



Safeguarding Children and Young People Policy and Procedures.

Brighton & Hove Albion FC // Brighton & Hove Albion Women's FC // Albion in the Community

April 2019



Introduction to the policy

Brighton & Hove Albion Football Club (BHAFC / 'the club') is committed to safeguarding and ensuring the protection of children and young people. The club fully accepts its responsibility for children and young people and our aim is to ensure that safeguarding runs through every element of the club's work to ensure the welfare and well-being of all children and young people who engage in activities.

Where the policy refers to 'the club' this also includes Brighton & Hove Albion Women's Football Club (BHAWFC) and Albion in the Community (AITC).

All children and young people have a right to be protected from abuse regardless of their age, gender, disability, sexual orientation, race, religion or belief. We believe that all adults working within the club, in any capacity, have a duty and responsibility to safeguard the welfare of children and young people. We strive to do this by applying policy, procedures and best practice to promote the safety and welfare of children and young people who engage in activities with the club. This allows them to enjoy any club activity in a safe, inclusive and child-centred environment.

We believe that everyone who comes into contact with children and families has a role to play in ensuring a child's welfare. Adults who work with children and young people are placed in a position of trust that carries authority, status, power and, most importantly, responsibility. We strive that all adults involved with children be positive role models who display high moral and ethical standards.

The safeguarding of children and young people is extremely important to all at the club. We recognise that parents and carers often place trust in us to take care of their children; whether at a Young Seagulls activity or attending a game at the stadium. As such, we embrace the legal and moral responsibilities we hold for the safety and welfare of children.

The club's Children and Young People Safeguarding Policy and Procedures meet the requirements of:

- The Children Act 1989 & 2004.
- Working Together to Safeguard Children 2018.
- Working Together to Safeguard Football 2014.
- The FA Premier League Rules.
- The FA Charter Standard Safeguarding Policy and Procedures.

Further, this policy considers the recommendations set out in The International Safeguards for Children in Sport 2014.

This policy is supported by all senior managers and has been approved by the BHAFC Board of Directors, the BHAWFC Board of Directors and the AITC Board of Trustees.

See also appendix 6 for details of legislation which underpins this policy and these procedures.

Scope

This policy applies to all those working with children and young people for or on behalf of the club, including permanent, casual, volunteers and contractors regardless of their role.

All the requirements are mandatory and are to be enforced as indicated by the appropriate persons in all cases where there are any suspected instances of poor practice or abuse.

All those working with children and young people for or on behalf of the club must make themselves aware of the club's Safeguarding Policy and Procedures and, where appropriate, their work with children and young people will be supported by safeguarding training.

Activities undertaken by club departments at the following locations fall under the remit of this policy (this list is not exhaustive):

The American Express Community Stadium:

- First Team and Academy fixtures.

- BHAWFC First Team and Reserve Team training.
- Stewarding and all other matchday activities.
- Stadium tours, children’s birthday parties.
- Seagulls Megastore.
- Young Seagulls activities.
- Albion in the Community programmes and activities.

The American Express Elite Football Performance Centre and other venues:

- First Team training, Academy matches and training.
- Women and Girls’ Regional Talent Centre and development squad training.
- Educational provision for Academy school boys and scholars.
- All medical provision for children and young people under 18 years.
- Academy Host Family provision.
- Albion in the Community programmes and activities.

Definitions

Under the Children Act 1989, **a child or young person** is defined as anyone up to their 18th Birthday (Children Act 1989)
 Under the guidance in Working Together to Safeguard Children 2018, **safeguarding and promoting the welfare of children** is defined as:

- Protecting children from maltreatment.
- Preventing impairment of children’s health and development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable children to have the best outcomes.

Safeguarding framework

The club’s comprehensive framework for ensuring the protection of children and young people includes:

Roles and responsibilities

It should be noted that all employees of the club have a responsibility for the welfare of children and young people who engage in any club activity; however, there are also more specific roles who have specified duties in relation to safeguarding.



