

EFL Safeguarding Children Policy 18-19

1. Policy Statement

The EFL proactively seeks to:

- Enable everyone, regardless of age, culture, disability, gender, racial origin, religious belief and/or sexual identity to participate equitably in football in a safe environment
- Support member Clubs to implement their own safeguarding children policies and procedures
- Work with Member Clubs to ensure all those working with children are competent and have been provided with relevant awareness training regarding safeguarding concerns and disclosures and how to manage them
- Review our ways of working to incorporate good practice
- In conjunction with our Member Clubs take all suspicions and allegations of abuse or poor practice seriously and respond swiftly and appropriately to them in accordance with current legislation and football governing body procedures

2. Definitions

Throughout these policies and procedures, reference is made to “children and young people” OR “child protection”. These terms are used to mean “those under the age of 18”.

The EFL is committed to ensuring that the organisation and its Member Clubs:

- Provides a safe environment for children and young people to participate in
- Identify children and young people who are suffering, or likely to suffer, significant harm, and
- Take appropriate action to see that such children and young people are kept safe within

In pursuit of these aims, The EFL will:

- Raise awareness of issues relating to the welfare of children and young people and the promotion of a safe environment for the children and young people within our Clubs
- Aid the identification of children and young people at risk of significant harm through support, training and guidance for our member Clubs
- Establish guideline procedures for reporting and dealing with allegations of abuse to include referral procedures to regulatory bodies (The FA) where abuse by somebody working within football in alleged or suspected

3. Guidance for Member Clubs:

This policy should be read in conjunction with the **EFL Safeguarding Strategy and Standards document**.

Every EFL member Club must have a Safeguarding Children's policy and the necessary procedures and practice to ensure the policy is implemented throughout all Club activities in order to:

- safeguard children during all club activities
- to assure children and their parents/guardian that they are safe when taking part in activities within member Clubs
- to raise awareness amongst all members, volunteers and employees so that they know what to do if they are concerned about a child, whether the concern relates to their within the Club, or to something happening outside that environment that the individual discloses to someone they trust within the Club

Each member Club's safeguarding children policy should include the following (as a minimum):

- Types of abuse experienced by children as defined in Keeping Children Safe in Education to include reference to Prevent legislation and the risk of extremism and radicalisation
- Guidance for employees on how to respond to and report a suspicion of/disclosure of abuse to include guidance on statutory agency involvement and when a referral to the FA case management team is required and by whom
- Guidance on record keeping in relation to safeguarding concerns involving children and information sharing
- Reference to relevant government legislation and other related Club policies for example, Adults at Risk policy, Whistleblowing Policy, Complaints Policy, Equality and Diversity Policy, Health and Safety policy and Staff Codes of Conduct
- Policies should have clear routes for escalation where a member of staff feels a manager has not responded appropriately to a safeguarding concern.
- Reference to the Club's safer requirement policy which must include guidance on the recruitment and selection procedures the Club follows to seek to identify individuals who are unsuitable to work with children and adults at risk.
- Member Club's should adopt and promote the ethos that safeguarding is everyone's responsibility. No single professional can have a full picture of a child's needs and circumstances therefore everyone who comes into contact with them has a role to play in identifying concerns, sharing information and acting promptly

Guidance to member Club's on designated staff members:

- Each Club must have a member of its Board and Senior Management Team with lead responsibility for safeguarding (Senior Safeguarding Manager, SSM)

- The SSM role/job description should include (this is not an exhaustive list), advising the Board and other Senior Managers on safeguarding matters, providing advice and guidance on issues relating to safeguarding and child protection, ensuring that all staff receive the relevant training in child protection issues and are aware of the Club's safeguarding policies and procedures, regular reporting to the Board of the Club setting out how the Club has discharged its duties in relation to safeguarding children
- The SSM must attend as a minimum annual EFL safeguarding training
- The Club must have a Designated Safeguarding Officer (DSO) who report to the SSM on safeguarding matters within the Club
- Depending on the size and scope of each members activities it may be deemed necessary by the SSM to have more than one DSO in the Club, for example a DSO may be required within the Club's Community Trust operations. EFL Youth Development Rules require that Club academies have a DSO covering its operations and the young people within its care.
- DSO's must attend EFL safeguarding training as a minimum once per season
- The DSO role/job description should include as a minimum (this is not an exhaustive list) the requirement to make appropriate referrals to statutory agencies and football regulatory bodies as and when necessary, maintaining a proper record of child protection concerns and records whilst adhering to Data protection legislation, making sure that all staff, parents and young people associated with the Club are aware of the safeguarding policies and procedures, providing advice and support to other staff on issues relating to child protection

