



## **Barnsley Women's Football Club**

### **Safeguarding Children Policy and Procedures 2023/24**



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**1.0** Barnsley Women's Football Club acknowledges its responsibility to safeguard the welfare of every child and young person and is committed to providing a safe environment for all. We recognise that a child is anyone under the age of 18 and subscribe to The Football Association's (The FA) Safeguarding Children Policy and Procedures.

Barnsley Women's Football Club endorses and adopts the following key safeguarding principles:

- ☐ the child's welfare is, and must always be, the paramount consideration;
- ☐ all children and young people have a right to be protected from abuse regardless of their; age, gender, gender reassignment, sexual orientation, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy and maternity;
- ☐ all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately; and
- ☐ working in partnership with other organisations, children and young people and their parents/carers is essential. We acknowledge that every child or young person who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.

Barnsley Women's Football Club recognises that this is the responsibility of every adult involved in our club.

**2.0** Barnsley Women's Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The FA's Safeguarding Children Regulations (see The FA Handbook [TheFA.com/footballrules-governance/lawsandrules/fa-handbook](https://www.thefa.com/footballrules-governance/lawsandrules/fa-handbook)) apply to everyone in football whether in a paid or voluntary capacity, including coaches/managers, volunteers, match officials, helpers on club tours, or medical staff or other club officials/helpers.

**3.0** We endorse and adopt The FA's Safer Recruitment guidelines and we will:

- ☐ Specify what the role is and what tasks it involves;
- ☐ Request identification documents;
- ☐ As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them;
- ☐ Ask for and follow up with two references before appointing someone; and
- ☐ Where eligible require an FA accepted DBS enhanced with barred list Check, in line with The FA's current Safeguarding Children Policy and Regulations.

All current Barnsley Women's Football Club members working in eligible roles with children and young people, such as coaches/managers and physiotherapists, are required to hold an in-date FA accepted DBS enhanced with barred list check as part of safer recruitment practice.

It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the DBS Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

If there are concerns regarding the appropriateness of a club official who is already involved or who has approached us to become part of Football Club, guidance will be sought from the County FA.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.



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**4.0** Barnsley Women's Football Club supports The FA's Whistle Blowing policy (as described in this paragraph), which requires any adult or young person with concerns about an adult in a position of trust within football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com) or alternatively by going direct to the Police, Children's Social Care or the NSPCC.

Barnsley Women's Football Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

**5.0** We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at our club [see Annex A]. If bullying does occur, all players or parents/carers should be able to access our antibullying policy and know that incidents will be dealt with appropriately. Incidents need to be reported in accordance with paragraph 6 below.

In cases of serious bullying the CFA Designated Safeguarding Officer may be contacted.

**6.0** In this Club, Safeguarding is everyone's responsibility, and we know that inaction is not an option and if anyone is worried about a child it is important that they report their concerns to the Club Welfare Officer (if there is one) or a member of the Club committee, who will deal with reported concerns as follows:

- i. The Club Welfare Officer (if there is one) ("CWO") or a member of the Club committee will manage poor practice and where necessary seek advice from the County FA Designated Safeguarding Officer (CFA DSO).
- ii. The CWO or a member of the Club committee will make referrals about more serious concerns to the CFA DSO, or in an emergency contact the Police or Children's Social Care.
- iii. We will ensure that if the child needs immediate medical treatment that we take them to a hospital or call an ambulance and tell them it is a child protection concern.
- iv. The CWO or a member of the Club committee will keep records of the actions taken and keep the County FA Designated Safeguarding Officer (CFA DSO) informed.
- v. If the CWO or a member of the Club committee is not available at any time, or the matter is clearly serious, all our members should be aware that they can:

- ☐ Contact the CFA DSO directly;
- ☐ Contact The FA's Safeguarding Team on 0800 169 1863 or [Safeguarding@TheFA.com](mailto:Safeguarding@TheFA.com);
- ☐ Contact the Police or Children's Social Care; and/or
- ☐ Call the NSPCC 24-hour Helpline for advice on 0808 800 5000 or text 88858 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

For additional support signposting mental health and support information, please follow link to <https://www.sja.org.uk/globalassets/documents/mental-health-advice-and-info.pdf>. [See annex B]

**7.0** Barnsley Women's Football Club Committee understands and accepts our collective responsibility to adhere to our safeguarding children policy and procedures. We commit to ensuring our members are aware of and have access to our policies.

Role	Name	Signature	Date
Senior Welfare Officer	Donna Clifford		21 October 2023

The FA's Safeguarding Children Policy and Procedures (including the anti-bullying policy) are available via: [TheFA.com/football-rules-governance/safeguarding/section-1-football-safeguarding-framework](https://www.thefa.com/football-rules-governance/safeguarding/section-1-football-safeguarding-framework)

The FAs Safer Recruitment guidance is available via: [TheFA.com/football-rules-governance/safeguarding/section-3-safer-recruitment-and-dbs-checks](https://www.thefa.com/football-rules-governance/safeguarding/section-3-safer-recruitment-and-dbs-checks)

For youth teams and ETC welfare Officer information please see Annex C below.

