



HULL CITY'S SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

POLICY STATEMENT

Introduction

At Hull City we believe that football should be an enjoyable activity for everyone whether as a participant or spectator, child or adult. We continue to do all we can to encourage the participation of all sectors of the community and to make the involvement in football a healthy, life-enhancing and safe experience.

The safety of Children and Vulnerable Adults is of paramount importance to Hull City and we shall continue to do our utmost to help Safeguard Children and Vulnerable Adults in our care

In order to achieve this, Hull City has developed a number of policies and procedures designed to ensure that children, young people and vulnerable adults can enjoy the range of opportunities open to them to participate in football in a safe environment.

Safeguarding Team

Hull City has a Safeguarding Team who can be contacted should you have any concerns. They are as follows:

Contact numbers:

David Beeby – Lead Disclosure Officer	01482 358360
Kathy Rowe – Safeguarding Manager	01482 358359
Adrian Rolfe – Tigers Trust Safeguarding Officer	01482 358372
Kathy Rowe – Academy Safeguarding Officer	01482 358359
Garry Neal – SMC Safeguarding Officer	01482 358307
Mark Hagues – Arena Safeguarding Officer	01482 304799
Karen Clark – Admin Safeguarding Officer	01482 358300

Our Policies and Procedures are regularly reviewed and updated and have to be approved by the Board of Directors of Hull City, the Premier League and the Local Safeguarding Children Board. **This policy was revised in August 2019 and will be reviewed again in August 2020**

How we Safeguard Children Young People and Vulnerable Adults



Hull City Tigers are committed to ensuring the safety and well-being of children, young people and vulnerable adults in the following ways:

- **Recruitment** – making sure that we recruit people who are suitable to work with children, young people and vulnerable adults. Hull City Tigers intend to ensure that:-
All staff, full or part time and including volunteers, having access to, and working with, Vulnerable Adults have a Disclosure and Barring check.
All staff must supply at least two references as part of the recruitment procedure.
All relevant staff receive appropriate training and guidance.
All staff are instructed to report any concern/disclosure or any form of alleged abuse to a Safeguarding Officer.
All staff and volunteers receive any support they may need
- **Policies and Procedures** – by providing a range of policies, procedures and guidance for staff and volunteers which are kept updated and easily accessed. These Policies include:
Safeguarding and Child Protection Policies including reporting poor practice
Safeguarding and Protecting Vulnerable Adults
Recruitment
Whistle Blowing
Data Protection and Confidentiality
Anti-bullying
Racism, Equality and Diversity
Prevent
Serious Violent Crime
Health and Safety
Codes of Conduct
Complaints
N.B. All these policies are available to staff on the intranet or by contacting the Safeguarding Team
- **Training** – by ensuring that staff and volunteers are provided with regular training
- **Information** – by ensuring that children, young people, vulnerable adults and their parents/carers are always listened to, have access to information as to where to get help should they have concerns.
We do this via leaflets, contact cards, information in programmes, display posters and our website.

Things we ask staff to remember when dealing with children, young people or vulnerable adults

- **Create a positive environment that promotes football as a healthy, enjoyable and life-enhancing experience**
- **Treat everyone with respect, setting a positive example for others**
- **Respect personal space and privacy**



- Ensure another adult is present or within sight or hearing of an activity or interaction with a child/young person or vulnerable adult
- Make sure that your actions cannot be misinterpreted by someone else
- Challenge unacceptable behaviour
- Never put a child, young person, vulnerable adult or yourself in a vulnerable or compromising situation
- Do not have inappropriate physical, verbal or social media contact with others
- Do not keep allegations or suspected abuse to yourself

Safeguarding Children and Young People under 18 years of age

Hull City endorses the following statement:

Every Child or young person, defined as any person under the age of 18, who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from abuse.

This is the responsibility of everyone involved in football. Football recognises its responsibility to safeguard the welfare of all children and young people by seeking to protect them from physical, sexual or emotional harm and from neglect or bullying.