Senior Safeguarding Manager

There are two Senior Safeguarding Managers at the club. Chief Executive, Paul Barber, is the Senior Safeguarding Manager for BHAFC. Chairman of AITC and Director of BHAFC, Martin Perry, is the Senior Safeguarding Manager for AITC.

Senior Designated Safeguarding Officer

Rose Read, Head of HR, is the Senior Designated Safeguarding Officer. Her role is to provide club-wide strategic leadership and management in order to assist with the safeguarding strategy of the club. Appendix 2 provides a more detailed breakdown of the duties and responsibilities of the role.

Club Safeguarding Manager

This role, alongside the Senior Designated Safeguarding Officer, is responsible for ensuring all safeguarding concerns from all areas of the club are recorded correctly, reported to a Senior Safeguarding Manager and referred to the appropriate statutory agency.

All safeguarding concerns or disclosures will be referred to the Club Safeguarding Manager who will decide the appropriate action to take in light of the nature and seriousness of the concern. Where appropriate, the Club Safeguarding Manager will make the necessary referrals to the relevant statutory agencies, the FA Case Management Unit and the Premier League Safeguarding Team.

Designated Safeguarding Officers (DSO)

There is a DSO within each business area of the club. Their role is to provide support and refer all issues upwards to the Club Safeguarding Manager and the Senior Designated Safeguarding Officer. The relevant DSO will most often be your first point of contact for any safeguarding concerns or disclosures that arise. Appendix 2 provides a more detailed breakdown of the duties and responsibilities of the role.

- The DSO for BHAFC is Rose Read.
- The DSO for Academy is Sue Parris.
- The DSO for AITC is Matt Dorn.
- The DSO for Matchdays is Adrian Morris.
- The DSO for Training Ground/Women and Girls' Football is Paul Mullen.

Departmental Welfare Officers (WO)

WOs will act as safeguarding champions and can provide advice to colleagues who have safeguarding concerns and how to report them correctly.

Any employee occupying the above roles will have been issued with a detailed role description that sets out the responsibilities of the role.

Please see appendix 5 for the contact details for all relevant safeguarding persons within the club and for some external contacts that may be of help if you have a safeguarding concern.

Recruitment and disclosure

The club recognises the importance of safe recruitment and has taken into account the government guidance in Keeping Children Safe in Education 2018 and the FA's Responsible Recruitment guidelines to ensure there is a safe and responsible recruitment process for all individuals within the club who come into contact with children and young people. This applies whether in a paid or voluntary capacity. The club's safe recruitment process includes:

- Ensuring job descriptions and job advertisements highlight the key responsibilities of the role and the club's commitment to safeguarding.
- Applications must be in writing; the club will then shortlist and interview as appropriate for the role. Each candidate will be interviewed by two members of staff prior to any offer and interviews will include exploration of candidates' attitudes and approaches towards safeguarding.

- Ensuring all applicants identity, qualifications and experience are verified through original documentation and any gaps in CVs will be properly explored.
- All roles or positions will require satisfactory references and criminal record checks under the Disclosure & Barring Service (DBS) appropriate to the role concerned.
- The club will abide by the FA's guidance on roles which fall within a regulated activity and therefore need an enhanced DBS. It will also follow affiliated football guidance on roles that, although outside the regulated activity definition, still warrant enhanced or standard DBS checks and roles where a basic check will satisfactorily serve the club's safeguarding policy.
- Those working with children will need two written references including an express request of details of any safeguarding matters recording by previous employers to ensure the fulfilment of the club's commitment to the ongoing safeguarding of children.
- A person shall not commence work until such time that all background checks and references are completed and deemed to be acceptable by the club.
- Ensuring all staff complete a probationary period.

The club also requires all agency staff and consultants working with children to sign a self-declaration form. This requires employees to declare any criminal history they may have. Consultants and agency staff who undertake a regulated activity with children must have a valid enhanced DBS. This will need to be verified through the DBS number and date of issue.

