

Safeguarding Children Policy & Procedures

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Approved by: Approved by Heavens Eleven Football Club Board Resources: Working Together to Safeguard Children the Children's

Heavens Eleven Football Club will review this policy annually. However, the policy is under constant review and will be monitored and changed when there is an organizational change, change in legislation or following any learning outcomes from safeguarding incidents, concerns, or allegations.

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1.1 The Board is committed to continually ensuring the well-being and safety of all children directly connected with our business activities, and to providing a safe and suitable environment for all those children attending our premises for any purpose. It is the duty of all adults working in the Club to safeguard the welfare of children and young people by creating an environment that protects them from harm.

1.2 This policy applies to all staff members of the business, including full-time, part-time, casual or pieceworkers as well as any Consultants and Volunteers who work within the parameters of those at-risk groups of staff, customers or clients. All staff members, Consultants and Volunteers are required to adhere to this policy.

1.3 The Board may amend this policy at any time. The Board will continue to review this policy to ensure it achieves its aims.

1.4 This policy applies to the Heavens Eleven Football Club ("HEFC") and its parent company, all subsidiary companies, and affiliates. It applies to all locations owned or operated by the club, including satellite academies.

1.5 Failure to comply with this policy may be treated as misconduct and dealt with under our Disciplinary Procedure and if a breach amounts to gross misconduct this may result in dismissal, criminal prosecution and reporting of any incident to the appropriate regulatory or investigative body.

1.6 The Board of HEFC acknowledges and accepts it has a responsibility for the well-being and safety of all children and young people who are under the HEFC's care or using its facilities, (the definition of a "child" or "young people" means those under the age of 18 years old).

1.7 The well-being of children and young people is paramount for all staff and accordingly, they must read and fully understand this policy. Where appropriate, the following guidelines will be supplemented by in-service training and additional guidance.

1.8 HEFC collaborates closely with the Local Authority Designated Officers for children and adults at risk. The Head of the Club consults with the respective safeguarding teams for advice, guidance, and referrals. The Head of the club will be guided by and adhere to Local Authority and Police protocols.

1.9 All Staff: full-time, part-time, casual, piece worker, consultants and volunteers have the responsibility to report any concerns to the Head of Safeguarding.

1.10 The policy will be widely available at all touch points for HEFC for those without access to the Internet.

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Statutory Agency referral policies and procedures take precedence over any internal or governing.

2.3 HEFC is fully committed to ensuring that the best practice recommended by these bodies is employed throughout and has a responsibility to maintain regular dialogue and work in partnership with the Ontario Children Board of welfare.

AIMS & KEY PRINCIPLES

3.1 The aims of this policy are:

To safeguard all children who interact with HEFC activities. To demonstrate best practice in safeguarding children.

To develop a positive and pro-active welfare programmed to enable all children and young people to participate in an enjoyable and safe environment; To promote high ethical standards throughout HEFC activities.

3.2 The key principles underpinning this policy are:

The child or young person's welfare is, and must always be, the paramount consideration.

All children and young people have a right to be protected from abuse, exploitation and

poor practice regardless of their age, gender, disability, culture, language, racial origin, religious beliefs, or sexual identity. To acknowledge and commit to address the additional vulnerability of some participants and the extra barriers they may face e.g., those in care, looked after children, those with mental health issues, physical disabilities, and children living in substitute accommodation; All allegations of abuse will be taken seriously and responded to efficiently and appropriately.

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To encourage parents and other members of the child or young person's family to be involved in a relationship with HEFC. To ensure those coaches, parents and other adults who encounter children and young people provide good role models of behavior.

SAFEGUARDING DEPARTMENT

4.1 Head of Safeguarding & Departmental Safeguarding Officers HEFC has a Head of Safeguarding who has responsibility for the safeguarding of children in club and a number of club staff who will also be seen as Safeguarding Officers who work within departments throughout. These Staff have special responsibilities and are the focal point for safeguarding children in their nominated area. Anyone with a concern about a child's welfare should contact either the Safeguarding Officer or the club for advice in the first instance – details can be found at the end of this policy.

4.2 Safeguarding Management System

HEFC is committed to ensuring that all children that we interact with are protected to the highest standard possible. To make sure that we meet this standard, we have integrated a management system that allows regular review, evaluation audit and reporting of issues to our board. Within this framework there are clearly assigned roles and responsibilities. In addition to this the Legal and Ethics team meets frequently with the Head of Safeguarding to evaluate any issues and our overall safeguarding performance.

