

SAFEGUARDING CHILDREN POLICY

for

Unique Football Academy Ltd

A Introduction

1 Unique Football Academy Ltd is a for-profit organisation run by:

Unique Football Academy Ltd
Company number 08286708

2 Unique Football Academy Ltd is based at:

A3 Broomsleigh Business Park
Worsley Bridge Road,
London SE26 5BN

3 Unique Football Academy Ltd is managed by a management team (the Team). One of the management team has particular responsibility for safeguarding children.

4 The Team has adopted this safeguarding children policy and expects every adult working or helping at Unique Football Academy Ltd to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of Unique Football Academy Ltd.

B Purpose of the Policy

1 This policy is intended to protect children and young people who receive any service from us, including those who are the children of adults who may receive services from us.

2 As an organisation we believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

C The risks to children

Nearly every child grows up in a safe and happy environment and it is important not to exaggerate or overestimate the dangers. Nevertheless, there are situations where children need protection including:

- Sexual abuse
- Grooming

- Physical and emotional abuse and neglect
- Domestic violence
- Inappropriate supervision by staff or volunteers
- Bullying, cyber bullying, acts of violence and aggression within our schools and campuses
- Victimisation
- Self-harm
- Unsafe environments and activities
- Crime
- Exploitation

D Universality of Protection

We recognise that:

- the welfare of the child is paramount
- all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.
- some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency.
- working with children, young people, their parents and/or guardians, carers or other agencies is essential to protecting their wellbeing.

E Safeguarding children at events / activities

1 There are three kinds of events/activities:

1.1 those open to adults and children of all ages,

1.2 those for children accompanied by a 'parent',

1.3 those for unaccompanied children, which are sometimes run alongside other events/activities.

2 At events and activities open to all ages, children under 16 must be accompanied throughout by an adult over the age of 18 who not only brings the child but also takes the child home again afterwards. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

3 At events and activities for children accompanied by a 'parent', children under 16 must be supervised throughout the event by an adult over the age of 18 who not only brings the child to the event but also takes the child home again afterwards. If a lone adult brings more than one child, then the children will have to stay together, so that the one adult can supervise them. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

4 At events and activities for unaccompanied children, children under the age of 16 must be

enrolled by a responsible adult before being left with the event leader. The enrolment must record the child's name, age and address and the names and addresses of the child's parents, plus the parents' mobile telephone numbers. Young people aged 16 or 17 may attend unaccompanied if they bring the written consent and mobile telephone number of one of their parents.

5 Both event and activities are to be defined broadly to include any occasions where Unique Football Academy Ltd will be providing a service.

F Disclosure and barring

1 Unique Football Academy Ltd offers the following activities for children:

Football Training & Provision

2 Some of our activities may therefore require adult participants or adult leaders to undergo DBS and/or police checks under the Safeguarding Vulnerable Groups Act 2006. The required level of checking (if any) will broadly reflect the degree and frequency of unsupervised access given to other people's children.

3 The Team will take very seriously any allegation of impropriety on the part of any member of Unique Football Academy Ltd. A member of Unique Football Academy Ltd who discovers anything amiss should get in touch immediately with the following:

Mr. Jamie Waller

4 The Team will review the allegation and the likely risk to children and, if appropriate, will consider banning the member from future events or revoking his or her membership or both, but only in full accordance with the rules and procedures of Unique Football Academy Ltd.

G Health and safety aspects of safeguarding children

1 Before starting any event for unaccompanied children, the Team will carry out a risk assessment and then take steps to minimise all risks to health and safety. Parents and children will be made aware of any particular risks and of the steps to be taken to minimise those risks. The Team will keep a record of all risk assessments.

2 Sufficient adults must be present at any event for unaccompanied children to enable one adult to deal with any emergency while another adult supervises the children not directly affected by the emergency.

3 In all relevant circumstances the rules attached in Appendix A will be applied.

H Policy on the prevention of bullying

We will not tolerate the bullying of children either by adults or by other children. If any incident

of child-on-child bullying should arise at a Unique Football Academy Ltd event, those involved will be separated immediately and the parents of the children involved will be asked to deal with the matter. The Team will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, the Team will consider banning a child from future events, but only in full accordance with the rules and procedures of Unique Football Academy Ltd. Allegations of adults bullying children will be dealt with under paragraph 4.3 above.

I Photographing children

People must expect to have their photograph taken at many of our events and we reserve the right to publish suitable photographs of those attending, along with the names of members involved.