### Annex A – Text to parents/guardian and players:

Messaging for staff to use on social media:



*Barnsley Women's Football Club take a zero-tolerance approach to all forms of behaviour by players, parents and staff that intend to violate the dignity of others.*

*Zero tolerance means that we will never tolerate, condone or ignore bullying or harassment of any kind. We recognise that these behaviours can take many forms. They may be carried out face-to-face or online; they may be subtle, covert or overt abuses of power.*

*The Club's expectation is that we play together in a healthy team environment and if there is evidence of bullying or harassment, players will be withdrawn from the team.*



## Annex B – [St John's Ambulance mental health and support services information](#)



### Mental health advice and support information

#### NHS 111

**For urgent advice and support**  
Tel: 111\*  
111.nhs.uk

\*Lines open 24 hours a day, 365 days a year.  
Calls are free for landlines and mobile phones.

#### Samaritans

**For somebody to speak to**  
Telephone: 116 123\*  
samaritans.org/how-we-can-help

\*Lines open 24 hours a day, 365 days a year.  
Calls are free for landlines and mobile phones.

#### Mind

**For mental health information**  
Telephone: 0300 123 3393\*  
mind.org.uk

\*Lines open 9am to 6pm, Monday to Friday  
(except bank holidays).  
Calls charged at the standard rates.

**In a medical emergency dial 999.**

#### Debt

**Money Advice Service**  
Tel: 0800 138 7777  
(8am-6pm, Mon-Fri)  
www.moneyadviceservice.org.uk

**National Debtline**  
Tel: 0808 808 4000  
www.nationaldebtline.org.uk

#### Self harm

**Alumina**  
www.selfharm.co.uk  
Free online self harm course for 14-19 year olds

**Harmless**  
Email: info@harmless.org.uk  
www.harmless.org.uk

**NSHN**  
www.nshn.co.uk

**Self Injury Support**  
Tel: 0808 800 8088  
(7pm-9.30pm, Tues and Thurs)  
Text: 07537 432444  
Email: tessmail@selfinjurysupport.org.uk  
www.selfinjurysupport.org.uk  
For women of any age or background

#### General mental health information

**Rethink Advice & Info Service**  
Tel: 0808 800 8088

#### Crisis and emotional support

**SaneLine**  
Tel: 0300 304 7000  
(4.30pm-10.30pm, 7 days a week)  
www.sane.org.uk

#### Anxiety

**Anxiety UK**  
Tel: 03444 775 774  
(9.30am-5.30pm, Mon-Fri)  
Text: 07537 416 905  
Email: support@anxietyuk.org.uk  
www.anxietyuk.org.uk

#### No Panic

Tel: 0300 772 9844  
(10am-10pm, 7 days a week)  
Youth Tel: 0330 606 1174  
(3pm-6pm Mon-Wed & Fri, 3pm-8pm Thurs, 6pm-8pm Sat)  
24h Crisis Line: 01952 680 835  
Email: admin@nopanic.org.uk  
www.nopanic.org.uk

#### OCD Action

Tel: 0300 636 5478  
Email: support@ocdaction.org.uk  
www.ocdaction.org.uk

#### OCD UK

Tel: 01332 588 112  
Email: support@ocduk.org  
www.ocduk.org

#### Triumph Over Phobia

Tel: 01225 571 740  
Email: info@topuk.org  
www.topuk.org

#### Depression

**Association for Postnatal Illness**  
Tel: 0207 386 0868  
(10am-2pm Mon-Fri)  
Email: info@apni.org  
www.apni.org

#### Bipolar UK

Email: info@bipolaruk.org  
www.bipolaruk.org

#### Charlie Waller Memorial Trust

Tel: 01635 869 754  
(9am-5pm, Mon-Fri)  
Email: admin@cwmt.org.uk  
www.cwmt.org.uk

#### Depression UK

Email: info@depressionuk.org  
www.depressionuk.org

#### PANDAS Foundation

Tel: 0808 1961 776  
(11am-10pm, 7 days a week)  
Email: info@pandasfoundation.org.uk  
www.pandasfoundation.org.uk

You can access our full range of free mental health resources on our website  
[sja.org.uk/mh-resources](http://sja.org.uk/mh-resources)

#### Abuse

**NSPCC**  
Tel: 0808 800 5000  
Children and young people tel: 0800 1111  
Email: help@nspcc.org.uk  
www.nspcc.org.uk

#### NAPAC

Tel: 0808 801 0331  
(10am-9pm Mon-Thurs, 10am-6pm Fri)  
Email: support@napac.org.uk  
www.napac.org.uk