If a person's criminal record check reveals cautions, convictions, community resolutions, warnings or final reprimands, the club will consider the nature of the offence/offences in deciding if the person is unsuitable for working with children and young people. The club will conduct a risk assessment to evaluate the information and the person may be required to attend a risk assessment meeting with the relevant Designated Safeguarding Officer (DSO) prior to any recruitment decision being made.

Child Protection in Sport Unit (NSPCC) has produced guidance in this area: **Making safe and fair decisions about membership for people with criminal records.**

Induction and training

During the induction process, all staff who come into contact with children and young people as part of their role, will have mandatory in-house training on identifying and reporting concerns in respect of safeguarding. This training will also incorporate the Premier League guidance for safer working practice. Employees will also receive copies of this policy and procedures, along with other club policies, and must sign that they have read and agreed the contents. A refresher safeguarding course will be provided every three years or earlier if required.

The training will also include an overview of this policy with specific emphasis on:

- The principles and obligation to safeguard within a sporting environment.
- An understanding of the signs and symptoms of abuse.
- Practical advice regarding safeguarding practicalities in your role.
- Dealing with a disclosure.
- How to report a safeguarding concern.
- The impact of holding a position of trust and examples of good and bad practice.
- The safeguarding structure at the club.
- Safeguarding the safeguarder.

Safeguarding updates in line with current local and national safeguarding trends and priorities will be provided as part of the club's ongoing commitment to ensure the protection and welfare of children.

The Club Safeguarding Manager will attend mandatory Premier League safeguarding training for senior managers at least every two years.

The Designated Safeguarding Officers will attend mandatory safeguarding training delivered by the LCSB annually.

Records of attendance, content and changes to all training will be kept and made available to legitimate parties on request.

This includes where, due to the nature of a role, a person is required to attend external training course.

Abuse

Child abuse is defined as the maltreatment of a child. Abuse or neglect can be somebody directly inflicting harm on a child, but it can equally arise by failing to act to prevent the harm of the child. Child abuse can arise in various settings including in the family home, institutional or community settings or via the internet. It can be perpetrated by an adult, or another child, known or unknown to the victim.

The main areas of abuse are physical, emotional, neglect and sexual mistreatment. Other areas of abuse include child sexual exploitation, peer on peer abuse, female genital mutilation, youth produced sexual imagery and radicalisation. All of which can present themselves in very different manners, so it is imperative to be aware of the signs of abuse. Further detailed information about the definitions and physical and behavioural signs of different types of abuse can be found in appendix 1.

Additional vulnerabilities

It is important to be aware that children who have additional vulnerabilities may be more susceptible to abuse. Therefore, such children may need further safeguards in place to reduce the potential risk of abuse and neglect. Working Together to Safeguard Children 2018 provide useful guidance on children and young people who may be particularly vulnerable to abuse:

- The child is disabled and has specific additional needs.
- The child is a young carer.
- The child is at risk of being radicalised or exploited.
- The child is in a family circumstance presenting challenges for the child, such as domestic violence, adult mental health issues or drug/alcohol abuse by the parents.
- The child is a looked after child or has recently returned home after being in care.
- The child frequently goes missing from home.

This is not an exhaustive list.

The club has recognised these potential vulnerabilities and has developed policy and procedures to be more alert to the early signs of abuse that could arise in the above situation. For example, the club has recognised the government implemented PREVENT duty and now ensures that key club staff will be trained, informed and able to recognise and mitigate the risk of radicalisation of children. If you suspect a child or young person is at a risk of radicalisation, please notify your DSO or the Club Safeguarding Manager immediately.

The best way to ensure that children or young people with additional vulnerabilities are better protected is by fostering an environment whereby the children or young people are helped in protecting themselves and feel able to raise concerns about their safety.

Definitions of good practice and poor practice

Good practice

All employees, workers, consultants, agency staff and volunteers working with children or young people should adhere to the following principles when undertaking their work:

- Be a role model, displaying consistently high standards of behaviour and appearance (disciplined/committed/time keeping).
- Always use language that is child appropriate and socially acceptable.
- Always work in an open environment. You should avoid unnecessary private situations and discourage secrets and/or closed communications.
- Make the experience of the sporting activity fun and enjoyable for all involved. In doing this, you should promote fairness and confront and manage any bullying.
- Treat all children and young people equally and with respect and dignity.

