



Hallam FC Safeguarding Policy

Reviewed: June 2025 **Next Review:** August 2026 **Policy Owner:** Club Welfare Officer (CWO) – Ian Jones

1. Our Commitment

As an England Football Accredited Club, **Hallam FC** is fully committed to safeguarding the welfare of every child and young person involved in our activities. We define a child or young person as anyone under the age of 18 participating in any club-related football activity.

This policy aligns with The FA's Safeguarding Children Policy and Procedures and relevant UK legislation. We adopt the following core principles:

- The welfare of the child is paramount.
- Every child and young person has the right to protection from abuse, regardless of age, gender, race, religion, ability, or background.
- All concerns and allegations will be taken seriously and acted upon promptly.
- We work in partnership with children, parents/carers, and other organisations to promote a safe environment.

We believe that football should be a safe, inclusive, and enjoyable experience for all young participants. This responsibility is shared by every adult involved in our club, including parents and carers.

2. Our Role

Hallam FC is responsible for protecting children and young people from harm, including physical, emotional, and sexual abuse, neglect, and bullying. This applies to all individuals involved in the club—whether paid or voluntary—including coaches, managers, officials, medical staff, and helpers.

3. Safer Recruitment

We follow The FA's Safer Recruitment guidelines, which include:

- Clear role descriptions and expectations.
- Identity verification.
- Interviews and reference checks.
- FA-accepted DBS enhanced and barred list checks for eligible roles.

All individuals working with children (e.g. coaches, first aiders) must hold an up-to-date FA-accepted DBS check. If concerns arise about any individual's suitability, we will consult The FA for guidance.

4. Club Welfare Officer

Hallam FC has appointed a qualified Club Welfare Officer (CWO) who has completed all required safeguarding training. The CWO is the first point of contact for any safeguarding concerns and works closely with the County FA Designated Safeguarding Officer (DSO). The CWO also promotes awareness of acceptable behaviour and reporting procedures across the club.

Contact:

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5. Anti-Bullying

We recognise bullying as a form of abuse and do not tolerate it in any form. Our anti-bullying policy is accessible to all members. Incidents should be reported to the CWO and, if necessary, escalated to the County FA DSO.

6. Behaviour Standards

All adults working with children must act with integrity and respect. Hallam FC adopts The FA's Acceptable Behaviour guidance and has implemented Codes of Conduct for players, parents, coaches, and officials. Breaches will be addressed appropriately, and serious cases may be referred to the County FA.

7. Reporting Concerns

Safeguarding is everyone's responsibility. If you are concerned about a child's welfare:

- Contact the CWO.
- In serious cases, contact the County FA DSO, the Police, or Social Services.
- For immediate medical concerns, call emergency services and inform them it's a child protection issue.

Additional Contacts:

- **County FA DSO:** Use the following link to directly report a safeguarding concern with the SHCFA [Reporting a Safeguarding Concern - Sheffield & Hallamshire FA](#)
- **The FA Safeguarding Team:** 0800 169 1863 / safeguarding@thefa.com
- **NSPCC Helpline:** 0808 800 5000 / help@nspcc.org.uk

8. Whistleblowing

Anyone can raise concerns about misconduct or malpractice. Whistleblowing is encouraged and can be directed to:

- safeguarding@thefa.com
- Local Police or Children's Services
- NSPCC: 0808 800 5000 / help@nspcc.org.uk