#### One in Four

Tel: 0208 697 2112  
Email: admin@oneinfour.org.uk  
www.oneinfour.org.uk

#### Rape Crisis

Tel: 0808 802 999  
(12pm-2.30pm & 7pm-9.30pm, 7 days a week)  
www.rapecrisis.org.uk

#### Refuge

Tel: 0808 2000 247  
www.refuge.org.uk

#### Survivors UK

Text: 020 3322 1860  
www.survivorsuk.org

#### Women's Aid

Email: helpline@womensaid.org.uk  
www.womensaid.org.uk

#### Crime victims

**Victims Info Service**  
Tel: 0808 168 923  
www.victimsinformation.service.org.uk

#### Victim Support

Tel: 0808 1689 111  
8am-8pm Mon-Fri, 24 hours on weekends

#### Bereavement

**Bereavement Advice Centre**  
Tel: 0800 634 9494  
(9am-5pm, Mon-Fri)  
www.bereavementadvice.org

#### Child Bereavement UK

Tel: 0800 028 8840  
Email: support@childbereavementuk.org.uk

#### Cruse Bereavement care

Tel: 0808 808 1677  
Email: helpline@cruse.org.uk  
www.cruse.org.uk

#### Survivors of Bereavement by Suicide

Tel: 0300 111 5065  
(9am-9pm, 7 days a week)  
Email: email.support@uksobs.org  
www.uk-sobs.org.uk

#### Suicide

**CALM**  
Tel: 0800 585858  
(5pm-12am, 7 days a week)  
www.thecalmzone.net

#### Papyrus

Tel: 0800 068 4141  
(9am-12am, 7 days a week)  
Email: pat@papyrus-uk.org

#### Substance misuse and addiction

**Adfam**  
Tel: 020 3817 9410  
Email: admin@adfam.org.uk  
www.adfam.org.uk

#### Alcoholic Anonymous

Tel: 0800 9177 650  
Email: help@aamail.org  
www.alcoholics-anonymous.org.uk

#### Alcohol Change UK

Tel: 020 3907 8480  
Email: contact@alcoholchange.org.uk  
www.alcoholchange.org.uk

#### Al-Anon

Tel: 0800 0086 811  
(10am-10pm, 7 days a week)  
Email: helpline@al-anonuk.org.uk  
www.al-anonuk.org.uk

#### Cocain Anonymous

Tel: 0800 612 0225  
(10am-10pm, 7 days a week)  
Email: helpline@cauk.org.uk  
www.cauk.org.uk

#### Drink Aware

Tel: 0207 766 9900  
Email: contact@drinkaware.co.uk  
www.drinkaware.co.uk

#### Drinkline

Tel: 0300 123 1110  
(9am-8pm Mon-Fri, 11am-4pm Sat-Sun)

#### Drug Science

Email: info@drugscience.org.uk  
www.drugscience.org.uk

#### Gamblers Anonymous.org

Tel: 0330 094 0322  
Email: info@gamblersanonymous.org.uk  
www.gamblersanonymous.org.uk

#### Progress

www.dualdiagnosis.co.uk

#### Talk to Frank

Tel: 0300 123 6600  
Text: 82111  
Email: frank@talktofrank.com  
www.talktofrank.com

#### UK SMART Recovery

www.smartrecovery.org.uk

#### With You

www.wearewithyou.org.uk

#### Eating Disorders

**ABC**  
Tel: 0300 011 1213  
Email: support@anorexiabulimiacare.org.uk  
www.anorexiabulimiacare.org.uk

#### Beat

Over 18's tel: 0808 801 0677  
(9am-8pm Mon-Fri, 4pm-8pm Sat-Sun)  
Email: help@beateatingdisorders.org.uk

Student Tel: 0808 801 0811

(9am-8pm Mon-Fri, 4pm-8pm Sat-Sun)  
Email: studentline@beateatingdisorders.org.uk

Youth Tel: 0808 801 0811  
(9am-8pm Mon-Fri, 4pm-8pm Sat-Sun)  
Email: fyp@beateatingdisorders.org.uk  
www.beateatingdisorders.org.uk

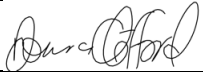


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### Annex C - Welfare Officer details for junior clubs

Barnsley Women's Football Club and managers of junior teams, understands and accepts our collective responsibility to adhere to our safeguarding children policy and procedures. We commit to ensuring our members are aware of and have access to our policies.

Role	Name	Signature	Date
Chairperson	Paul Thompson		
Secretary	Gary Birchall		
Senior Welfare Officer	Donna Clifford		21 October 2023