



Northampton Town Football Club

SAFEGUARDING POLICY



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SAFEGUARDING POLICY

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A. STATEMENT OF INTENT FROM THE BOARD

Northampton Town Football Club is committed to safeguarding the welfare of children, young people and vulnerable adults. The Club will endeavour to ensure the safety of all those who engage with and come into contact with the Club. The club expects all staff, players, volunteers, participants, contractors and guests to share this commitment.

The Club believe that all staff, players, volunteers, participants, contractors and guests have a responsibility to report any concerns to the Club should that be concerned about the welfare of any child, young person or vulnerable adult.

The Club are committed to ensuring that:

- The safety and welfare of children, young people and vulnerable adults under the care of the Club is paramount.
- All children, young people and vulnerable adults that engage with the Club, regardless of age, culture, social background, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to safety and protection from abuse or harm.
- All suspicions, reports and/or allegations of abuse will be taken seriously and investigated thoroughly which may involve the appropriate Local Authority teams where necessary

B. AIMS

Through this policy the Club aims to:

- Safeguard all children, young people and vulnerable adults that come into contact with the Club
- To demonstrate best practice in the area of safeguarding children, young people and vulnerable adults
- Increase awareness and understanding of safeguarding issues Club wide
- Provide guidance for parents and carers on understanding the reporting procedures
- Provide guidance for staff, players, volunteers, contractors and guests on understanding the reporting procedures
- Ensure that coaches, parents, participants, staff, players and other adults who come into contact with children, young people and vulnerable adults provide good role models for behaviour
- Promote high ethical standards throughout the Club



C. DEFINITIONS AND TERMINOLOGY

The Club – refers to Northampton Town FC, its staff and all activities it undertakes. In certain circumstances, it may also refer to third parties with an entrusted responsibility for delivering Club-supported activity.

Staff – refers to persons employed by and receiving payment for services from the Club. This is irrespective of the length or nature of their contract.

Volunteers – persons who freely offer their skills and expertise or take part in a task, event or enterprise with the Club at their own expense in terms of time and/or resources.

Child/ren – defined in the Children’s Act (1989) as any person under the age of 18.

Vulnerable adult/s – an adult (person aged 18 and over) who is, or may be in need of one of the following services: Health care; relevant personal care; social care work, assistance in relation to general household matters by reason of age, illness or disability; relevant assistance in the conduct of their own affairs (due to age, illness or disability in prescribed circumstances)

Safeguarding – preventative and reactional measures taken by the Club to ensure; the risk of harm or mistreatment to the welfare of vulnerable groups is minimised; the health or wellbeing of vulnerable groups is not impaired when engaging in Club related activities; an environment exists that allows vulnerable groups to be cared for safely and allows for the best possible outcomes for them and provides them with the best life chances possible.

Welfare – the health, happiness and fortunes of an individual and the humanitarian aspects of their life including personal need and physical and mental development

Significant harm – the Children Act (1989) introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children

Child Protection – the process of protecting individual children identified as either suffering, or likely to suffer, significant harm as result of abuse or neglect. It involves measures and structures designed to prevent and respond to abuse and neglect.

Child abuse – involves acts of commission and omission, which results in harm to the child. The four types of abuse are defined as follows:

- Physical abuse - Physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts.
- Sexual abuse - There are 2 different types of child sexual abuse. These are called contact abuse and non-contact abuse.
- Contact abuse involves touching activities where an abuser makes physical contact with a child, including penetration.
- Non-contact abuse involves non-touching activities, such as grooming, exploitation, persuading children to perform sexual acts over the internet and flashing.
- Emotional abuse - Emotional abuse is the ongoing emotional maltreatment of a child. It’s sometimes called psychological abuse and can seriously damage a child’s emotional health and development. Emotional abuse can involve deliberately trying to scare or humiliate a child or isolating or ignoring them
- Neglect - Neglect is the ongoing failure to meet a child's basic needs and is the most common form of child abuse.



D. RULES, REGULATIONS AND GUIDANCE

The Club is governed by the legislation and rules and regulations set out by key governing agencies including the Government, The Football Association, The EFL and the NSPCC Child Protection in Sport Unit. This safeguarding policy has been developed with reference to the policies and procedures and is underpinned by the following legislation:

- Working Together to Safeguard Children (2018)
- The Children Act (1989 and 2004)
- What to do if you're worried a child is being abused Advice for Practitioners (2015)
- Safeguarding Vulnerable Groups Act (2006)
- Protection of Freedoms Act (POFA, 2012)
- Female Genital Mutilation Act (2013)
- Keeping Children Safe in Education (September 2023)
- Sexual Offences Act (2003)
- UN Convention on the Rights of the Child (1989)
- The Mental Capacity Act (2005)
- The Care Act (2014)
- Every Child Matters (2003)
- Human Rights Act (1998)
- No Secrets (2000)
- Standards for Safeguarding and Protecting Children in Sport (NSPCC and CPSU, 20205)
- Health & Safety at Work Act 1974
- Management of Health & Safety at Work Regulations 1999
- Modern Slavery Act 2015
- Counter Terrorism and Security Act 2015
- Private Fostering Regulations 2005
- Female Genital Mutilation Act 2003
- General Data Protection Regulations 2018
- SEN Code of practice guidance 2015
- What to do if you are worried a child is being abused Advice for practitioners 2015