- Always put the welfare of the child or young person first.
- Avoid unnecessary physical contact and maintain a safe and appropriate distance with children and young people.
- Where any form of manual/physical support is required it should be provided in an open environment and with the consent of the child or young person. Physical contact can be appropriate and, sometimes a necessary part of training. However, it must be neither intrusive nor disturbing and the child or young person's consent must be obtained prior to the contact.
- Where supervising groups of children or young people in changing rooms, always ensure staff members work in pairs.
- Written parental consent is required if club officials are required to transport children and young people or for any significant travel arrangements e.g. tours/overnight stays.
- There must always be a qualified first aider present or readily available.
- Whilst at away events, adults should not unnecessarily enter a child or young person's room and they should never invite children or young people into their own room.
- When providing feedback to children and young people, make sure it is constructive and encouraging as opposed to negative criticism.
- Where the club acts in loco parentis, secure written consent from parents and guardians for the administration of emergency medical treatment and first aid.
- Ensure that a written record is kept of any incidents or injuries that occur. This record should include details of the incident, any action taken and any treatment given.
- Ensure all communication with persons under 18 is conducted with parental consent. Any text messages or social media contact with children or young people must be for the sole purpose of facilitating arrangements and should always be made using the business mobile telephone provided. It is better practice to jointly communicate with the parent or guardian and child.

Poor practice

The following are regarded as poor practice when working with children and all employees, workers, agency staff, volunteers must avoid such behaviour:

- Taking insufficient care to avoid injuries. For example, by excessive training or inappropriate training for the age, maturity, experience and ability of players.
- Allowing abusive or concerning practices, allegations or disclosures to go unreported or not acted upon. If you have reported the matter to the relevant person within the club and it has not been dealt with correctly, consult the procedures in this document.
- Spending unnecessary amounts of time alone with children and young people away from others.
- Being alone in changing rooms, toilet facilities or showers used by children and young people.
- Taking a child or young person alone in a car unless written consent has been obtained from the Safeguarding Team in an emergency situation.
- Taking children or young people to your home or any location where they will be alone with you.
- Sharing a room with a child or young person if at an overnight stay or tour.
- Engaging in rough, physical or sexually provocative games of any type, even those which you may consider to be simply 'horseplay' or 'banter'. This is never appropriate and should be avoided.
- Encouraging, allow or engage in inappropriate touching of any form.
- Placing children in potentially compromising and uncomfortable situations with adults (e.g. inappropriate use by a coach/ staff member of social media with a young player).
- Allowing children or young people to use inappropriate language or action without being challenged or corrected, for example hazing or bullying.
- Making sexually suggestive comments to a child or young person.
- Doing things of a personal nature that the child or young person can do for themselves.
- Ignoring health and safety guidelines as this will subject children to unnecessary risks. (e.g. allowing young players to set up goalposts unsupervised by adults).
- Giving continued and unnecessary preferential treatment to individuals.

Please note that both lists are not exhaustive but merely providing examples of the types of behaviour you should promote or avoid respectively.

Whistleblowing policy

The club recognises the risk of things going wrong or unknowingly harbouring poor practice and believes it has a duty to identify such situations and implement measures mitigate such risks. As such, the club encourages a culture of openness and one of prevention rather than simply cure.

If you feel there is a requirement to whistleblow, you should first consult your line manager. If the matter concerns the line manager, they should contact the next in line senior manager.

Whistleblowing is dealt in full in the club's whistleblowing policy. If unable to raise concerns internally, please consult the NSPCC Whistleblowing Helpline on 0800 028 0285.

Lost or missing children and young people

Every effort must be made to ensure children and young people remain either with their parents, carers or activity leaders. However, should a child or young person become lost or go missing whilst engaging with a club activity, the club will make every effort to locate the child as quickly as possible.