Safeguarding Children Flowchart
Dealing with Concerns, Suspicions or Disclosure Guidance

4. Relevant legislation and guidance:

Name of legislation/guidance	Summary	Links to source
Children Act 1989 and 2004	<p>The Children Act 1989 provides a comprehensive framework for the care and protection of children. It centres on the welfare of children up to their 18th birthday, defines parental responsibility and encourages partnership-working with parents.</p> <p>The Children Act 2004 strengthened the 1989 act, reinforcing the message that all organisations that work with children and families share a commitment to safeguard and promote their welfare. Section 13 of the Act sets out a requirement for the establishment of a Local Safeguarding Children Board in each local authority area.</p>	<p>https://www.legislation.gov.uk/ukpga/1989/41/contents</p> <p>https://www.legislation.gov.uk/ukpga/2004/31/contents</p>
Education Act 2002	<p>The Education Act 2002 placed new responsibilities and duties placed on Local Education Authorities, including independent schools, further education colleges and other education providers to safeguard and promote the welfare of children. Section 175 of the Act places a statutory duty on LEAs and the Governing Bodies of all schools and further education institutions to make arrangements to ensure that their functions are carried out with a view to safeguarding and promoting the welfare of children.</p>	<p>https://www.legislation.gov.uk/ukpga/2002/32/contents</p>
Working together to safeguard children 2013 and 2015	<p>Working together to safeguard children sets out how organisations and individuals should work in partnership to safeguard and promote the welfare of children. The guidance is for all local agencies whether statutory or non-statutory and includes sports bodies. This statutory guidance should be read and followed by local authority Chief Executives, Directors of Children’s Services, LSCB Chairs and senior managers within organisations who commission and provide services for children and families, including social workers and professionals from health services, adult services, the police, academy trusts, education, youth justice services and the voluntary and community sector who have contact with children and families. This guidance aims to help professionals understand what they need to do, and what they can expect of one another, to safeguard children. It focuses on core legal requirements, making it</p>	<p>https://www.gov.uk/government/publications/working-together-to-safeguard-children--2</p>

	<p>clear what individuals and organisations should do to keep children safe. In relation to allegations against staff or volunteers Working Together 2015 states:</p> <p><i>“County level and unitary local authorities should ensure that allegations against people who work with children are not dealt with in isolation. Any action necessary to address corresponding welfare concerns in relation to the child or children involved should be taken without delay and in a coordinated manner. Local authorities should, in addition, have designated a particular officer, or team of officers (either as part of multi- agency arrangements or otherwise), to be involved in the management and oversight of allegations against people that work with children. Any such officer, or team of officers, should be sufficiently qualified and experienced to be able to fulfil this role effectively, for example qualified social workers. Any new appointments to such a role, other than current or former designated officers moving between local authorities, should be qualified social workers. Arrangements should be put in place to ensure that any allegations about those who work with children are passed to the designated officer, or team of officers, without delay.</i></p> <p><i>Local authorities should put in place arrangements to provide advice and guidance on how to deal with allegations against people who work with children to employers and voluntary organisations. Local authorities should also ensure that there are appropriate arrangements in place to effectively liaise with the police and other agencies to monitor the progress of cases and ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.”</i></p>	
<p>Keeping Children Safe in Education 2016</p>	<p>Keeping Children Safe in Education (KCSIE) is statutory guidance from the Department for Education issued under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 and the Non-Maintained Special Schools (England) Regulations 2015. Schools and colleges must have regard to it when carrying out their duties to safeguard and promote the welfare of children. This means that they should comply with it unless exceptional circumstances arise. This document contains information on what schools and colleges should do and sets out the legal duties with which schools and</p>	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf</p>

