



PAFC
SAFEGUARDING THE
VULNERABLE AND
YOUNG –
Easy read summary

Plymouth Argyle is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff, volunteers and visitors to share this commitment.

Policy Purpose

This safeguarding policy reflects the safeguarding ethos at PAFC. Plymouth Argyle is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff, volunteers and visitors to share this commitment.

This is an easy read version of the main 'PAFC Safeguarding and Child Protection Policy'. The main safeguarding policy is a point of reference for all policies and reference material used by PAFC. The 'PAFC Safeguarding Vulnerable Adults Policy' reflects the same ethos.

In addition, the safeguarding policy aims to promote the safety and wellbeing of the young and vulnerable and to provide assurance to parents, carers and other parties.

Who This Policy Applies To

This policy and its operating principles, apply to all staff and volunteers (including all players) of PAFC, irrespective of the type of contract on which they are employed or the hours and days that they work, or the nominated location at which they work.

The policy also applies to any other individual, worker or consultant who is engaged by, or does work on behalf of, or for, PAFC. This policy does not form part of any employee's contract of employment.

Key Safeguarding Terminology and Definitions

- PAFC / the Club – Plymouth Argyle Football Club. Any property or training ground belonging to or where PAFC operate, or where their activities occur.
- ACT – Argyle Community Trust.
- FA – Football Association
- EFL – English Football League
- CEO - Chief Executive Officer
- Staff – paid or unpaid workers, agency or third party workers, volunteers; who provides a service
- DSO – Dedicated Safeguarding Officer
- SSM – Senior Safeguarding Manager
- DLO – Disability Liaison Officer
- The Academy - The standalone Academy department within PAFC responsible for nurturing and developing PAFCs future generations of players.
- Child or young person – Defined by the Children's Act (1989) as any young person under the age of 18.
- Safeguarding - refers to the actions we take to ensure all children are safe from harm when involved in our clubs and activities.
- Child Protection - is a set of activities that are required for specific children who are at risk/or are suffering from significant harm.
- Abuse - refers to the acts of commission or omission that lead to a child experiencing harm.
- Harm - refers to the negative impact or consequences upon the child of those actions.
- 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.

Violence - refers to "all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse."

Policy Statement

PAFC takes its responsibilities very seriously regarding providing a safe and positive environment where children and adults at risk are present at any of its PAFC led activities and (under the supervision) of one or more members of our staff.

All children and vulnerable people, regardless of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion and/or sexual orientation (defined as Protected Characteristics within the Equality Act 2010) have the right to equal protection from all types of harm or abuse

All participants and visitors to PAFC activities have the right to feel safe and to be safe. Wherever they come into contact with us they will be treated both lawfully and fairly and with both dignity and respect. All the members of our staff have a duty to keep children safe and to help protect them from abuse or harm. All managers ensure that their staff understand and apply that duty.

Good safeguarding practice takes many forms. It is a thread that weaves throughout all PAFC activities that involve children and other vulnerable people.

This policy applies to all members of PAFC, from both the paid and volunteer staff, and all partner organisations including commercial partners, licence holders, contractors and consultants. For the avoidance of doubt this policy does not apply to the ACT; who operate in accordance with their own policies.

This policy also applies to individuals not included in this list who may be conducting related work that involves the children in our care. The policy has been written in line with all relevant Government legislation including the "Working Together to Safeguard Children" guidance published in July 2018.

Principles of safeguarding children and young people

The term safeguarding is a shortening of the phrase "safeguarding and promoting the welfare" of children and young people. We follow the 6 principles of safeguarding:

1. **Empowerment:** it is important for a young person to be supported and encouraged to make their own decisions and give informed consent
2. **Prevention:** it is better to take action before harm occurs
3. **Proportionality:** the least intrusive response appropriate to the risk presented
4. **Protection:** support and representation for those in greatest need
5. **Partnership:** local solutions through services working with their communities – communities have a part to play in preventing, detecting and reporting neglect and abuse
6. **Accountability:** accountability and transparency in safeguarding practice

PAFC safeguard all young and vulnerable people who interact with us. We take all safeguarding concerns seriously and respond efficiently and appropriately.

A child centred approach is fundamental. PAFC follow the guidelines as set by the government, working in partnership with the local authority and the police. PAFC provide a safeguarding framework to promote best practice, demonstrate the right standards of behaviour in all interactions with the young and vulnerable. All people are treated equitably and fairly in line with our Equality and Diversity Policy. PAFC provide a safe environment for our young and vulnerable people in accordance with the law and regulatory guidance.