The Club recognise their responsibilities to maintain communication with the LSCB, Local Authority children's services, Local Authority Designated Officer and the Police safeguarding teams (when appropriate). The communication of the Club with the Local Authorities is centred upon supporting the club with; reporting/monitoring of Safeguarding incidents, sharing of best practice, sharing information/ changes in legislation, sharing of important local area information and workforce best practice and training and development and any other relevant appropriate Safeguarding support.

The Club will ensure that any partner agencies also have robust Safeguarding policies and Procedures in place and where appropriate there will be a Service Level Agreement.



E. SENIOR SAFEGUARDING MANAGER

The Club Safeguarding Manager has responsibility to oversee and direct the safe provision of all activities and associated training relating to children and young people. A strategic role providing leadership and guidance on all safeguarding matters and relevant legislation, along with implementing safeguarding awareness and best practice club across the Club, Academy and Trust.

The Safeguarding Manager will:

- Manage the implementation of the Club's strategy and action and implementation plan for safeguarding
- Ensure club compliance with statutory obligations under relevant legislation and the Affiliated Football Safeguarding Policy.
- Work closely with HR and heads of departments to develop and implement safer recruitment and induction practices across the organisation.
- Continuously work to maintain, embed and improve the Club's safeguarding provision ensuring the highest standards for safeguarding vulnerable groups.
- Manage the development, implementation, promotion and review of the Club's safeguarding vulnerable groups' policies, practices and good practice guidelines.
- Be the lead member of staff to manage safeguarding incidents, concerns and allegations.
- Be the lead member of staff to work in partnership with statutory and football authorities, sharing information where appropriate to safeguard vulnerable groups.
 - Maintain accurate, confidential and up to date records on all safeguarding incidents, concerns and allegations.
- Give direction and guidance to staff in respect of safeguarding incidents, concerns and allegations.
- Support staff to respond appropriately to concerns about the welfare or safety of vulnerable groups.
- Lead and provide direction to Safeguarding Officer
- Ensure that Safeguarding Officers are trained, supported and supervised.
- Act as the Club's lead source of safeguarding support, advice and expertise.
- Ensure staff understand their individual responsibilities to safeguard and promote the welfare of vulnerable groups.
- Develop relationships with statutory and football authorities.
- Attend regular safeguarding training and maintain an up-to-date knowledge base of relevant legislation, regulations and best practice.
- Work closely with the Trust to share knowledge, experience and expertise to help with the shaping of future strategies and procedures, and to suitably support each other in all aspects of safeguarding within the Club and the Trust.

Throughout the club there are designated safeguarding officers, these can be seen in Appendix 1. The team is comprised of key staff that support the SSM in their duties in raising awareness of safeguarding and assisting with responding appropriately to safeguarding concerns and allegations.



F. SAFEGUARDING TRAINING

The Club will ensure that there are qualified and designated individuals within the organisation that will take the lead on ensuring that the Club does all it can to meet its statutory and moral obligations.

A Safeguarding induction is provided for all new starters, including full time, part time and casual members of staff. This induction is provided by the SSM or DSO. More specific training is given to people based on their job role and the need of the person. Other staff who are in direct contact with children will attend NTFC led Awareness Training. The induction training consists of:

- PREVENT
- Basic Safeguarding Awareness
- EFL Playing for Inclusion

All staff working in direct contact with children are required to complete the FA's three-hour Safeguarding Children Awareness Workshop and undertake a refresher course at least once every three years. Details of satisfactory completion are held on the SCR which can be accessed by the Club DSO and the HR team.

Training is provided to all relevant staff as part of their own CPD. Following the release of new legislation that will have an impact on any work being carried out by the Club, the SSM will ensure that all personnel are made aware of this and that it is incorporated into ways of working. Academy staff receive annual safeguarding CPD, delivered by the safeguarding team.

G. RECRUITMENT

NTFC have a specific safer recruitment policy which sets out in detail the process the Club will undertake in ensuring staff are suitable to work with children and adults at risk. A copy is available if required.

All staff will be emailed safeguarding policies and processes along with being discussed in their induction meeting upon employment at the club. Key elements of the Club's Safeguarding Children Policy are discussed in more detail if the role requires it.

H. DISCLOSURE AND BARRING SERVICE

Staff in roles in regulated activity that require, young people and vulnerable adults will undergo enhanced DBS disclosure, which is an on-going procedure throughout the association with the club. Enhanced DBS checks will enable the club to undertake more thorough recruitment and selection procedures for positions which involve working with children. Staff working in other roles within the Club may be subject to Criminal Record Checks dependant on the role being undertaken and in line with guidance produced by the FA.