	colleges must comply in order to keep children safe.	
DBS- Safeguarding Vulnerable Groups Act 2006, Part V of the Police Act 1997, Part 5 of the Protection of Freedoms Act 2012	<p>The Safeguarding Vulnerable Groups Act was an important part of a bigger programme of work. This programme of work extended across government departments and was designed to solve the failures identified by the 2004 Bichard Inquiry arising from the Soham murders. In March 2005, the Department for Children, Schools and Families (DCSF) – then the Department for Education and Skills – and the Department of Health (DH) proposed that Recommendation 19 should be carried out by developing a central service that would bar unsuitable people from working with children and/or vulnerable adults. Sir Michael Bichard (author of the Inquiry Report) agreed with this proposal. The Act was created in response to this recommendation.</p> <p>Part V of the Police Act 1997 is the central piece of legislation that enabled the creation of the DBS (or CRB, as it was then). It established the provision of criminal record certificates (and of different types). It also established the content of these certificates, and the broad legislative framework by which the system of obtaining them would operate.</p> <p>Within the Protection of Freedoms Act 2012 new definitions of regulated activity focused on work which involves close and unsupervised contact with vulnerable groups</p> <ul style="list-style-type: none"> • Activities and work taken out of Regulated Activity still eligible for Enhanced DBS checks • Repeal of controlled activity • Repeal of registration and continuous monitoring • Repeal of additional information • Minimum age (16) at which someone can apply for a DBS check • More rigorous ‘relevancy’ test applied for when the police release information held locally on an enhanced DBS check <p>On 1 December 2012 CRB and ISA merged to form the Disclosure and Barring Service a single non-departmental public body. This resulted in changes to terminology:</p> <p>A standard CRB check became a standard DBS check</p> <p>An enhanced CRB check became an enhanced DBS check</p> <p>An enhanced CRB check with Barred List check became an enhanced check for regulated activity</p>	<p>https://www.legislation.gov.uk/ukpga/2006/47/contents</p> <p>https://www.gov.uk/government/collections/dbs-referrals-guidance--2</p> <p>https://www.legislation.gov.uk/ukpga/1997/50/contents</p> <p>http://www.legislation.gov.uk/ukpga/2012/9/contents/enacted</p>
Sexting	The UK Safer Internet Centre has worked together	https://www.gov.uk/govern

	<p>with the UK Council for Child Internet Safety (UKCCIS) to develop new advice for schools and colleges about responding to sexting incidents and safeguarding young people. The guidance is useful for all those working with young people including those in sport to understand how to handle disclosures and incidents of this nature.</p> <p>The advice, Sexting in schools and colleges: Responding to incidents and safeguarding young people, is designed for designated safeguarding leads, their deputies, head teachers and senior leadership teams in schools and educational establishments in England.</p> <p>The advice covers a variety of issues, including: responding to disclosures, handling devices and imagery, risk assessing situations, involving other agencies (including escalation to the police and children’s social care), recording incidents, involving parents and preventative education. The advice aims to support schools and those working with young people in developing safeguarding procedures to respond to incidents involving youth produced sexual imagery. It highlights key sources of resources and support that will help schools if incidents do happen.</p>	<p>ment/uploads/system/uploads/attachment_data/file/609874/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf</p> <p>https://www.gov.uk/government/publications/indecent-images-of-children-guidance-for-young-people/indecent-images-of-children-guidance-for-young-people</p>
Safer recruitment	<p>Part three of Keeping Children Safe in Education 2016 states that governing bodies and proprietors should prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required and ensuring volunteers are appropriately supervised. The school or college should have written recruitment and selection policies and procedures in place. Safer recruitment and selection policies and procedures should be standard practice for all those working with children and young people.</p>	<p>https://thecpsu.org.uk/help-advice/topics/safer-recruitment/</p>
Prevent (Counter Terrorism and Security Act 2015)	<p>The Counter Terrorism and Security Act 2015 contains a duty on specified authorities to have due regard to the need to prevent people from being drawn into terrorism. This is also known as the Prevent duty.</p> <p>In March 2015, Parliament approved guidance issued under section 29 of the act about how specified authorities are to comply with the Prevent duty.</p>	<p>http://www.legislation.gov.uk/ukpga/2015/6/contents/enacted</p> <p>http://www.legislation.gov.uk/ukpga/2015/6/part/5</p>

