

SAFEGUARDING

Safeguarding Policy for LFC Foundation



Contents

- Commitment from LFC Foundation CEO
- What is safeguarding?
- Scope – children and adults – defined.
- How the LFC Foundation creates the environment for safeguarding
- What is abuse – types of – different for children and adults?
- Prevent
- What the LFC Foundation does to protect children
- What the LFC Foundation does to protect vulnerable adults
- Information Held about me
- Liverpool FC Safeguarding Team
- Asking for help
 - how to report,
 - we will listen.
- How to report a Concern
 - Contact details of safeguarding specialists within LFC
 - Local and National organisations.
 - Form for completion
 - Numbers of external organisations – Councils, NSPCC, Police

Commitment

“The LFC Foundation are committed to providing a world class safe environment for children and vulnerable adults. Safeguarding the welfare of every young person and vulnerable adult is our priority. Through our vision, culture, and day to day operation, we want every young person and adult who access our programmes to enjoy their contact with the Liverpool FC Foundation, feel safe, have a voice, and develop into good citizens. We want every participant to have an excellent experience”.

Matt Parish CEO, LFC Foundation

What is Safeguarding?

Safeguarding is putting the safety and wellbeing of anyone under 18 or someone who is a vulnerable adult at the centre of every activity.

Liverpool FC and the LFC Foundation work as one team for Safeguarding. For further details please go to www.liverpoolfc.com/fans/safeguarding.

Who is in scope for Safeguarding?

All those under 18 are deemed to be children and in scope for Safeguarding. For those over 18, anyone who meets the definition of being an Adults at Risk.



SAFEGUARDING

Safeguarding Policy for LFC Foundation

- Has needs for care and support (whether the local authority is meeting any of those needs or not)
- Is experiencing, or at risk of, harm, abuse or neglect or exploitation.
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Also, the LFC Foundation include any adult whose behaviour or circumstance makes them vulnerable. Plus, all the players at the boys and girl's academies who are over 18 but still within the Academy.

We know that some vulnerabilities are visible and some are hidden. Some are pervasive and permanent, some are intermittent.

How LFC Foundation creates the environment for Safeguarding?

It is important that everyone at the LFC Foundation feels safe and happy. We make sure that:

- We have an environment where you can feel comfortable to tell someone in authority if something worries you.
- We take your concerns seriously.
- Our staff have special training and guidelines on the best ways to work with children.

What is Abuse of Children?

Abuse is anything another person does that causes harm.

Abuse can happen in families, between friends or anywhere.

Child on Child abuse is the most common sort of abuse. Below are some different types of abuse you may experience:

Physical Abuse

Includes

- Hitting, shaking, smacking, and slapping
- Poisoning, Burning or scalding
- Throwing things or spitting at you
- Drowning or suffocating you

Sexual Abuse

including:

- Touching
- Saying things
- Making you watch, or
- Making you take part in things that make you uncomfortable.
- Up-skirting, this is a criminal offence.

Emotional Abuse:

When someone makes you feel bad about yourself. They might ignore you or put you down. It can include.

- Putting you in a difficult situation or humiliating you.
- Making you feel worthless or unloved

Bullying

Bullying is a *repeated* action that make you feel bad. It can be online or face to face and includes:

- Name calling



SAFEGUARDING

Safeguarding Policy for LFC Foundation

- Pushing
- Threatening you.

Neglect

When people do not provide basic needs such as food, medicine, housing, clothing, as well as other physical, emotional, social, educational and safety needs. It also means not protecting you from harm.

Discriminatory Abuse:

When you feel harassed or picked on because of who you are. This includes comments or jokes which are:

- Racist
- Sexist
- Homophobic
- Ageist
- Based on your disability.

Grooming

Grooming is defined as developing the trust of an individual and/or their family for the purposes of sexual abuse, sexual exploitation, or trafficking.

Coercive Control and Modern Slavery

Coercive Control is a pattern of controlling behaviour incidents that occur over time for one individual to exert power, control, or coercion over another, e.g., restricting movements, access to money, isolating victim from family and friends.

Modern Slavery

Modern Slavery encompasses slavery, human trafficking, forced labour and domestic servitude.

Abuse of children can also take other forms such as child sexual or criminal exploitation, genital mutilation (FGM), hazing (initiation activities).

Preventing Radicalisation and Extremism

- The LFC Foundation will not tolerate activity of any sort which creates an environment for the radicalisation of individuals regardless of which extremist ideology it is based upon.
- Radicalisation is “the process through which an individual changes from passiveness or activism to become more revolutionary, militant or extremist, especially where there is intent towards, or support for, violence.”
- We aim to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support.
- Extremism is defined as “the holding of extreme political or religious views”.
- The strategy covers all forms of terrorism, including far right extremism and some aspects of non-violent extremism.
- All Liverpool FC staff have been trained to spot radicalisation and extremism and how to report any concerns that they might have if someone is showing extremist views or might have been radicalised.