I. MATCH DAYS AND UNACCOMPANIED CHILDREN

The Club wants all junior supporters to enjoy the day when attending matches at Sixfields Stadium, regardless of the result. Dedicated CRC checked Staff and Volunteers are specifically employed to enhance the experience of all young supporters within the family area of the East Stand

All Junior supporters are welcome to join in with activities, but adult/parental supervision is required for all junior supporters under the age of 14, which is felt to be the maximum age for the activities on offer.

The minimum age for a junior supporter to attend without supervision is 14 years old, providing when challenged that a parent/guardian can be contacted to verify permission has been given for them to attend the match. In the event verification cannot be made or should a junior supporter appear to be younger than 14, then the Club will refuse entry to the match and where possible supervise the junior supporter until such time that verification can be attained, or arrangements made for an approved adult to collect the junior supporter from the ground.

J. POLICY LINKS

This policy should be read in conjunction with the following policies:

- Grievance Policy
- Whistle-Blowing Policy
- Anti-Bullying Policy
- Safer Recruitment Policy
- Late collection of Children Policy
- IT and Social Media Policy
- Equal Opportunities Policy



K. DEFINITIONS OF POOR PRACTICE AND ABUSE

Poor Practice is unacceptable and will be treated seriously with appropriate action. Any behaviour that contravenes existing Codes of Conduct, infringes an individual's rights and/or reflects a failure to fulfil the highest standards of care is an indication of Poor Practice. A child or young person may not be aware that poor practice or abuse is taking place, as they may deem the behaviour as acceptable.

What is abuse?

Abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. It commonly occurs within a relationship of trust or responsibility and represents an abuse of power or a breach of trust. Abuse can happen to a child or a vulnerable adult regardless of their age, gender, race, ability, culture or sexual orientation.

Abuse of positions of trust (Sexual Offences Act, 2003):

As set out by the Sexual Offences Act (2003), abuse of position of trust covers the following situations: sexual activity with a child; causing or inciting a child to engage in sexual activity; sexual activity in the presence of a child; causing a child to watch a sexual act. These situations relate to offences being committed online, via social media or text messages.

When engaging with children and young people on behalf of NTFC, staff and volunteers are considered to be acting in a position of trust. Broadly speaking, a relationship of trust can be described as one in which one party is in a position of power or influence over the other by virtue of their work or the nature of their activity. It is vital for all those in positions of trust to understand the power this can give them over those they care for and the responsibility they must exercise as a consequence of this relationship.

Young people aged 16 years can legally consent to sexual activity, but they may still be relatively immature emotionally. It is essential that those who may be in a position of trust recognise this vulnerability and ensure it is not exploited.

Where a person aged 18 or over is in a specified position of trust with a young person under 18, it is an offence in certain circumstances for that person to engage in sexual activity with or in the presence of that young person, or to cause or incite that young person to engage in or watch sexual activity even if the young person appears to consent.

Therefore, given this principle, NTFC expects that:

- Any behaviour, which might allow a sexual relationship to develop between the person in a position of trust and the child or young people in their care, must be avoided
- Any sexual relationship within a position of trust relationship is not allowed so long as the relationship of trust continues.



L. SIGNS OF ABUSE

The main forms of abuse identified are as follows, should you have any concern that abuse is occurring you should contact the Safeguarding Manager or nominated Safeguarding Officer for the relevant department for advice.

DEFINITIONS OF ABUSE

- **Physical abuse:** Any deliberate act causing injury or trauma to another person, for example, hitting, slapping, pushing, kicking, burning, giving a person medicine that they do not need and/or that may harm them or application of inappropriate restraint measures.
- **Emotional abuse:** Any act or other treatment which may cause emotional damage and undermine a person's sense of well-being, including persistent criticism, denigration or putting unrealistic expectations on vulnerable groups, isolation, verbal assault, humiliation, blaming, controlling, intimidation or use of threats.
- **Sexual abuse:** Any act which results in the exploitation of children and adults at risk, whether with their consent or not, for the purpose of sexual or erotic gratification. This may be by an adult or by a young person who is intellectually, emotionally, physically or sexually more mature than the victim. This includes non-contact activities, such as indecent exposure, involving children or adults at risk in witnessing sexual acts, looking at sexual images/pornography or grooming them in preparation for abuse (including via the internet). Whilst legally Children aged sixteen have reached the age of consent for sexual activity, it is unacceptable for any member of Staff to abuse their relationship of trust for sexual gratification.
- **Child sexual exploitation:** A form of Child sexual abuse. It occurs where an individual or groups of people take advantage of an imbalance of power to coerce, manipulate or deceive a Child into sexual activity in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may be sexually exploited even if the sexual activity appears consensual. Child sexual exploitation can also take place through the use of technology.
- **Peer-on-peer abuse:** Children and young people can be taken advantage of or harmed by adults and by other Children. Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between Children and within Children's relationships (both intimate and non- intimate).
- **Neglect:** Ongoing failure to meet the basic needs of children and/or adults at risk. Neglect may involve; failing to provide adequate food, shelter including exclusion from home or abandonment, failing to protect them from physical and emotional harm or danger, or the failing to ensure access to appropriate medical care or treatment. It may also include neglect of or unresponsiveness to, basic emotional needs.
- **In an activity setting:** it may involve failing to ensure that children and/or adults at risk are safe and adequately supervised or exposing them to unnecessary risks.