	<p>Specified authorities must have regard to this guidance when complying with the Prevent duty.</p>	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance_England_and_Wales_V2-Interactive.pdf</p>
<p>Working Together to Safeguard Children April 2018</p>	<p>Working Together to Safeguard Children April 2018 covers:</p> <ul style="list-style-type: none"> • The legislative requirements and expectations on individual services to safeguard and promote the welfare of children • A clear framework for the three local safeguarding partners (the local authority; a clinical commissioning group for an area within the local authority; and the chief officer of police for an area within the local authority area) to make arrangements to work together to identify and respond to the needs of local children <p>The document replaces Working Together to Safeguard Children (2015).</p>	<p>https://consult.education.gov.uk/child-protection-safeguarding-and-family-law/working-together-to-safeguard-children-revisions-/supporting_documents/Working%20Together%20to%20Safeguard%20Children.pdf</p>
<p>Child sexual exploitation</p>	<p>Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p>This guidance is intended to help all those working with children, and their parents and carers, to understand child sexual exploitation and what action should be taken to identify and support victims. The advice is non-statutory, and has been produced to help practitioners, local leaders and decision makers who work with children and families to identify child sexual exploitation and take appropriate action in response.</p>	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CSE_Guidance_Core_Document_13.02.2017.pdf</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/626770/6_3505_HO_Child_exploitation_FINAL_web_2_.pdf</p>

<p>FGM- Female Genital Mutilation</p>	<p>FGM has been a criminal offence in the UK since 1985. In 2003 it also became a criminal offence for UK nationals or permanent UK residents to take their child abroad to have female genital mutilation. Anyone found guilty of the offence faces a maximum penalty of 14 years in prison. Section 74 of the Serious Crime Act 2015 amended the Female Genital Mutilation Act 2003 to introduce the legal duty for regulated health and social care professionals and teachers to make a report to the police if: they are informed by a girl under the age of 18 that she has undergone an act of FGM or they observe physical signs that an act of FGM may have been carried out on a girl under the age of 18. Multi-agency statutory guidance on FGM was produced in April 2016.</p>	<p>https://www.legislation.gov.uk/ukpga/2003/31/contents</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/573782/FGM_Mandatory_Reporting_-_procedural_information_nov16_FINAL.pdf</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/512906/Multi_Agency_Statutory_Guidance_on_FGM_-_FINAL.pdf</p>
<p>Forced Marriage</p>	<p>The UK Government regards forced marriage as an abuse of human rights and a form of domestic abuse, and where it affects children and young people, child abuse. It is a criminal offence. It can happen to both women and men, although many of the reported cases involve young women and girls aged between 16 and 25. There is no “typical” victim of forced marriage. Some may be over or under 18 years of age, some may have a disability, some may have young children and some may also be spouses from overseas.</p> <p><u>The Anti-social Behaviour, Crime and Policing Act 2014</u> makes it a criminal offence to force someone to marry. This includes:</p> <ul style="list-style-type: none"> • Taking someone overseas to force them to marry (whether or not the forced marriage takes place) • Marrying someone who lacks the mental capacity to consent to the marriage (whether 	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322310/HMG_Statutory_Guidance_publication_180614_Final.pdf</p>

	<p>they're pressured to or not)</p> <ul style="list-style-type: none"> • Breaching a Forced Marriage Protection Order is also a criminal offence • The civil remedy of obtaining a Forced Marriage Protection Order through the family courts will continue to exist alongside the new criminal offence, so victims can choose how they wish to be assisted 	
Information sharing	<p>Effective sharing of information between practitioners and local agencies is essential for early identification of need, assessment and service provision. Sharing information increases the capacity of practitioners to take action to keep children safe. All practitioners should aim to gain consent to share information, but should be mindful of situations where to do so would place a child at increased risk of harm. When decisions are made to share information, practitioners should record who has been given the information and why.</p>	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419628/Information_sharing_advice_safeguarding_practitioners.pdf</p>
Anti-bullying	<p>Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential. This document has therefore been produced to help schools take action to prevent and respond to bullying as part of their overall behaviour policy.</p>	<p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf</p>

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