What the LFC Foundation does to protect children?

Recruitment and Training

- All staff who work with anyone under 18 go through a rigorous recruitment and induction process.
- This includes background checks before they start working.



SAFEGUARDING

Safeguarding Policy for LFC Foundation

- All staff are interviewed to ensure their values match that of LFC.
- We also request references to ensure they can do their job well.
- All LFC Foundation staff have specialist training, so they know what to look for, and what to do to safeguard all children and vulnerable adults.

LFC Foundation and NSPCC Partnership

We share common goals and work together to support each other locally.

In addition, we use our platforms to raise awareness of safeguarding by national campaigns including; NSPCC campaigns including;

World Suicide Prevention Day
Parents in Sport Week
Anti-Bullying Week
Sexual Abuse Awareness Week
Safer Internet Day
National Child Exploitation Awareness Day
Mental Health Awareness Week

Abuse for Adults

Abuse is anything another person does that causes or fails to act to prevent harm.

Abuse can happen in families, between friends or anywhere.

Child on Child abuse is the most common sort of abuse.

Below are some different types of abuse you may experience:

Physical Abuse

- Hitting, shaking, smacking, and slapping
- Poisoning, Burning or scalding
- Throwing things or spitting at you
- Drowning or suffocating you

Sexual Abuse

- Touching
- Saying things
- Making you watch, or
- Making you take part in things that make you uncomfortable.
- Up-skirting, this is a criminal offence.
- Sending online sexual content

Emotional Abuse

When someone makes you feel bad about yourself. They might ignore you or put you down. It can include.

- Putting you in a difficult situation or humiliating you.
- Making you feel worthless or unloved
- Calling you names or controlling you.
- Being aggressive to you, your friends or family
- Preventing you from using services that help you in life.
- Withholding information that would help you.
- Threatening or intimidating you.



SAFEGUARDING

Safeguarding Policy for LFC Foundation

- Neglect

Neglect is when people stop you having life's essentials including:

- Food
- Medicine
- Somewhere to live
- Clean clothes.
- It also means not protecting you from harm. This is a problem when the person in question lacks the mental capacity to assess risk for themselves.
- Neglect can be intentional or unintentional. It can include self-neglect.

Financial Abuse

- People taking money from you.
- Not giving you money, you are entitled to.
- Using a person for financial gain i.e., putting pressure on them about wills, property, inheritance.

Bullying

Bullying is a *repeated* action that make you feel bad. It can be online or face to face and includes:

Name calling

Pushing

Threatening you.

Domestic Abuse

Any abuse / event or series of events at home that do not make you feel comfortable.. Children can be victims of domestic abuse if they see, hear or experience the effects of the domestic abuse.

Sexual Violence and Sexual harassment

Sexual violence involves sexual offences.

Sexual harassment is unwanted conduct of a sexual nature that can occur online and offline.

Organisational Abuse:

Any poor care from an organisation or group of people who should be caring from you. This could be in your home, care home or a hospital.

Discriminatory Abuse

When you feel harassed or picked on because of who you are. This includes comments or jokes which are:

- Racist
- Sexist
- Homophobic
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Grooming

Grooming is defined as developing the trust of an individual and/or their family for the purposes of sexual abuse, sexual exploitation, or trafficking.



SAFEGUARDING

Safeguarding Policy for LFC Foundation

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Coercive Control is a pattern of controlling behaviour incidents that occur over time for one individual to exert power, control, or coercion over another, e.g., restricting movements, access to money, isolating victim from family and friends.

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Modern Slavery encompasses slavery, human trafficking, forced labour and domestic servitude.

Abuse of adults can also take other forms such as criminal exploitation, genital mutilation (FGM), hazing (initiation activities).

Information Held about me

If you have any ongoing contact with the LFC Foundation, it is likely we will take some personal details, for example your name, address, date of birth.

This is so we know who you are and can contact you again.

We might also ask to take your picture. This will be for good reason, like to celebrate an event or an achievement. We might take pictures to help you develop your skills on the pitch or in the classroom. Either way we will ask you or your carer if you want to do this. Normally if you give permission, we apply it to all situations where photographs might be taken. You can always opt out.

At the outset, or mid-way through you, or your carer can opt out, and withdraw your permission.

We store all information and images in line with data protection law. This means all information is.

- Collected with your consent.
- Stored safely.
- Deleted within the correct timescales.

Our privacy policy can be found on this link [Contact Us \(liverpoolfc.com\)](https://liverpoolfc.com/contact-us)

LFC Foundation Safeguarding Team

LFC Foundation have a team of safeguarding leaders covering all their programmes. The Designated Safeguarding officers can be seen below. You can find their contact details on this link [Safeguarding \(liverpoolfc.com\)](https://liverpoolfc.com/safeguarding)

Don't keep things to yourself

Speak to one of our **LFC Safeguarding** team members today.

