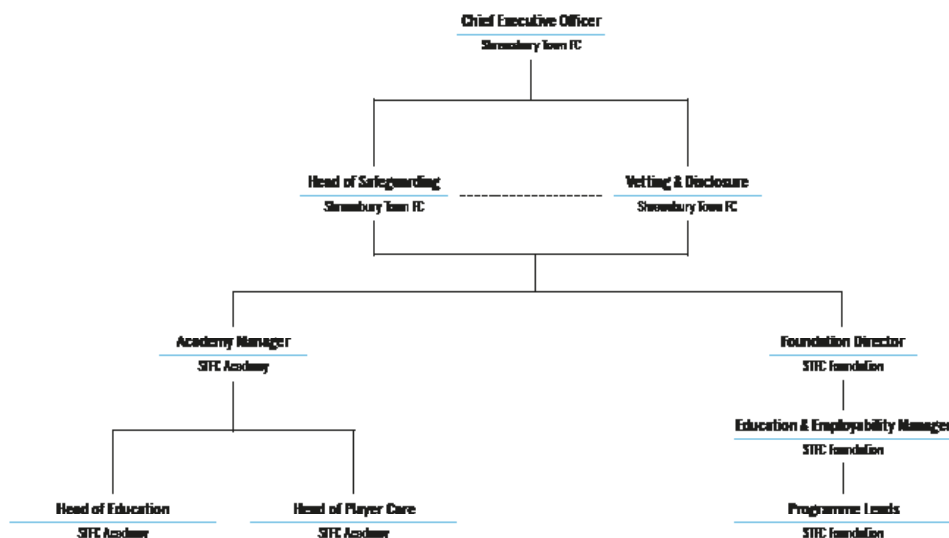
The strategy is produced and should be read alongside our new Safeguarding Policy.

LIAM DOOLEY
CEO, Shrewsbury Town F.C.

SHIN AUJLA
Foundation Director, STFC Foundation

JOHN RHODES
Head of Safeguarding, STFC

SAFEGUARDING GOVERNANCE BOARD



OUR VISION

We have made “Your Welfare, Our Concern” the primary Focus of our Safeguarding Strategy and we will do this by creating a Safe Environment for all children, young people, and adults at risk.

A SAFE ENVIRONMENT

We will build and maintain a safe and welcoming environment, where our safeguarding practice is widely understood and openly discussed, and where the workforce recognises the role that they play in keeping children, young people, adults at risk, themselves, and their colleagues, safe from harm. We will do this by informing and training ‘Our People’ to ensure that;

Every member of staff, whether employed or a volunteer will know that Safeguarding is ‘their’ concern.

Every member of staff, whether employed or a volunteer will know that Safeguarding is ‘their’ responsibility

Every member of staff, whether employed or a volunteer will know how to identify potential Safeguarding signs and how to;

- **React**
- **Record**
- **Report**



All staff will be directed to adopt an “Unsure? Report!” approach to Safeguarding and where in doubt to report to a line manager or a member of staff trained in Safeguarding.

OUR VALUES

Commitment:

To make STFC Safe we are committed to ensuring that we deliver better safeguarding across our extended footballing family to make a difference to the communities where we live, learn and work.

Innovative:

To make STFC Safe, we are determined to be forward thinking, and ambitious in continually looking to improve our safeguarding provision, performance and impact.

Inclusive:

To make STFC Safe we will explore and support opportunities for all of our participants in all that we do, and will ensure that our programmes and engagements reflect this.

Professional:

To make STFC Safe we recognise that our workforce amongst others includes; coaches, mentors, teachers, and that regardless of title, everybody within the Shrewsbury family is a role model and consequently will always conduct themselves in a professional manner.

Fan to fan:

Football is Fun! We want to ensure that everyone who interacts with us, from Foundation user, to Academy pupil, to Fan, and everyone in-between, shares our enjoyment and enthusiasm in what we provide in a fun and safe environment.

By adhering to these Values, collectively, we can ensure that we make STFC Safe.



OUR AIMS

To further achieve and develop this safe environment, we will develop a robust suite of clear policies, protocols, and guidance to enable the delivery of best safeguarding practice and maintain;

- A robust suite of clear policies, protocols, and guidance to enable the delivery of best safeguarding practice and;
- Provision of training, advice and support to all employees working with children, young people, and adults at risk;
- A strong Safer Recruitment Procedure, underpinned by Disclosure and Barring Service (DBS) checks;
- Timely responses to complaints, concerns, and allegations seriously, with all investigations led by dedicated safeguarding professionals;
- Our association with relevant football governing and regulatory bodies, statutory agencies, and other welfare bodies to meet and comply with all safeguarding regulations and standards;
- Encourage the review and challenge of our processes and procedures to achieve best practice.

Our Safeguarding culture is underpinned by compliance with:

- Government legislation;
- The Affiliated Football Safeguarding Framework;
- The FA Safeguarding Regulations;
- The EFL League Rules;
- The EFL Safeguarding Standards; and
- The EFL Charitable Fund Safeguarding Standards.



OUR EXPECTATIONS

All employees, casual workers, volunteers, contractors, and partners are expected to:

- Act in the best interests of children, young people, and adults at risk;
- Familiarise themselves with this Safeguarding Policy and associated procedures;
- Know who the Safeguarding Team is and how to contact them;
- Know how to make a referral when they have a concern about a child, young person, or adult at risk; and
- Maintain a 'BIG PICTURE' attitude of vigilance to see beyond the obvious.

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