- **Grooming:** Grooming is defined as developing the trust of an individual and/or their family for the purposes of sexual abuse, sexual exploitation or trafficking. Grooming can happen both online and in person.
- **Radicalisation:** The process by which a person comes to support terrorism and forms of extremism leading to terrorism. Anybody from any background can become radicalised. The grooming of children and/or adults at risk for the purposes of involvement in extremist activity is a serious safeguarding issue.
- **Female genital mutilation (FGM):** Involves procedures that intentionally alter or injure female genital organs for non-medical reasons. The procedure has no health benefits for girls and women. The Female Genital Mutilation Act makes it illegal to practise FGM in the UK or to take girls who are British nationals or permanent residents of the UK abroad for FGM whether or not it is lawful in another country.
- **Bullying:** Repeated behaviour intended to intimidate or upset someone and/or make them feel uncomfortable or unsafe, for example, name calling, exclusion or isolation, spreading rumours, embarrassing someone in public or in front of their peers, threatening to cause harm, physically hurting someone or damaging their possessions.
- **Cyberbullying:** The use of technology to harass, threaten, embarrass, humiliate, spread rumours or target another person. By definition, it occurs among Children. When an adult is the victim, it may meet the definition of cyber harassment or cyberstalking.
- **Bullying:** as a result of any form of discrimination
- **Bullying:** because of discrimination occurs when motivated by a prejudice against certain people or groups of people. This may be because of an individual's ethnic origin, colour, nationality, race, religion or belief, gender, gender reassignment, sexual orientation or disability. Actions may include unfair or less favourable treatment, culturally insensitive comments, insults and 'banter'.
- **Poor practice:** This is behaviour that falls short of abuse but is nevertheless unacceptable. It is essential that poor practice is challenged and reported even where there is a belief that the motives of an individual are well meaning. Failure to challenge poor practice can lead to an environment where abuse is more likely to remain unnoticed. Incidents of poor practice occur when the needs of the child and/or adult at risk are not afforded the necessary priority compromising their welfare, for example, allowing abusive or concerning practices to go unreported, placing them in potentially compromising and uncomfortable situations, failing to ensure their safety, ignoring health and safety guidelines, giving continued and unnecessary preferential treatment to individuals.
- **Hazing:** Any rituals, initiation activities, action or situation, with or without consent, which recklessly, intentionally or unintentionally endangers the physical or emotional well-being of Vulnerable Groups
- **Infatuations:** Vulnerable Groups may develop an infatuation with a member of Staff who works with them. Such situations should be handled sensitively to maintain the dignity and safety of all concerned. Staff should be aware, that in such circumstances, there is a high risk that words or actions may be misinterpreted and that allegations



could be made against Staff. Staff should therefore ensure that their own behaviour is above reproach. A member of Staff who becomes aware that a Child or Adult at Risk may be infatuated with him/ her, or with a colleague, should discuss this at the earliest opportunity with the Club Designated Safeguarding Officer (or the Club Senior Safeguarding Manager in his/her absence).

- **Domestic violence:** Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged sixteen or over, who are or have been intimate with partners or family members regardless of gender or sexuality. This can encompass but is not limited to psychological, physical, sexual, financial, emotional abuse and so called 'honour' based violence
- **Fabricate or induced illness:** Fabricated or Induced Illness is easiest understood as illness in a child which is fabricated by a parent or person in loco parentis. The child is often presented for medical assessment and care, usually persistently, often resulting in multiple medical procedures. Acute symptoms and signs of illness cease when the child is separated from the perpetrator.
- **Forced Marriage:** A marriage in which one or both spouses do not (or in the case of some adults with learning or physical disabilities or children, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial and sexual pressure. A Forced Marriage is different from an arranged marriage, which is a marriage entered into freely by both parties, although their families take a leading role in the choice of partner. The Anti-social Behaviour, Crime and Policing Act 2014 made it a criminal offence (which can result in a sentence of up to 7 years in prison) to force someone to marry.
- **Private fostering:** A privately fostered child is a child under 16 (or 18 if disabled) who is cared for by an adult who is not a parent or close relative where the child is to be cared for in that home for 28 days or more. Close relative is defined as "a grandparent, brother, sister, uncle or aunt (whether of the full blood or half blood or by marriage or civil partnership) or step-parent". A child who is Looked After by a local authority or placed in a children's home, hospital or school is excluded from the definition. In a private fostering arrangement, the parent still holds Parental Responsibility and agrees the arrangement with the private foster carer. A child (as per definition above) placed with a host family for 28 days or more is in a private fostering arrangement and therefore Clubs with host families should inform and work with their local authority ensuring that they meet legislative and local procedural requirements.
- **County Lines:** County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of "deal line". They are likely to exploit children and adults at risk to move and store the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons. Child Criminal Exploitation is common in county lines and occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology. Criminal exploitation of children is broader than just county lines and includes for instance children forced to work on cannabis farms or to commit theft.