Key Principles

- *The child's welfare is, and must always be, the paramount consideration*
- *All children have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation*
- *All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately*
- *Working in partnership with other organisations, children and young people and their parents and carers is essential*
(Affiliated football's safeguarding children policy statement)

Concerns identified as child abuse

Physical Abuse: A child or young person is physically hurt or injured by an adult or an adult gives them alcohol or drugs

Neglect: A child's basic physical needs e.g. for food, warmth or proper clothing, are consistently not met or they are regularly left alone



Sexual Abuse: An adult or peer uses a child or young person to meet their own sexual needs. This includes children who are sexually exploited (**CSE**) * and increasingly the abuse caused by young people sharing sexual imagery across social media, sometimes known as “**sexting**.” The practice of “**upskirting**” has recently been included as a criminal offence.

**where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 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 the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.*

Emotional Abuse: Constant criticism, denigrating or putting unrealistic expectations on a child.

Serious Violent Crime – identifying young people who are vulnerable to becoming involved in serious violent crime, including **County Lines**

Extremism

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremism

Modern Slavery and Human Trafficking – concerns about this **must** in the first instance be reported to **the Head of Safeguarding** who will immediately refer it to the **National Referral Mechanism**

Bullying: Persistent or repeated hostile and intimidating behaviour towards a child or young person, including cyber bullying (via mobile phones or social networking sites)

N. B. Hull City has a detailed policy on bullying which is available on the intranet for staff or by contacting the Safeguarding Team

Hazing - Hazing is the practice of rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group e.g. gangs, sports teams, schools, military units etc.

In addition, Safeguarding includes the prevention of children and young people becoming at risk of:

- **Involvement with gangs**
- **Radicalisation**
- **Forced Marriage, Honour based violence and Female Genital Mutilation(FGM)**



What Staff/volunteers should do if a child or young person wishes to tell them they have been abused by someone, including any allegation made by them against an Adult who works with children

- Listen carefully to what they have to say but do not question or investigate
- Do not promise you can keep what they say confidential, tell them it will need to be shared
- Reassure them that they are not to blame
- Explain to them what you are going to do and that they will be told what is happening
- Make careful notes at the time recording exactly what was said by the child/young person, in their own words. Record dates, events and times when you were told and then sign and keep a copy. Use the Club's **Notification of Child Protection Referral** form if possible.
- Only pass on information on a strictly need to know basis.
- **Report the incident immediately to the relevant Safeguarding Officer or to the Head of Safeguarding who will deal with it and liaise with the appropriate authorities including the Premier League/EFL**

N.B Safeguarding Officers and staff and volunteers who work directly with children and young people receive detailed guidance and training on recognising concerns and acting upon them.

In addition to this **we take poor practice very seriously** and where there have been 3 incidents of poor practice by the same individual, this will be referred to the **FA Safeguarding Team**.

Poor Practice is defined as follows:

- When insufficient care is taken to avoid injuries (e.g. by excessive training or inappropriate training for the age, maturity, experience and ability of players)
- Allowing abusive or concerning practices to go unreported (e.g. a coach who ridicules and criticises players who make a mistake during a match)
- Allowing hazing practices to go unreported
- Placing children or young people in potentially compromising and uncomfortable situations with adults (e.g. inappropriate use by a coach of social media with a young player)
- Ignoring health and safety guidelines (e.g. allowing young players to set up goal posts unsupervised by adults)
- Failing to abide by the club's codes of conduct
- Giving continued and unnecessary preferential treatment to individuals



Safeguarding Vulnerable Adults

Hull City is committed to ensuring the safety and welfare of vulnerable adults and to maximise their participation and enjoyment of football in a safe and caring environment.