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HUMAN RESOURCES & DISCLOSURE

5.1 Recruitment

As part of HEFC's recruitment and selection process, offers of work to positions, which involve working with children, are subject to satisfactory Criminal Record Checks with barred list check, if necessary and appropriate references are obtained. All requests for CRC are applied online. All offers of work are subject to the outcome of the screening process and until such time as a satisfactory CRC certificate has been confirmed as clear,

the member of staff will not be left unsupervised with children. All employees, workers, or volunteers in a position of trust are required to sign up to the Update Service and annual checks will be conducted by the Club. All staff and volunteers are also bound by all relevant internal policies, including this Safeguarding Policy and Code of Ethics to gross misconduct. Should an individual's CRC Disclosure reveal any convictions AFC will consider whether the nature?

of the offence/offenses renders the person concerned unsuitable for working with children. In such circumstances, when the nature of any disclosure has to be considered, a risk assessment will be conducted by the Head of Safeguarding, Legal Team Representative, and the appropriate Line Manager to assess the information contained within the disclosure certificate. On occasion the member of staff/volunteer may also be asked to attend an interview prior to recruitment

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All new employees, workers or volunteers working with children or young people at the club will be required to complete a Self-Declaration prior to the commencement of duties. In the event of any refusal to complete any required background check or Self-Declaration HEFC will not engage the services of that individual.

5.2 New Appointments who already have a Disclosure Certificate

If a new member of staff has had a disclosure check with their previous employer, e.g. another football club, the original Disclosure certificate must be shown to the Lead Disclosure Officer, it must be dated within six months of the employee's start date at HEFC, and it must be for a similar role to that which the person has been appointed. SFC will apply immediately for Company CRC, and it is at the discretion of the Head of Safeguarding and Lead Disclosure Officer, whether the employees can start work before receiving receipt of the Company CRC.

5.3 Existing Staff

All staff that have one-to-one contact with children and young people must complete a CRC and for those undertaking regulated activity an Enhanced DHS with Children's barred list check. These are updated at least once every three years.

5.4 Temporary Staff and External Consultants HEFC will ensure that all temporary staff and external consultants sign a Self- Declaration form and will not have unsupervised access to children and young people during their time with HEFC.

5.5 Staff Training completing this course are retained by HEFC. All other staff will be required to complete any other training that is deemed appropriate by the Head of Safeguarding

5.6 Good Practice

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

Always work in an open environment. Avoid private or unobserved situations and encourage open communication with no secrets.

Make the experience of the sporting activity fun and enjoyable, promote fairness, confront and deal with bullying.

Treat all children and young people equally, with respect and dignity. Always put the welfare of the child first.

Maintain a safe and appropriate distance with children and young people and avoid unnecessary physical contact.

Where any form of manual/physical support is required, it should be provided openly and with the consent of the child or young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the child or young person's consent has been given.

If groups must be supervised in changing rooms always ensure coaches etc. work in pairs.

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Request written parental consent if HEFC officials are required to transport children and young people.

Gain written parental consent for any significant travel arrangements e.g. overnight stays.

Coaches are qualified in line with the Ontario minimum requirements. A qualified first aider attends all training sessions.

Ensure that at away events adults should not enter a child or a young person's room or invite children and young people to their rooms.

Be a good role model, this includes not smoking, drinking alcohol, or using foul abuse or language in the company of children and young people.

Always give enthusiastic and constructive feedback rather than negative criticism. Secure written parental consent for the HEFC to act in the place of a parent to give permission for the administration of emergency first aid or their medical treatment if the need arises.

Keep a clear and appropriately detailed written record of any injury that occurs, along with details of any treatment given and any individual who provided such treatment.

Failure to apply for such good practice will be a breach of this policy and may lead to disciplinary action, up to and including dismissal, being taken.

5.7 Health & Safety

HEFC's Head of Safeguarding gives guidance to those whose roles involve working with children and young people. Where a child or young person is involved, a risk assessment must take account of their vulnerabilities which will include safeguarding. The risk assessment should set out what arrangements are in place for their care and supervision.

5.8 Data Protection

The Data Protection policy adopted by HEFC is in line with current legislation. All full-time and casual staff sign a HEFC confidentiality and information sharing agreement.

HEAVENS ELEVEN FOOTBALL CLUB PROCEDURES

6.1 Parental Consent

HEFC will make every effort to obtain parental consent for all activities using a signed parental consent form. HEFC will do everything it can to safeguard children in its care but recognize that in extreme circumstances, due to the nature of the work conducted in Saints Foundation, obtaining parental consent for activities is not always possible.