If the child or young person is not located within a reasonable amount of time, the club will contact the child's parents or carers and agree with them to contact the police. If the parents or carers are not available, the club will call the police directly.

A record will be kept by the Safeguarding Team of any instances in which a child or young person goes missing whilst engaging in club activities including any action taken by the club and the eventual outcome.

Searching children and young people

In order to ensure the safety and security of all club activities, it may be that a child or young person is subjected to the club's search process. In such instances, the preferred approach is that children and young people self-search under the supervision of the steward or security member. However, if concerns remain that the child or young person is concealing an item then consent will be sought from the parent or carer before the steward or security member conducts a search on the child while a supervisor observes.

Risk assessments

Risk assessments will always be completed for club activities. This is to minimise and prevent risks to children and young people. Such risk assessments will take into account the particular vulnerabilities or increases risks that may occur when a child is partaking in a club activity.

Supervision

The club adheres to the best practice guidance provided by the FA in relation to the supervision of children and young people when engaging in club activities. The club also recognises that the appropriate supervision can depend on the particular activity or children attending. For example, age of children attending or location of the activity.

Use of photography and film

The club takes guidance on the use of images from the guidelines issued by the FA and the EFL. Club officials who take images will have been briefed by a member of the Safeguarding Team or by the Media and Communications Team. Prior to any images being taken of children, consent will be sought from parents and carers at the start of the season each year.

Parents and carers are responsible for informing the club of any change of circumstances within the season which may affect consent.

Parents and carers will be informed of how the image will be used. The club will not allow an image to be used for something other than that for which it was initially agreed.

Social media

The club recognise the positive benefits of the use of social media. However, it is also aware of the potential safeguarding risks of children and young people in engaging with social media platforms.

Social media is dealt with in full in the club's social media policy.

Sharing information

The club is committed to the sharing of information to protect children, in line with Working Together 2018, the Data Protection Act 1998 and General Data Protection Act 2018.

The club will promote the 'seven golden rules' set out by the government in their guidance (Information Sharing Advice for Practitioners Providing Safeguarding Services to Children Young People, Parents and Carers):

1. Remember that the General Data Protection Regulation (GDPR), Data Protection Act 2018 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners, or your information governance lead, if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Where possible, share information with consent, and where possible, respect the wishes of those who do not consent to having their information shared. Under the GDPR and Data Protection Act 2018 you may share information without consent if, in your judgement, there is a lawful basis to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be clear of the basis upon which you are doing so. Where you do not have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and well-being: base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up to date, is shared in a timely fashion, and is shared securely.
7. Keep a record of your decision and the reasons for it –whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Referrals and confidentiality

Where a safeguarding concern about a child or young person arises, the club may refer these concerns to statutory and other external agencies.

Every effort will be made to ensure confidentiality is maintained for all concerned. Any information that is shared will be done so on a strictly need to know basis. This includes:

- The relevant person in the club Safeguarding Team.
- The parent or carer of the child or young person who is alleged to have been abuse.
- The person who made the allegation.

- If appropriate, statutory agencies, such as the police or children’s social services.
- If appropriate, external agencies, such as the FA and the Premier League.

Support for employees

The club recognises that it can be deeply upsetting when a child or young person discloses that they have suffered abuse. The club has support structures in place to help employees who have received a disclosure or who are being asked to participate in an investigation into poor practice or abuse. If you need further advice regarding this, contact the HR Team or the Senior Designated Safeguarding Officer.

Review

The club will review this policy to ensure ongoing compliance with safeguarding requirements. This will occur annually, at the end of every season, or whenever there is a change in legislation, guidance, governing body rules or major safeguarding incident.

Procedures

Consent

The primary concern in safeguarding should always be the safety and welfare of the child or young person. However, it is best practice to obtain the consent of the child concerned prior to making an external referral. Nevertheless, there are several circumstances where a referral can be made without the consent of the child. These include:

- Where the child or young person is at risk of harm.
- Other people are or may be at risk of harm.
- A serious crime has been committed or by sharing the information the crime can be prevented.
- The child concerned does not have the mental capacity to make the decision to consent to the referral.
- Sharing the information with the emergency services if it is an emergency or life-threatening situation.
- An employee, consultant, volunteer, worker or agency staff is implicated.
- The risk of harm meets the threshold for a multi-agency statutory meeting.

