



SAFEGUARDING POLICY

Abstract

This policy states the current commitment of Portsmouth FC in regard to safeguarding of young people and adults at risk.

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Senior Manager with Responsibility :
Colin Farmery

POLICY STATEMENT

1. Portsmouth Community Football Club Ltd ('the club') acknowledges its responsibility to safeguard the welfare of every child who has been entrusted to its care and is committed to ensuring a safe environment for all involved in the club. See Appendix 1 for forms of child abuse.
2. This policy covers children and adults at risk (see Appendix 2 for definitions) who are either playing for the club, attending matches at Fratton Park or other designated home grounds (eg training ground) or involved in other activity at the club.
3. The club will appoint a Senior Safeguarding Manager with a knowledge and understanding of safeguarding and its related issues. They will be encouraged to take a proactive approach in identifying and raising awareness of abuse and/or poor practice.
4. The club will nominate a Board member to have responsibility for safeguarding matters. They will be supported in this role by the General Counsel of The Tornante Company LLC.
5. Safeguarding will be a standing agenda item at all Board meetings and will receive a report produced by the Senior Safeguarding Manager.
6. Safeguarding will be added to the agenda of the Heritage & Advisory Board (H&AB) at its first meeting of the English football season. The Senior Safeguarding Manager will be required to provide a report for the H&AB and attend the meeting to answer questions.
7. The club subscribes to the Football Association's child protection and best practice policy and procedures and endorses and adopts said policy.
8. This policy applies to all staff and Board members of the club. The Football Association's child protection regulations apply to everyone involved in football whether in a paid or voluntary capacity. Consequently, volunteers working at the club are regarded as staff members for the purposes of the policy. This policy is subject to all relevant current legislation and statutory guidance in regards of safeguarding.
9. The club also works closely with Pompey in the Community (PITC) and Portsmouth FC Ladies (PFCL) in ensuring respective safeguarding policies and procedures are aligned.
10. The Senior Safeguarding Manager will lead a committee which will meet periodically to review safeguarding matters across the club PITC and PFCL. The core other members of the committee will be:
 - a. Head of Education
 - b. Head of HR
 - c. Head of Inclusion
 - d. DSO PITC or representative
 - e. DSO PFCL or representative
11. This policy also applies to any contractor working on site. A summary of the six key principles (see below) should be given to any contractor on commencement of a job or role at the club.
12. Six key principles underpin this policy:
 - i. The child's welfare is paramount
 - ii. All children have a right to be protected from abuse regardless of age, gender, disability, culture, language, race, religious beliefs (or none) or sexual orientation
 - iii. Any suspicion or allegation of abuse will be taken seriously and responded to in a timely and appropriate manner

- iv. If a child discloses a safeguarding issue to a club staff member, an assurance of confidentiality cannot be given
- v. Good staff training is vital to ensure staff protect both children and themselves effectively, including types of abuse (see Appendix 1)
- vi. Partnership working with other relevant stakeholders, the child itself, parents and carers is essential

13. The club recognises that ensuring these six key principles are followed is the responsibility of every adult involved in the club.

- 14. The club will ensure that safe recruitment practices are always followed, guided by the FA's safer recruitment best practice guidelines. Similarly, where required a DBS Enhanced Disclosure will be requested.
- 15. All full-time staff and part-time staff, and volunteers, will be made aware of this policy and understand their responsibility to report any safeguarding issues according to the club's procedures. Specific roles will call for a higher level of training and/or awareness. Safeguarding will be part of all new staff induction, regardless of role.
- 16. The club does not have the responsibility for investigating suspicions or allegations of abuse but, under the direction of the Senior Manager with responsibility for safeguarding, it will notify the appropriate agencies, such as the Local Authority Designated Officer (LADO) or the EFL, so that they can investigate and/or take any necessary actions. If any person, about whom an allegation is made, is involved in football then a referral will be made to The FA Case Investigation Team.
- 17. The club will work with the statutory and regulatory agencies including the Local Safeguarding Children Board (LSCB) and comply with its procedures. It recognises that it has a responsibility towards young people playing for the club, attending matches, working at the club, visiting the club for other bona fide purposes, to safeguard and promote their welfare and to take appropriate decisions about how this may be achieved.
- 18. The club will cooperate with the Police and/or Local Authority and The FA to support any investigation into a suspected safeguarding issue and will share information in line with Working Together to Safeguard Children (2015) as amended from time to time.

Signed

Michael Eisner – Chairman

Mark Catlin - CEO

- Date of adoption by Board:** June 2018
- Date of next review:** June 2019
- Senior Manager with Responsibility for Safeguarding:** To be confirmed by June 30, 2018
- Board Member with Responsibility for Safeguarding:** Andy Redman
- General Counsel for The Tornante Company LLC:** Val Cohen

APPENDIX 1: TYPES OF CHILD ABUSE

What is child abuse?

Child abuse falls into one or more of four categories: physical abuse, emotional abuse, sexual abuse and neglect.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.

It may also be caused when a parent or carer fabricates symptoms of, or induces illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve:

- Conveying to a child that s/he is worthless, unloved, inadequate, or valued only insofar as s/he meets the needs of another person
- Imposing developmentally inappropriate expectations e.g. interactions beyond the child's developmental capability, overprotection, limitation of exploration and learning, preventing the child from participation in normal social interaction
- Causing a child to feel frightened or in danger e.g. witnessing domestic violence, seeing or hearing the ill treatment of another
- Exploitation or corruption of a child

Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, including prostitution, whether or not s/he is aware of what is happening.

Activities may involve physical contact, including penetrative and non-penetrative acts. 'Penetrative acts' include 'rape' (forced penetration of vagina, anus or mouth with a penis) and 'assault by penetration' (sexual penetration of vagina or anus of a child with a part of the body or an object).

Sexual activities may also include non-contact activities, e.g. involving a child in looking at / production of abusive images, watching sexual activities or encouraging her/him to behave in sexually inappropriate ways. It may include use of photos, pictures, cartoons, literature or sound recordings via internet, books, magazines, audio cassettes, tapes or CDs.

Children under sixteen years of age cannot lawfully consent to sexual intercourse, although in practice may be involved in sexual contact to which, as individuals, they have agreed. A child of under thirteen is considered in law incapable of providing consent.

Neglect

Neglect is one of the four categories of child abuse (along with physical, sexual and emotional abuse). It is defined as **the persistent failure to meet a child's basic physical and/or psychological needs**, likely to result in the serious impairment of the child's health and development.

Neglect may occur during pregnancy as a result of maternal substance misuse and once the child is born, neglect may involve failure to:

- Provide adequate food, clothing or shelter (including exclusion from home or abandonment)
- Protect from physical and emotional harm or danger

- Meet or respond to basic emotional needs
- Ensure adequate supervision including the use of adequate care-takers
- Ensure access to appropriate medical care or treatment
- Ensure that her/his educational needs are met
- Ensure that her/his opportunities for intellectual stimulation are met

SOURCE: HAMPSHIRE COUNTY COUNCIL – CHILDREN’S SERVICES

APPENDIX 2: DEFINITIONS

1. **CHILD OR YOUNG PERSON:** A child ('child' pl. 'children') or young person is anyone under the age of 18.
2. **ADULT AT RISK:** Adults at risk are aged 18 or over who may be in need of community care services by reason of mental or other disability, age or illness and who are or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. For the purposes of this policy, the term 'child' or 'young person' will include by default 'adults at risk'.