6.2 Use of photography & film image children or young people, parental consent is sought in writing, and this could be at the start of

the season or prior to the event. Parents guardians are responsible for informing HEFC of any change of circumstances within the season which may affect consent. HEFC will inform parents, careers, guardians of how the image will be used, and they will not allow an image to be used for

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The Club will follow the guidelines below:

All children or young people featured in HEFC publications will be appropriately dressed. Where possible, the image will focus on the activity taking place and not on a specific child. Where appropriate, images represent the broad range of people participating safely in the event. Designated HEFC photographers will, where applicable, undertake a CRC check and attend a Safeguarding Children workshop and will be personally responsible for keeping up to date with the latest guidelines on the Use of Images policies from HEFC. Identification will be always worn. HEFC will take steps to ensure that children who are subject to a court order will not have their images published in any HEFC document. No images of children featured in HEFC publications will be accompanied by personal details such as their home address. Recordings of children for the purposes of legitimate coaching aids are only filmed by HEFC officials and are stored safely and securely at HEFC's premises. Mobile cameras are not to be used in changing rooms. Any instances of inappropriate images in football should be reported to the Head of Safeguarding. HEFC does not put young player personal information on its website. HEFC does not allow inappropriate unauthorized photographs to be taken with players, staff or at HEFC facilities and will actively take measures to prevent this. Such measures include appropriate signage, security and stewarding as well as making all staff and parents aware of our policy of taking photos or other recordings of images at our sites, matches, or training sessions.

GUIDELINES IN THE EVENT OF CONCERN

7.1 Highlighting Concern

Although HEFC is committed to doing the utmost to safeguard children from harm, there may be an occasion when concern is raised over the treatment of a child. Staff are trained to report concerns through the safeguarding reporting channel. Should staff need to report a concern/incident the procedure is to listen to what is being said, inform the Departmental

Safeguarding Officer and the Head of Safeguarding where the concern will be taken seriously. If the concern/incident is life threatening, the member of staff should call the police immediately then call the Head of Safeguarding.

7.2 Recognition – Signs of Abuse

Child abuse and neglect are generic terms encompassing all ill treatment of children as well as cases where the standard of care does not adequately support the child's health or development.

Children may be abused or suffer neglect through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or an institutional or community setting. The perpetrator may or may not be known to the child.

There are five main forms of abuse identified in sections 7.3 to 7.7 inclusive. Should you have any concern that abuse is occurring you should contact the Head of Safeguarding immediately. Should you ever feel unable to contact the Head of Safeguarding or be unable to reach them you may also report any concerns to the Safeguarding Officer for your department, the Director of Legal or use.

HEFC's whistleblowing channels. In emergency contact: Tel: 647 966 4784

7.3 Physical Abuse

Physical Abuse is a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, or scalding, drowning, suffocating or otherwise causing physical harm to a child or young person.

Physical harm may also be caused when a parent fabricates the symptoms of, or deliberately induces, illness in a child or young person.

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7.4 Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving an elevated level of violence, whether the child or young person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children or young people in looking at, or in the production of, sexual images, watching sexual activities, encouraging children or young person to behave in sexually inappropriate ways, or grooming a child or young person in preparation for abuse (including via the Internet). Adult males do not solely perpetrate Sexual abuse. Women can also commit acts of sexual abuse, as can other children and young people.

7.5 Neglect

The persistent failure to meet a child's or young person's basic physical and/or psychological needs is likely to result in serious impairment of the child's or young person's health or development. Neglect may occur during pregnancy because of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

provide adequate food, clothing, and shelter (including exclusion from home or abandonment).

protect a child or young person from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); or ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's or young person's basic emotional needs.

7.6 Emotional Abuse

Emotional Abuse is the persistent emotional maltreatment of a child or young person such as to cause severe and persistent adverse effects on the child's or young person's emotional development. It may involve conveying to a child or young person that they are worthless or unloved, inadequate, or valued only as far as they meet the needs of another person. It may include not giving the child or young person opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children or young people. These may include interactions that are beyond a child's or young person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child.

participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children or young people frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some levels of emotional abuse participate in all types of maltreatment of a child or young person, though it may occur alone.

7.7 Bullying

HEFC defines bullying as the repetitive, intentional physical or hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

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The club also recognizes the concept of hazing. Hazing is any action or situation, with or without the consent of the participants, which recklessly, intentionally, or unintentionally endangers the mental, physical, or emotional wellbeing of a child or young person. The Club does not tolerate hazing.

7.8 Child Sexual Exportation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur using technology.

7.9 Radicalization

HEFC aims to prevent radicalization and extremism through training and educating staff and all children in the activities they undertake within the Club.

Radicalization and extremism are forms.

of psychological/emotional abuse. The aim of radicalization is to attract people to a particular extremist ideology. In many cases it is with a view to inspiring them eventually to become involved with harmful or terrorist activities. Radicalization can take place through direct personal contact, or indirectly through the Internet or 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 tell the child what you are doing and when and keep them up to date with what is happening take further action – you may be the only person able to prevent future abuse.