What action should you take if you suspect abuse or poor practice has occurred?

You cannot assume that someone else will act to help the child or young person as everyone holds the safeguarding responsibility.

- You must act if you have a concern about the safety and/or welfare of a child or young person.
- You must act if you have a concern about someone’s behaviour towards a child or young person.

In the event of the above, you should report your concerns to one of the following:

- A Designated Safeguarding Officer.
- Club Safeguarding Manager.

Appendix 7 provides flowcharts detailing the actions that should be taken.

What action should you take if you receive a safeguarding disclosure from a child or young person?

If a child informs you directly about their concerns about someone’s behaviour towards them, this is a disclosure. This is often very difficult for a child to make, and children or young people who may be vulnerable are likely to disclose abuse to an adult they trust. It is extremely important that you know how to correctly respond to a disclosure.

Step 1

Ensure that you deal with the disclosure as it happens and make sure the immediate needs of the child are met and they feel supported. It is not your role to investigate the disclosure when it is made. Instead, it must always be taken seriously and dealt with in accordance with the club's guidance in this policy. This is the case even if the truth of the disclosure has not been verified. Your role in this situation is only to act in the best interests of the child or young person who may be at risk.

In order to do this, you should:

- Put aside your own feelings and emotions and listen calmly, even if the information is upsetting or shocking.
- Allow the child to speak freely and try not to interrupt them as this may disrupt the discussion and lead them to feel like they are being interrogated.
- Do not worry if there are silences, let the child speak at their own pace and lead the discussion.
- Do not challenge any of the information disclosed by the child.
- Try to avoid any accusatory or leading questions, let the child tell their own story of events without pushing any information. Do not ask any questions that may make the child feel guilty or ashamed.
- Tell the child that you recognise how difficult the disclosure may be to them and reassure them that they are doing the right thing and you are taking it seriously.
- If physical abuse has taken place, you may observe any visible marks or bruises, but do not ask a child to remove or adjust clothing in order to observe them.
- Tell the child who you will be informing of the disclosure whilst emphasising that you will support them through the process.
- Respect the confidentiality of the disclosure by only informing those who need to know. Those who need to know are the people who have a role to play in protecting the child.

You should not:

- Document or record the conversation whilst the child is disclosing. This should be done straight away after using the referral form at appendix 3; remember, as accurately as you can, the words and phrases used by the child to describe what has happened.
- Pass any judgment on what was said or give them impression that you may blame the child.
- Make false promises or promises you may not be able to fulfil to the child. For example, a promise that you will not tell anyone.
- Investigate, avenge or approach the abuser yourself.

Always keep in mind that when a child or younger person discloses they may feel:

Guilt: It is possible they will blame themselves for the abuse and feel guilty about disclosing.

Ashamed: They may feel ashamed about the abuse itself or what their friends and family may think.

Confused: They may be confused about their feelings for the alleged abuser as it could be someone they look up to and trust.

Scared: They may be fearful of the repercussions of disclosing the abuse or of the alleged abuse.

Step 2

Following the disclosure, if there is an immediate risk of harm, you must call the police to protect the welfare of the child.

As soon as you have ensured the immediate safety and comfort of the child or young person, you must inform the Designated Safeguarding Officer or the Senior Designated Safeguarding Officer. Their contact details can be found at appendix 5.

The Senior Designated Safeguarding Officer will contact the appropriate statutory agencies on behalf of the club.

If you are unable to contact the Senior Designated Safeguarding Officer or the Club Safeguarding Manager, there are other useful contacts at appendix 5 who can provide you with advice. If you were unable to contact the Senior Designated Safeguarding Officer, please inform them of what action was taken as soon as practicably possible.