J Managing behaviour, discipline and acceptable restraint

1 Adults supervising children at Unique Football Academy Ltd events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

2 Unacceptable behaviour at Unique Football Academy Ltd events for unaccompanied children will generally be stopped by separating the children from each other and from the group. The miscreants will be suitably supervised and will be returned as soon as possible to the care of their parents.

3 Unique Football Academy Ltd may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months. Any such sanction would be determined and applied by the following officer:

Mr. Jamie Waller

4 A parent who is aggrieved by this ban may appeal to Unique Football Academy Ltd who will hear the views of all relevant persons. The decision of Unique Football Academy Ltd is then final. Any such appeals should be made to, and will be determined by the following officer:

Mr. Jamie Waller

K Other Policies

This safeguarding policy should be read together with the following policies and resources:

Player Code of Conduct

1.) Punctuality is taken extremely seriously. If you have any desire to become a professional footballer you need to make sure you arrive on time to training and games. If you are late to training on a regular basis you will be released from the Academy.

- 2.) Unique FA expects a certain level of intensity during each and every training session. Unique FA recognize the pressures players have elsewhere in their lives in terms of their commitments at school and at home and feel they are extremely aware when it comes to this but also stress that players are in an extremely privileged position, one that many young players would love to be in so we urge you to make the most of it.
- 3.) Unique FA expects Academy players to always train in Unique FA training kit.
- 4.) Unique FA expects Academy players to bring a drink to all training sessions.
- 5.) Unique FA expects you to understand your role as part of the training squad and expects you to encourage each other, accepting mistakes will be made by all participants.
- 6.) If for any reason an academy player cannot attend training, or is going to be late a Unique FA member of staff must be contacted in advance via email or telephone.
- 7.) If an Academy player has any concerns or worries about their game and how they can improve they must feel at ease to speak with a Unique FA member of staff at any stage.
- 8.) If any fixtures are arranged Unique FA expects players to conduct themselves in a professional manner. Unique FA expects players to always turn up to games in a Unique FA tracksuit.
- 9.) Enjoyment is the key to any successful player and Unique FA players should never lose sight of that.
- 10.) Understand the laws, rules and spirit of the game and any competition in which you participate.
- 11.) Players must inform the coach when they have an injury.
- 12.) No offensive, abusive or insulting remarks shall be made toward any other player, official or parent.
- 13.) Players must wear shin pads during matches and training.
- 14.) Spitting is not tolerated in any capacity.
- 15.) No jewelry is to be worn by players during matches or training.
- 16.) Players must not eat or chew during matches or training.

Parents and/or guardians Code of Conduct

- 1.) Appreciate the laws and rules of the game, never condoning incidents when these are broken.
- 2.) Encourage your child and others. Refrain from making any negative comments. Refrain from making any tactical or technical instructions. Essentially praise is the only form of communication expected from Unique FA player parents and/or guardians.
- 3.) Place the well-being and safety of each player above all other considerations.
- 4.) Encourage and guide players to accept responsibility for their own behavior and performance.
- 5.) Inform the Academy Manager if there has been a change in your child's medical condition.
- 6.) No offensive, abusive or insulting remarks shall be made toward any player, official, or parent.
- 7.) When observing training or games you must stand in the designated area or where directed by a Unique FA member of staff.
- 8.) Parents must appreciate the coach-player parent relationship with no form of bias expected.
- 9.) Parents should seek clarification of exactly what is expected of them and what they are entitled to expect from the coach.
- 10.) Discuss any concerns about training or matches with the coach or manager in private.
- 11.) Appreciate mistakes will be made and remember enjoyment is the most important aspect of the players development.
- 12.) Ensure that your child arrives at the designated location for training or events at the time requested by the manager or coach.

- 13.) Ensure that suitable kit is worn by your child for training and games.
- 14.) Ensure your child bring appropriate fluids to training and events.
- 15.) Support the coach's decisions at all times.

L Legal Framework

This policy has been drawn up in accordance with the following:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice - Guidance on the special educational needs and disability (SEND) system for children and young people aged 0 to 25, from 1 September 2014
- Information sharing: advice for practitioners providing safeguarding services
- Working together to safeguard children (2017)

NOTE: This Policy was approved by the following officer on 03/03/2018 and is due for review every 2 years:

Mr. Jamie Waller

Appendix A

Further rules and guidelines to be applied for the safeguarding of children