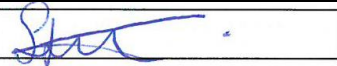


CROSBY UNITED JUNIOR FOOTBALL CLUB

CHILD PROTECTION POLICY



Name of Organisation	Crosby United
Address	Foxhills Sports ground Foxhills Rd, Scunthorpe, DN15 8LH
Date Policy Agreed	20 th Aug 2023
Date of Next Review	20 th Aug 2025
Signature	 Chairman

POLICY STATEMENT ON SAFEGUARDING CHILDREN

The values held by Crosby United are:

Crosby United recognises that all children have a right to protection from abuse. Crosby United takes seriously its responsibility to protect and safeguard the welfare of children and young people. We will:

- Respond swiftly and appropriately to all suspicions or allegations of abuse and neglect
- Provide parents and children with the opportunity to voice their concerns
- Have a system for dealing with concerns about possible abuse and neglect

THE POLICY

Crosby United recognises that many children and young people today are the victims of physical, emotional, sexual abuse and/or neglect. Accordingly Crosby United has adopted the following policy guidelines. The policy sets out agreed guidelines for responding to allegations of abuse/neglect, including those made against staff and volunteers. These guidelines have been prepared in accordance with North Lincolnshire Children's MARS Policies and Procedures. They will be kept under review and be supported by appropriate training.

The policy applies to all staff and volunteers who act on behalf of Crosby United and who work with children. Every individual has a responsibility to inform the designated person in respect of child protection or their deputy of concerns relating to safeguarding children. The

designated person should decide if the concerns should be communicated to North Lincolnshire Children's Services or the police. However all staff and volunteers can contact North Lincolnshire Children's Services directly if necessary.

DEFINITIONS OF ABUSE (Working Together 2018)

A concern should be raised if any of the following circumstances have or are happening to a child:

- Physical abuse
- Emotional abuse
- Sexual abuse (including Child Sexual Exploitation)
- Neglect

PHYSICAL ABUSE

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocation or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

EMOTIONAL ABUSE

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploration or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

SEXUAL ABUSE

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

CHILD SEXUAL EXPLOITATION

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 victims 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.

NEGLECT

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 or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate caregivers); or
- Ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

WHAT YOU SHOULD DO IF YOU SUSPECT ABUSE

1. You must report concerns as soon as possible to (Name) Designated Child Protection Person on (Phone Number) who is nominated by (Name of Organisation) to act on their behalf in referring allegations of suspicions of abuse or neglect to North Lincolnshire Children's Services. In the absence of the designated person, the matter should be brought to the attention of the deputy designated person (Name) on (Phone Number). If it is an emergency, and the designated person(s) cannot be contacted, then North Lincolnshire Children's Services or the police should be contacted at the numbers given below. For further information, see *Helping Children and Families (Threshold Document 2016-2020)* and [Children's MARS Policy and Procedures Assessing Need and Providing Help](#).
2. If the suspicions relate to the designated person, then the deputy, North Lincolnshire Children's Services or the Police should be contacted.
3. Suspicions should not be discussed with anyone, other than those named above.
4. It is the right of any individual to make direct referrals to North Lincolnshire Children's Services. However this policy should be followed where possible.

RECORDING

1. Write down exactly what the child has said in their own words. Write down the conversation held, where it was held, when and what was happening beforehand. Alternatively write down what you have observed, details of any witnesses, location,

and your specific concern if you believe that a child has been abused or neglected. Record dates and times of the events and when the record was made. Keep all notes secure.

2. Report your discussion as soon as possible to the designated person.
3. Allegations against staff or volunteers will be investigated following local procedures. For further information see the Children's MARS Managing Allegations procedures

MAINTENANCE OF RECORDS

Crosby United have clear guidelines for the retention, storage and destruction of records where these relate to child welfare concerns or concerns about possible risk posed by employees (whether paid or voluntary).

VOLUNTEER RECRUITMENT

Crosby United and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we 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 eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations and local Children's MARS for North Lincolnshire.

All current Football Club members working in eligible roles, with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice¹.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Football Club 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 CRC 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.

E SAFEGUARDING AND ACCEPTABLE USE POLICY FOR ELECTRONIC EQUIPMENT

Crosby United accord to the FA.com policies and procedures in relation to the use of electronic equipment used especially where equipment can be used to access the internet.

WHISTLE BLOWING PROCEDURES

Crosby United accord to the FA.com policies and procedures who are the registering body for whistle blowing. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting:

- **NORTH LINCOLNSHIRE MARS: (Safeguarding concern and referral)**
01724 296500 (9am to 5pm Monday to Thursday, 9am to 4.30pm Friday) 08081 689667 (free phone) 01724 296555
- **POLICE NON EMERGENCY 101**
- **POLICE EMERGENCY 999**
- **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,**
- **EMAILING SAFEGUARDING@THEFA.COM**

CONTACT INFORMATION

CROSBY UNITED JFC DESIGNATED /SENIOR CHILD PROTECTION PERSON

Karen Lloyd

T: 07806826417

E: Crosbyunited@hotmail.co.uk

CROSBY UNITED DEPUTY DESIGNATED CHILD PROTECTION PERSON

Stew Atkinson

T: 07763724806

E: Crosbyunited@hotmail.co.uk

County Football Association's Welfare Officer

Sarah Pridmore

T: 07973666778

E: CountyWO@safeguarding@lincolnshirefa.com

- www.TheFA.com/football-rules-governance/safeguarding
- Emailing – Safeguarding@TheFA.com
- The FA Safeguarding Children general enquiry line 0845 210 8080