Step 3

Please use the referral form (appendix 3) as soon as possible after the disclosure possible following the disclosure. To prevent you missing important details disclosed by the child, it may be helpful to make notes immediately following the disclosure to then wherever possible, you must record information as it was told to you using the language of the child or young person rather than your own interpretation of it.

It is important to report factual information rather than assumption or interpretation. You might convey your intuitive thoughts, but these should be recognised as such and should not form part of the record.

The completed referral form must be passed immediately to the Club Safeguarding Manager (digitally if possible) at: **richard.valder-davis@bhafc.co.uk**. Any original documentation must be passed to the Senior Designated Safeguarding Officer to be stored securely.

What happens next?

You should be informed by the Designated Safeguarding Officer or the Senior Designated Safeguarding Officer what has happened following the report. If you do not receive this information, you should be proactive in seeking it out because it is everyone's responsibility to ensure that concerns are followed up.

If you have a concern that the disclosure has not been appropriately acted upon, you can inform the Senior Safeguarding Officer. The contact details can be found at appendix 5. Ultimately, if you still have concerns, you should contact statutory authorities.

What action should you take where you suspect abuse but there has been no disclosure?

Sometimes a child being abused will not feel able to make a disclosure. It is therefore important to be alert to signs of abuse discussed earlier in this policy. It is still crucial that you raise a concern where something has happened to make you aware of the possibility of a safeguarding issue. For example, an adult or child may say something about themselves or another child that may alert you to a possible abusive situation. Alternatively, you may hear or witness something that gives cause for a safeguarding concern. In such situations, it is still imperative to act.

Raising a concern

Where you have a concern, but no disclosure, about any form of safeguarding poor practice or abuse, there may not be firm evidence of abuse prior to you raising a concern. When raising a concern, it is important to give as much information as possible and fully explain what exactly has caused you to hold the concern.

First, you should raise the concern with the relevant DSO who will then raise it with the Safeguarding Team. They will decide the appropriate action in light of the information you have given them.

If you feel unable to raise the concern with the DSO for whatever reason, you can raise it with the Club Safeguarding Manager.

Following this, if you still think there is a concern, or if you feel the matter is so serious that you are unable to discuss it with the above, you should contact the Head of Safeguarding at the Premier League whose details can be found in appendix 5.

What happens where an allegation is made against employees, workers, consultants, agency staff and volunteers?

If an allegation is made against someone who works within the club, there are three types of investigation that may occur. They are not mutually exclusive.

1. A criminal investigation by the police.
2. A child protection investigation by the local authority in a multi-agency approach.
3. A disciplinary or misconduct investigation led by the club; this may also involve the FA depending on the role of the alleged abuser.

No internal investigation will commence until the Senior Designated Safeguarding Officer has consulted the Local Authority Designated Officer (LADO).

The alleged abuser will be legally entitled to anonymity until they are either charged with an offence or they waive their anonymity. All employees involved in an investigation or are privy to such information have a legal duty to maintain confidentiality and only provide information to those that need to know.

The employee, worker, consultant, agency staff or volunteer who the allegation concerns will normally be informed as soon as possible after the result of the initial investigation is known.

If it is subsequently established that the allegation was false or malicious, on the basis of further investigation, a written record will be made of the decision detailing the justification for the decision. The person whom the complaint has been made against will normally be informed and the matter will be closed. Allegations that are found to be false or malicious will be removed from personnel records and not referred to in any reference.

Where a criminal investigation is continued, the person concerned will be suspended on full pay if no reasonable alternative. The reasons and justifications for suspension will be recorded.

In the event that a member of staff is dismissed or resigns in circumstances where s/he might otherwise have faced dismissal for a safeguarding related reason, the Senior Designated Safeguarding Officer will act in accordance with FA regulations and DBS guidelines and make the necessary referral to the DBS, the FA and the Premier League as appropriate.

What happens where an allegation is made against a child or young person?

Any allegation concerning the abuse of a child or young person perpetrated by another child or young person should be dealt with through this policy and its procedures. If you have safeguarding concerns or a disclosure that a child or young person has committed abuse, then you should report it immediately to the DSO or Senior Designated Safeguarding Officer who will seek advice from the local authority on the matter.