Definitions of a Vulnerable Adult: (Department of Health Guidance “No Secrets” March 2000)

- Someone who is aged 18 or over and who is, or may be, in need of community care services by reason of mental or other disability, age or illness and who is, or may be, unable to protect himself/herself from significant harm or exploitation.
- Hull City also apply this policy to those not receiving community care services but are considered to be vulnerable to abuse.

Definitions of Abuse:

- Abuse is a violation of an individual’s human and civil rights by any other person or persons. For vulnerable adults this will focus upon others who have influence over them.
- These violations may be intentional or unintentional.
- These violations may be a single act or a repetition of acts over a period of time.

Definition of significant harm:

Ill treatment, including sexual abuse and forms of ill treatment that are not physical, the impairment of, or an avoidable deterioration in, physical or mental health and the impairment of physical, emotional, social or behavioural development.

Categories of Abuse:

For the purpose of this Policy, abuse is classified into the following categories:

- **Physical** – can include hitting, slapping, pushing, kicking, and misuse of medication, restraint or inappropriate sanctions.
- **Sexual** – can include rape, sexual assault, sexual acts to which the person has not consented, could not consent to or was pressured into consenting to.
- **Psychological or emotional** – includes threats of harm or abandonment, deprivation or contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- **Financial/Material** – can include theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.



- **Neglect/Acts of Omission** – includes ignoring medical or physical care needs, failure to provide access to appropriate health, social or educational services, the withholding of the necessities of life such as medication, adequate nutrition or heating.
- **Discrimination** – includes racism, sexism, abuse based on a person's disability and other forms of harassment, slurs or similar treatment.
- **Bullying** – name calling, belittling, hitting, kicking, and verbal abuse e.g. Racist remarks, isolating and taunting.

What we ask staff and volunteers to do

1. Ensure the participants know how to get help, how to report abuse, who to report it to and what the likely outcome/response will be.
2. Create the opportunity for the Vulnerable Adult to disclose abuse.
3. Designate a named person for each group/activity and make sure they are introduced to the participants.
4. Give reassurance when abuse has been reported that it was the right thing to do.
5. Respect the participant's wishes on how the concern is reported but do not guarantee you are able to keep the information to yourself.

NB: It is important to be aware the person being abused may not be aware it is abuse. Also they may decide to disclose the abuse a long time after it happened. It is always important to show you are taking seriously what they are saying.

How to handle a Disclosure

- Stay calm and do not appear to be shocked
- Listen carefully and try to remember as much details as you can
- Offer reassurance that they have done the right thing by telling you
- Preserve any evidence where possible
- Be aware that in certain circumstances medical evidence may be needed
- Inform the **Head of Safeguarding** or a **Safeguarding Officer** at the Club in the first instance (with their permission)
- Write down as much information as you can as soon as is reasonably possible



- If the person is injured or in danger take immediate action e.g. dial 999 for the police or ambulance
- Only involve those who need to know
- Complete an incident sheet (example at the back of this policy)
- If it is a non-emergency situation discuss the person's wishes and establish who they would like you to contact. Do not rush them into making a decision

Reporting Concerns

Reporting such matters to agencies outside Hull City will take into account the balance which needs to be maintained for the confidentiality of the vulnerable person's affairs, the vulnerable person's capacity to consent to the matter being taken further and the duty of care to report suspected abuse. **The Head of Safeguarding's role encompasses the role of Vulnerable Adults Safeguarding Officer.**

The Head of Safeguarding will assess the allegations/suspicions, and in some cases seek advice from the Hull & East Riding Safeguarding Adults Partnership before deciding on the appropriate action to be taken.

If the incident is not considered to fit the criteria of abuse the Vulnerable Adult Services Officer can deal with the situation directly.