3R's Respond, Record, Refer (Report on to the appropriate person) write down everything said and what was done as soon as you can - Use the child's own words directly. Do not record your own opinion or what you think they said inform parents/carers unless there is suspicion of their involvement.

Don't: make promises you cannot keep interrogate the child – it is not your job to carry out an investigation/interview – this will be up to the police and local authority professional staff, who have experience and are trained specifically to sensitively manage the disclosure – ask the most basic questions and then let

the child talk, you LISTEN and ensure that you do not jeopardise any potential criminal investigations cast doubt on what the child has told you, don't interrupt or change the subject say anything that makes the child feel responsible for the abuse promise to keep secrets or keep the information confidential.

INACTION IS NOT AN OPTION – Safeguarding is Everyone's responsibility.

Make sure you tell the Head of Safeguarding immediately; they will know how to follow this up and where to go for further advice.

RECORDING ALLEGATIONS OR SUSPICIONS

The Head of Safeguarding, or other individuals investigating, will ask for a written factual statement from the person making the report. If the report involves an allegation about another member of staff, that person will also be asked to publish a brief report. Any statement made by the child or young person should be reported in their own words. These reports should be confined to facts and should not include any opinion, interpretation, or judgment.

HEFC will ensure that any child concerned is immediately removed from any risk of harm.

Investigations into abuse will require careful management. The Head of Safeguarding should seek the advice of the Local Authority Safeguarding Children Board, the Police, or in cases of low-level poor practice The Canadian Soccer Association Safeguarding Children & Vulnerable Adults Case

Management Team before setting up an internal inquiry and take their advice on informing the child or young person's parents. In any case of suspected abuse, as soon as the Local Authority

Designated Officer has been informed; HEFC must provide a report to the Canadian Soccer Head of

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Safeguarding and the CSA Head of Safeguarding Children & Vulnerable Adults via the referral form which is held with HEFC's Head of Safeguarding.

Confidentiality

There is always tension and caution around issues of confidentiality. The advice for all staff at HEFC 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 must 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 on a 'need to know' basis and that their dignity and privacy will be always respected.

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

There are actions which staff must 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. The matter is confidential on a need-to-know basis, and nobody should have any reservations about referring to a safeguarding children issue to the Head of Safeguarding, the key issue is that the welfare of the child is protected.

10 Safeguarding Code of Conduct

Everyone plays a role in safeguarding the welfare and development of children and young people.

As an individual responsible for children or young people taking part in a HEFC activity you have a duty to:

Ensure that the safety and welfare of all participants is your priority and ensure that any planning, preparation, delivery, or review reflects this duty and all actions are in the best interests of those in your care.

Treat children and young people with respect, regardless of their gender, ethnic or social background, language, religious or other beliefs, disability, sexual orientation, or other status and encourage them to treat others the same way. Always consider the age, maturity, understanding, and emotional condition of participants when collaborating with them.

Listen carefully to children and young people about their needs, wishes, ideas and concerns and take them seriously.

Reward effort as well as performance.

Only use physical contact with participants where necessary. If contact is necessary, (e.g., for the purposes of coaching or first aid), then explain to the child what the contact is for and change your approach if he or she appears uncomfortable and conducts this in an open and transparent way.

Establish clear codes of conduct for participants and apply disciplinary policies equally and fairly in respect of poor behavior. Physical punishment or discipline or use of aggressive physical force of any kind towards any participant in your care is prohibited.

Always use language or behavior towards participants and others that is appropriate and do not use language or behavior that is or could be considered harassment, abuse, sexually Provocative or demeaning. You are a role model to both.

participants and other members of the workforce. Your appearance, attitude, behavior and language have a direct effect on your role.

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Not supervise or care for others whilst under the influence of alcohol or illegal drugs or any medication that may impair your ability to ensure a player's welfare.

Not appear to favor one child or show interest in one child more than another. Wherever possible, ensure that more than one member of the workforce is present when working in the proximity of children or other vulnerable people. It is inappropriate to spend excessive time alone with those children you supervise or care for or to take them home.

Always maintain professional boundaries in person and online. Do not engage in physical 'horseplay' with any participants and where possible avoid personal involvement in the activity you are responsible for. Be careful when engaging participants in 'banter' as this can easily be misunderstood. Recognize the danger to self and others when online.

Not engage in any form of sexual activity with or involving a child or vulnerable person in your care. Such activity is prohibited regardless of the legal age of consent and is considered a breach of this Policy.

Report any concerns you have about a person in your care or the actions of a member of the workforce. If you witness or are told about any incident or issue that may put a vulnerable person at risk or harm, or may breach this policy, you have a duty to report it to the appropriate person (and only share the information with those who need to know). This may be your line manager or designated safeguarding officer.