Concerns around radicalisation and extremism:

The Counter Terrorism and Security act places a duty on specified authorities, including sport in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism (the prevent duty) There is also a duty on local authorities to ensure there is a Channel Panel in place. This must include the local authority and senior police officers. The panel will assess to what extent identified individuals are vulnerable to being drawn into terrorism. The Act requires partners of the Chanel Panel to cooperate with the panel in the carrying out of its functions and the police in undertaking he initial assessment as to whether a referral is appropriate. Any concerns or queries regarding this should be discussed with the SSM as the designated lead for PREVENT.

Signs and Symptoms:

The list below is not exhaustive and the presence of one or more of these indicators is not proof that abuse is taking place though they are indicators that abuse may have taken place:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.
- Disclosure of what appears to be an abusive act.
- Disclosure of unsatisfactory home circumstances i.e., Domestic abuse, drugs and alcohol misuse, mental health concerns of a parent or other person within the home.
- Someone expresses concern about the welfare of the child.
- Unexplained changes in behaviour (e.g., becoming quiet, withdrawn or sudden outbursts).
- Oversexualised behaviour
- Displays variations in eating patterns including overeating or loss of appetite.
- Weight loss for no apparent reason.
- Becomes increasingly dirty or unkempt.
- Evasive parents/care

Remember: It is not the responsibility of staff (permanent or casual) or volunteers to decide if abuse has taken place, but it is their responsibility to act on any concerns, in accordance with this procedure.



M. RESPONDING TO ALLEGATIONS OR SUSPICIONS

All staff, volunteers and players have a responsibility to ensure the safety and welfare of children and to take appropriate steps to ensure that suspicions and allegations of abuse are taken seriously and responded to quickly and appropriately. It is not the responsibility of anyone within the club to decide whether or not child abuse has taken place. Appendix 3 shows the procedure to follow if you have a concern about the behaviour of someone involved in football towards a child.

Where there is a complaint against a member of NTFC staff the one of the following may occur:

- A criminal investigation led by the Police
- A child protection investigation led in a multi-agency approach by the Local Authority
- A disciplinary or misconduct investigation led by the club, which may also involve The Football Association or Premier League.
- The club will delay an internal disciplinary or misconduct investigation while a criminal or local authority investigation takes place.

If a member of staff suspects abuse is taking place, or a report/allegation of abuse has been disclosed to them, where possible the Senior Safeguarding Manager should be contacted as early as possible. However, it is recognised that an individual may need to respond to a situation immediately and prior to such contact if the nature of the suspicion or report is putting the child concerned in immediate danger. The Senior Safeguarding Manager will notify the LADO and consult with the police and local authority children's social care as appropriate. The Safeguarding Structure for the club and useful contact details are listed as Appendix 1.

Confidentiality:

There is always tension and caution around issues of confidentiality. The advice for all at NTFC is that no guarantee of confidentiality can be given to a child or young person (although this does not necessarily mean that the parents of the young person have to be told). You cannot promise to keep their disclosure a secret or that you will not have to speak to someone else about the issue – reassure them that it will be a “need to know” basis and that their dignity and privacy will be respected at all times.

A child or young person should never be pressured to give information or show physical marks unless they do so willingly. If they chose to show markings, two members of staff should be present.

There are actions which staff have to and are obliged to take once we are aware of a problem. Undertakings of confidentiality should not be given either to the person making the allegations or to the person being interviewed. A matter is confidential on a need-to-know basis and nobody should have any reservations about referring a safeguarding children issue to the Safeguarding Manager. The key issue is that the welfare of the child is protected.

The following guidelines offer help and support in responding to abuse or a suspicion of abuse.