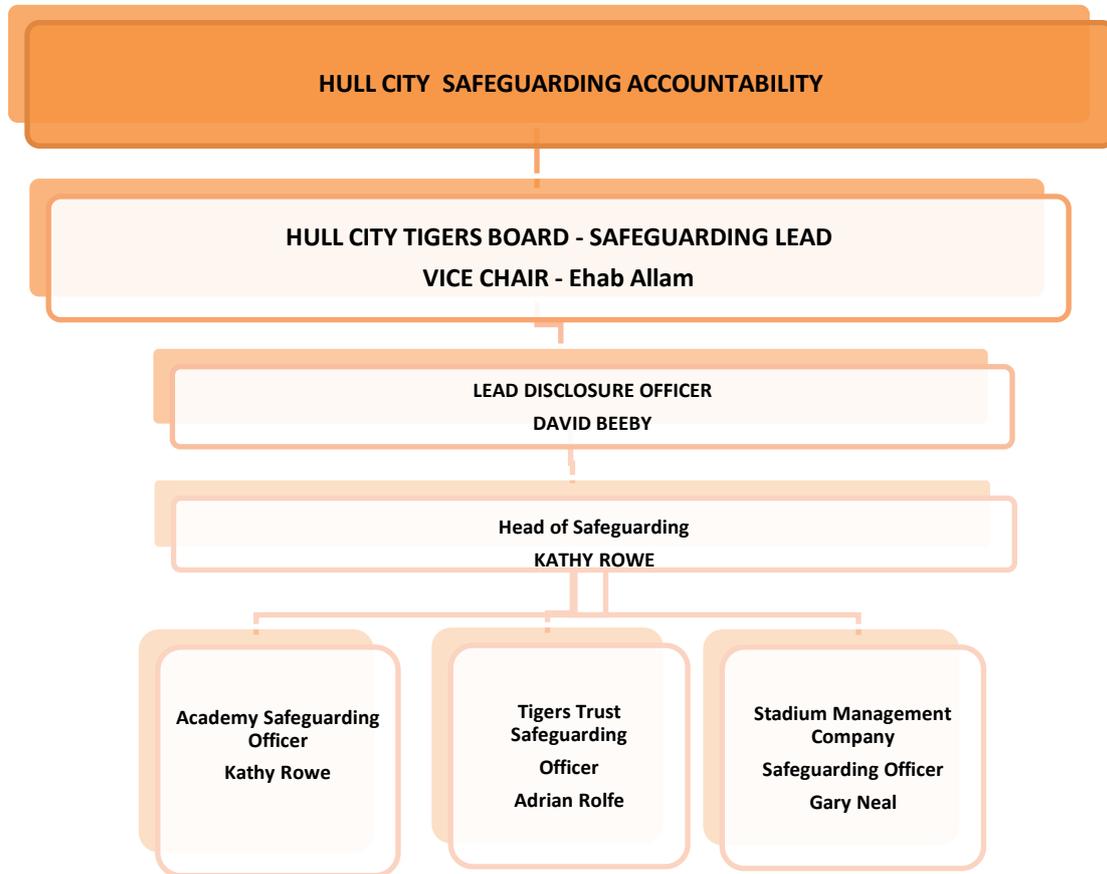
In all cases, **the Head of Safeguarding** is responsible for maintaining complete records of the allegations made, including dates, times and persons involved and actions taken.

This action may be of two types:

Corrective action – action to be taken against alleged or confirmed perpetrators (as set out in the disciplinary procedure) involved in incidents of abuse, and the discreet and sensitive handling of the abused person.

Preventive action – identifying strategies to be implemented, with the objective of halting further abuse and/or, limiting the opportunities for potentially abusive practices

N.B. A detailed policy and procedure is available to staff working directly with Children and Vulnerable Adults on the intranet or from the Safeguarding Team.



Emergency Contacts:

Hull City 07714 329445

Humberside Police 101

Children's Social Care 01482 448879 (daytime)

01482 788080 (Emergency Duty Team)

Advice can also be obtained from the following:

EFL Safeguarding Team – 01772 325800 safeguarding@efl.com

NSPCC Helpline – 0808 800 5000 or ChildLine 0800 1111 www.childline.org.uk