Risk Management

The main safeguarding policies will provide the operational framework for all PAFC staff to work within and ensure the young and vulnerable are kept safe in accordance with government and football governing body guidance.

PAFC will manage all allegations in a transparent and open manner, in accordance with the relevant guidance from football governing bodies and external agencies, which includes the police when appropriate. PAFC will information share with statutory agencies as required.

PAFC have a risk register, for which safeguarding is included, this will reduce or negate risk and enable an ongoing evaluation process. All safeguarding incidents or concerns will be recorded confidentially through the 'My Concern' reporting and case management system.

Recruitment, Appointment and Training

PAFC operate a safer recruitment policy. At least two separate references acceptable to PAFC will be required. PAFC comply with the EFL guidance on who requires a Disclosure and Barring Service (DBS) check and the frequency of checks.

Each employee must abide by a code of conduct and sign a self-declaration form regarding any change in circumstance.

Safeguarding Awareness training forms part of the PAFC induction process. Annual safeguarding refresher training is key to each staff member's professional development.

Partnerships

PAFC work in partnership with Plymouth Safeguarding Children Partnership and other relevant multi-agency partnerships, including the Plymouth Prevent Partnership. PAFC abide by safeguarding information sharing protocols with statutory agencies, including the police.

PAFC work closely with the FA and EFL safeguarding teams to ensure compliance with a football wide governance.

There are regular meetings between the safeguarding teams of PAFC and the ACT, to confirm strong team working and collaboration.

Radicalism and Extremism

Radicalisation and exposing vulnerable and young people to extreme behaviours is a form of emotional abuse and is a safeguarding risk that PAFC will monitor and manage in accordance with its established processes in the event a concern is raised.

Radicalisation can take place through direct personal contact, or indirectly through social media. Extremism is defined as vocal or active opposition to fundamental British values including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

PAFC work in partnership with the police and local partnerships and support the government Prevent Strategy, in order to support the most vulnerable in our community who are at risk of radicalisation.

PAFC Activities

Safeguarding the young and vulnerable is embedded across all PAFC activities, whether at Home Park or any location where staff are working. There are safeguarding representatives across all aspects of the business and safeguarding training is part of the recruitment process and everyone's continued professional development.

On Match Day there are designated persons designed to minimise and manage any potential safeguarding risk.

PAFC follow EFL and FA guidance on DBS checks and all appropriate staff members will have barring scheme clearance.

PAFC have a policy for image capturing and abide by consent protocols. We acknowledge that celebrating success is a key part of football, where match day activities are held in the public arena.

House parents are recruited to provide accommodation for those 16-18 year old Academy scholars, for which daily travel is not viable.

Travel Trips and Tournaments

There are specific guidelines and policies relating to young people travelling to play football, whether training, tournaments or matches.

Permissions, safeguarding risk assessments, health and safety provision, individual needs and vulnerabilities, appropriate staff supervision, records and constant evaluation will be adhered to ensuring the young and vulnerable are kept safe.

Confidentiality and Managing a Concern

PAFC ensure that confidentiality of safeguarding cases is maintained.

The secure reporting and management system 'My Concern' is used. Only the DSO and people involved will be aware, on a need to know basis.

Statutory information sharing protocols will be followed where necessary including the FA safeguarding case management, the EFL safeguarding team, the local authority and the police.

A child centred approach to safeguarding is at the centre of the PAFC ethos. Wherever possible the young or vulnerable person will be involved in every aspect of managing the concern.

If a person is at immediate risk of harm or about to become the victim of a crime, the police must be informed via 999. All other concerns must be reported to the DSO, either directly or via the 'My Concern' system.

Allegations made against an employee or anyone engaged by PAFC

PAFC operate in an open and transparent manner. Any concerns relating to a member of staff or volunteer, should be recorded via the 'my Concern' and the DSO informed.

Where necessary PAFC will work in partnership with the Local Authority Designated Officer (LADO), the FA Safeguarding Case Management Team and EFL Safeguarding Team. PAFC have a whistleblowing policy.

Roles and Responsibilities

Andrew Parkinson – CEO and Senior Safeguarding Manager

Darren Green – Designated Safeguarding Officer

Phil Stokes – Academy Manager

Nikki Francis – Disability Liaison Officer

APPENDIX –VERSION HISTORY

Version	Date	Author	Status	Comment
1.0	August 2020	D Green DSO	Draft	New policy required as per EFL plan
1.1	August 2020	D Green DSO	Draft	To CEO for approval
1.2	September 2020	D Green DSO	Draft	Required crest / tidy text