Staff should:

- Listen carefully rather than question the child directly.
- Stay calm and not offer their personal opinions/thoughts.
- Be aware that medical or criminal evidence may be relevant.
- Tell the child that you are listening and taking what they say extremely seriously.
- Seek medical attention if necessary
- Take further action – they may be the only person in a position to prevent future abuse.
- Inform the Designated Safeguarding Officer/Senior Safeguarding Manager of the information or another senior member of staff if these are not available
- Using MyConcern or Appendix 2, Write down everything said (in their words as far as possible) and what was done – accuracy and detail is important. Keep this information stored in a secure place. Concerns can be recorded on the Safeguarding reporting form and then uploaded onto MyConcern.
- Report onto MyConcern software

N. COVID-19 UPDATE TO SAFEGUARDING POLICY – ONLINE LEARNING AND MENTAL HEALTH

Procedures and Safety Measures for online learning:

The Club expects all staff and players to adhere to the relevant policy boundaries must be maintained at all times. We have put extra measures in place to reduce the risks in relation to online learning which include:

- All contact online being observable and interruptible
- Staff and children must wear suitable clothing as should anyone else in the household
- Any computers being used should be in appropriate areas, for example not in bedrooms and the background should not be blurred

U9-U16's - Online teaching will not be carried out on a one-to-one basis and will be done in a group setting with several players present. If a U9-U16 player requires one-to-one support with an issue, at least 2 members of club staff will be present in the online setting

U16-U18's - Online teaching may have individual sessions in addition to the current timetabled lessons with several players present should they require additional individual learning. The player does have the option for another member of staff to be included in these lessons. Parents to advise if they do not give their consent for individual learning lessons to go ahead. If consent is not given for one-to-one sessions, another adult will be invited to be present in the room.

All communication provided in all sessions will have an educational/developmental purpose.

Language used in all sessions must be professional and appropriate, including any family members in the background

The Club may record online teaching/instruction sessions. Players and parents will be informed that sessions are being recorded in advance of doing so. All recordings will be stored securely and only used for educational purposes

All sessions provided will be via the Clubs I.T platform (for example remote desktop) or Wi-Fi (where possible)



Mental health

Negative experiences and distressing life events, such as the circumstances around Covid-19, can affect the mental health of us all. Players who are struggling under the different circumstances can always contact the Club safeguarding staff for support and guidance. Support can also be accessed through a number of national organisations including:

The Samaritans - Tel: 116 123 / <https://www.samaritans.org>

ChildLine - Tel: 0800 1111 / <https://www.childline.org.uk>

NSPCC - Tel: 0808 800 5000 / <https://www.nspcc.org.uk>

Mind - Tel: 0300 123 3393 / <https://www.mind.org.uk>

PFA - Tel: 07500 000 777 / <https://www.thepfa.com/wellbeing>

Northamptonshire Healthcare NHS Foundation Trust (NHFT)

Crisis & Telephone Support Service (CATSS) - Helpline: 0800 917 0464 open 24 hours. Provides 24-hour support for those people who the Trust currently supports with mental health problems, their carers, families and friends. The service is available to help when people feel unsafe, at risk or unable to cope without professional advice and cannot get the support they need from usual avenues.

Northamptonshire crisis cafes - Run in partnership with Mind, available for anyone 18 years old or over who are finding themselves in a crisis or need support with their mental health. Run by an NHFT mental health professional and a MIND peer support worker, they provide support and safety to anyone in need by offering coping mechanisms and management techniques to help reduce the risk of crisis. As well as offering support, professionals can also refer and direct you to further services if required. There is no need to call and book an appointment, simply drop in to one of the Northamptonshire locations to receive support. Timetable - <https://www.nhft.nhs.uk/crisis-cafe>

Northamptonshire County Council: signposting to services

- <https://www3.northamptonshire.gov.uk/councilservices/adult-social-care/disability/Pages/mental-health.aspx>
- University of Northampton counselling and mental health
- <https://www.northampton.ac.uk/student-life/support/counselling-and-mental-health-team/>
- Counselling & Mental Health Team, The Learning Hub, Office 011, Waterside, University Drive, Northampton, NN1 5PH
- Counsellors: counsellors@northampton.ac.uk Mental Health Advisers: mha@northampton.ac.uk
- Northants CAMHS <https://www.nhft.nhs.uk/camhs> - Our Child and Adolescence Mental Health service CAMHS are here to support children and young people up to the age of 18 in Northamptonshire, experiencing difficulties with their emotional wellbeing and mental health difficulties. The team offer a range of interventions and therapies delivered individually or in groups, in partnership with families in a number of localities.

Online safety

It is important that internet safety and security messages are re-enforced due to the increased use in technology for online learning and the continued increase in online use. They may also have



increased their usage on devices during their own free time. It is important that both players and parents are aware of the help and support available should they be concerned about something they have seen or experienced online. These include:

UK Safer Internet Centre	https://reportharmfulcontent.com/
CEOP	https://www.ceop.police.uk/safety-centre/
Internet Matters	https://www.internetmatters.org/
NetAware	https://www.net-aware.org.uk/
ParentInfo	https://parentinfo.org/
ThinkuKnow	https://www.thinkuknow.co.uk/

O. EXTERNAL EMERGENCY CONTACT DETAILS – See Appendix 1 for NTFC contact details

In all cases if you are not sure what to do you can gain help from NSPCC 24-hour help line Tel No: 0800 800 500

Other External contacts:

Agency name/main contact	Phone Number	Email address
Local Authority Local Safeguarding Children Board (LSCB)	01604 364031	doreferral@northamptonshire.gov.uk
Local Safeguarding Children Board's Designated Officer: Andy Smith/Sheila Kempster	01604 367862 / 01604 362633	ladoreferral@nctrust.co.uk
Local Authority Local Safeguarding Adults Board (LSAB)	01604 365681	
Multi Agency Safeguarding Hub (MASH)	0300 126 1000	
Emergency Duty Team	01604 837999	
Northampton Police	03000 111222/101	mail@northants.police.uk
Northamptonshire PREVENT Officer – Ash Sparkes	101 Ext. 348927 / 07557 778423	ashley.sparkes@Northants.pnn.police.uk
NSPCC/FA DEDICATED HELPLINE FOR VICTIMS OF ABUSE IN FOOTBALL	0800 0232642	
FA Safeguarding Duty Manager	0800 169 1863	Safeguarding.Children@thefa.com
EFL Safeguarding Manager – Alexandra Richards	01772 325940 / 07792284740	arichards@efl.com
EFL Safeguarding Regional Officer – Sarah Boyer		sboyer@efl.com
NFA Welfare Officer – Rosie Brown	01604 679 2200 / 01604 678404 / 07535 640452	safeguarding@northants.fa.com info@northamptonshirefa.com

Club contact details are available in Appendix 1.



APPENDIX 1 - Safeguarding Team

Northampton Town FC Safeguarding Structure

Northampton Town FC CEO (Safeguarding Champion on the Board): James Whiting

Senior Safeguarding Manager

Julie Delauney
Academy Operations Manager
julie.delauney@ntfc.co.uk / 07917 442266

Designated Safeguarding Officer – Northampton Town FC Academy

Pete Stephenson – Academy
Education Lead/SEP Coordinator
Pete.stephenson@ntfc.co.uk /
07788 421360

1st Team Match day Designated Safeguarding Officers

Pete Stephenson
Julie Delauney
Lucan Burge (lucan.burge@ntfc.co.uk)
Nick Ancel (nick.ancel@ntfc.co.uk)

Designated Safeguarding Officer – Northampton Town FC Education Department

Eoin O'Malley – Employability
Lead/Inclusion Officer
Eoin.o'malley@ntfc.co.uk

Northampton Town FC Safeguarding Steering Group:

Julie Delauney and Pete Stephenson (Academy), Phillip Smith (Community Trust) / Adam Lea (Community Trust) / Damon Fox (Community Trust) Eoin O'Malley (Education), Avril Spraggon (Stadium Manager) / Colin Ward (Safety Officer)

All Northampton Town FC staff have a responsibility to safeguard and promote the welfare of all children, young people and adults at risk

EFL Advisor: Alexandra Richards

EFL Regional Officer: Sarah Boyer



APPENDIX 2 - Safeguarding Concern Form

Safeguarding Concern Form (if required)

Date of Incident	
Name and details of the person(s) the report is being made about	
Account of incident or concern: (give clear details relating to what happened, where, when, who was involved, what was said, nature of injury or behaviour, any witnesses etc keep it factual).	
Action taken	
Name of person making the report	
Signed	
Date	

ADMIN USE ONLY

SSM or DSO	
Signe	
Date	
Further Action Taken	

All concerns are uploaded to MyConcern.



APPENDIX 3 - Dealing with Concerns at NTFC

Safeguarding Reporting Timeline

Step 1 – Disclosure

Player/Parent/Coach have disclosed information of a safeguarding concern, all information should be collected in a safe and secure area and provided to a full-time member of staff. Dependent on severity of the concern the information should now be inputted onto MyConcern within **24 to 48 hours**. The severity of a concern may require escalation to Academy Lead DSO. If the disclosure puts you or the person in danger, then **call 999** immediately.



Step 1 Check

Has member of staff inputted information onto MyConcern within 24 to 48 Hours?

Step 2 – Action Plan

Full time staff member should inform Academy Lead DSO and then an action plan to ensure the disclosure is handled in a safe and secure process and should be created and added to MyConcern.



Step 2 Check

Has the Academy Lead DSO added information to MyConcern with an Action Plan?

Step 3 – Actions

Once the action plan has been created the Academy Lead DSO should notify the relevant persons start to implement the action plan. The action should start to be implemented within **7 days** of the incident taking place



Step 3 Check

Has the DSO started to action the requirements of the action plan?