All children involved, whether perpetrator or victim, will be considered as being at risk. A thorough risk assessment of the situation will be conducted with the view to ensuring the safety and best interests of all children involved. Both alleged victim and alleged perpetrator would receive appropriate support. It will also be considered whether the alleged abuser can continue engaging in activities with the club. This will be decided on the probability of risk to others.

Appendices referenced in this document are available on request.

Key safeguarding contacts

Club safeguarding contacts Role and job title	Name	Contact information
Senior Designated Safeguarding Officer (Head of HR)	Rose Read (BHAFC/AITC)	rose.read@bhafc.co.uk
Club Safeguarding Manager	Richard Valder-Davis (BHAFC/AITC)	richard.valder-davis@bhafc.co.uk
Designated Safeguarding Officers (one for each business area)		
BHAFC (Amex Stadium) (Head of HR)	Rose Read	rose.read@bhafc.co.uk
Academy (Education, Welfare & Player Services Manager) and Assistant Senior Designated Safeguarding Officer	Sue Parris	sue.parris@bhafc.co.uk
AITC (CEO)	Matt Dorn	matt.dorn@albioninthecommunity.org.uk
Matchdays (Safety & Security Manager/Matchday Safety Officer)	Adrian Morris	adrian.morris@bhafc.co.uk
Training Ground/W and G Football (Head of Football Administration)	Paul Mullen	paul.mullen@bhafc.co.uk
External Safeguarding Contacts		
Premier League Head of Safeguarding	Jessica Addicott	jaddicott@premierleague.com
The Sussex County FA (County Welfare Officer)	Sandra Redhead	sandra.redhead@sussexfa.com
The FA Safeguarding Team		0800 169 1863 safeguarding@thefa.com
Sussex Police		101 (non-urgent calls) / 999 (emergencies)
Multi-Agency Safeguarding Hub (MASH) (First point of contact for members of public with safeguarding concerns)		01273 290400 (Outside of normal office hours call the number above to receive a message giving emergency contact details) MASH@brighton-hove.gcsx.gov.uk
Brighton & Hove Local Safeguarding Children Board (LSCB)		01273 292379 www.brightonandhovelscb.org.uk
The Local Authority Designated Officer (LADO) for Brighton and Hove City Council. (Responsible for the oversight and management of allegations made against employees). LADO should be informed of all allegations that come to an employer's attention.	Darrel Clews	Safeguarding Team, Children's Services, Moulsecoomb Hub North Building, Hodshrove Lane, Brighton, BN2 4SB. 01273 295643

<p>The Local Authority Designated Officer (LADO) for West Sussex Council. (Responsible for the oversight and management of allegations made against employees). LADO should be informed of all allegations that come to an employer's attention.</p>	Lindsey Tunbridge Adams	0330 222 3339 Lindsey.Tunbridge-Adams@westsussex.gov.uk
<p>The Local Authority Designated Officer (LADO) for East Sussex Council. (Responsible for the oversight and management of allegations made against employees). LADO should be informed of all allegations that come to an employer's attention.</p>	Amanda Glover	01323 747363 Amanda.glover@eastsussex.gov.uk
NSPCC		0808 800 5000 (24 hour helpline) help@nspcc.org.uk www.nspcc.org.uk
Child Line		0800 1111 2417 www.childline.org.uk
Child Protection in Sport Unit		0116 234 7278 cpsu@nspcc.org.uk www.thecpsu.org.uk
CEOP Centre – Child Exploitation and Online Protection		www.thinkuknow.co.uk www.ceop.police.uk
Royal Sussex County Hospital, Brighton.		Eastern Road, Brighton, BN2 5BE. 01273 696955
Worthing Hospital		Lyndhurst Rd, Worthing, West Sussex, BN11 2DH. 01903 205111
Eastbourne District General Hospital		King's Drive, Eastbourne, BN21 2UD. 01323 417400