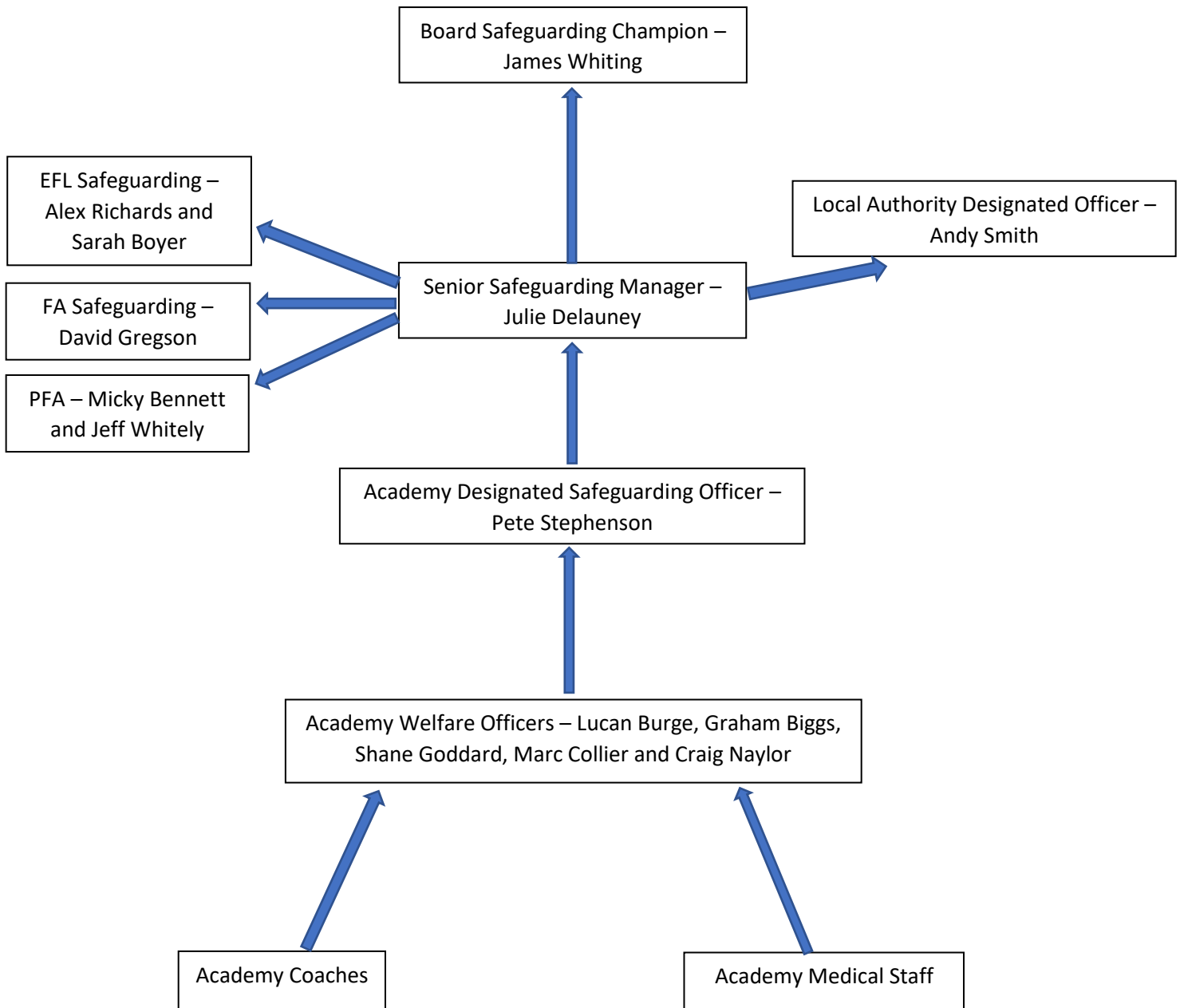
Step 4 – Lessons Learned

Once the action plan has been completed and the concern has been filed, the SSM and Academy Lead DSO will complete a reflection of the concern and see what lesson learned can be applied to future concerns or issues related to this concern.

This cycle will be completed within 6 weeks of concerns being completed and will be provided to the board via board paper to ensure full transparency.



APPENDIX 4 - NTFC Safeguarding Reporting Structure



DOCUMENT CONTROL 2019-2021

CHANGES HISTORY

Annual review & coming into line with EFL Standards – Julie Delauney, DSO

Review dates

August 2019
September 2020
August 2021

Approvals

**Policy approved by James Whiting, NTFC CEO &
Nick Ancel NTFC Club Secretary & SSM**

Review dates

August 2019
December 2020
August 2021

Policy reviewed by LADO – Andy Smith, Designated Officer

Review dates

February 2021
August 2021

Distribution – to all staff, players, parents and volunteers

September 2019
January 2021
August 2021



DOCUMENT CONTROL 2022 onwards

CHANGES HISTORY

Annual review & coming into line with EFL Standards – Pete Stephenson, DSO

Review dates

August 2022
August 2023

Approvals

Policy approved by James Whiting, NTFC CEO & Julie Delauney NTFC Academy Operations Manager & SSM

Review dates

August 2022
August 2023

Policy reviewed by LADO – Andy Smith, Designated Officer

Review dates

August 2022
September 2023

Distribution – to all staff, players, parents and volunteers

September 2022
September 2023