It's ok not to feel ok

Stephen Hale
Stephen.hale@liverpoolfc.com
07785 646 366

Nicola Fryer
Nicola.fryer@liverpoolfc.com
07780 226 978

Julie Grundy
Julie.grundy@liverpoolfc.com
07770 341 275

You can also report a concern on www.liverpoolfc.com/fans/safeguarding
or John Pout, Liverpool FC Director of Safeguarding 07912 120 888



SAFEGUARDING

Safeguarding Policy for LFC Foundation

Liverpool FC Safeguarding Team

Liverpool FC employ full time specialist Safeguarding experts. One of them is the Designated Safeguarding Leader for the LFC Foundation. This person reports directly to the LFC Director of Safeguarding.

You can contact the Director of Safeguarding on 07912 120888

Asking for help

How to report something you are worried about

The LFC Foundation is somewhere where you can have a good time. It is also somewhere you can turn to share your worries. These could be worries at home, with friends, at school or at LFC.

We will Listen.

It can be difficult to share things. You might worry that something is wrong, you might not be able to explain things well. This does not matter; LFC Foundation staff will listen and give you the time to talk, listen, act on what you say and to make sure you're safe.

It can be difficult to ask for help, here's what you can do.

You don't have to share everything all at once. Tell them what worries you, telling someone is the most important thing. Choose an adult you trust. Someone who makes you feel safe, and you know will listen.

It could be.

- A coach
- A member of the LFC Foundation Safeguarding Team
- A teacher
- A family member
- A family friend

Telling someone your worries might make you nervous. Don't worry that is normal but telling someone about things that worry you will make you feel better once you have spoken out. It might be hard to describe things, but we will listen and understand. You might prefer to write things down, that's fine too.

Talk to us if you have any worries, you can report a problem in detail to

LFC www.liverpoolfc.com/fans/safeguarding/report-a-safeguarding-issue this will go straight to the Director of Safeguarding.

What Happens Next?

Once you have reported your concern, a member of staff will take expert advice from the LFC Safeguarding Team. The team are very experienced and will know what is best to ensure you are safe and well looked after. They will keep you updated with what is going to happen next.

If it is a dangerous situation, we might contact people from Social Services, Health, or the Police.

What we decide to do with your information will always be based on ensuring you are safe and not in any danger. What you tell us will be kept safe and secure and will only be shared with people who need to know to keep you safe

How to report a Concern?

You tell us what is worrying you. We will listen, record the information you tell us, check with you that its accurate and ensure you are safe.

The member of staff concerned will take advice from a Safeguarding expert.–They will keep you updated with what is going to happen next.

SAFEGUARDING

Safeguarding Policy for LFC Foundation



If it is a dangerous situation, we might contact people from Social Services, Health, or the Police.

What we decide to do with your information will always be based on ensuring you are safe and not in any danger. What you tell us will be kept safe and secure and will only be shared with people who need to know to keep you safe.

Talk to us if you have any worries, you can report a problem in detail to LFC Foundation Website. This will go straight to the LFC Director of

Safeguarding. www.liverpoolfc.com/fans/safeguarding/report-a-safeguarding-issue.

Or in an *emergency* call 999 or the Liverpool Football Club Safeguarding hotline 07912 120888

Are you worried about a member of LFC Foundation staff?

If you feel a member of LFC Foundation staff has:

- behaved in a way that has or could harm a child
- possibly committed a criminal offence against or related to a child.
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children.
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Please report it via - www.liverpoolfc.com/fans/safeguarding/report-a-safeguarding-issue

It will go straight to the Safeguarding team who will investigate every concern thoroughly. All allegations are taken seriously. For all reported cases we will contact you, to ensure we have all relevant information. We will also outline the next steps. Once the investigation is underway, we will keep you updated.

Contact details of safeguarding organisations beyond Liverpool FC



Safeguarding - Signposting

National Organisations

Mental Health / Bereavement	<ul style="list-style-type: none">• Samaritans – 116 123• Papyrus – teenage suicide / mental health - 0800 068 4141• NSPCC – Childline – 0800 1111• www.childhoodbereavementnetwork.org.uk
Domestic Violence Alcohol and Drugs	<ul style="list-style-type: none">• National Domestic Violence Hotline... Freephone 24 hour run by Refuge on 0808 2000 247• Alcoholics Anonymous – 0800 917 7650• Talk to FRANK – 0300 123 6600
E Safety	<ul style="list-style-type: none">• Think you Know - www.thinkuknow.co.uk/parents/• Childnet - www.childnet.com/blog/keeping-children-happy-and-safe-online-during-covid-19• EsafetyMatters.com• Young Minds - 0808 802 554
Loneliness	<ul style="list-style-type: none">• Age UK – 0800 678 1602• Samaritans - 116 123• MIND – www.mind.org.uk
Poverty - Food Poverty, Claiming Benefits, Debt Advice	<ul style="list-style-type: none">• Foodbanks – google your local ones or The Trussell Trust – 0808 208 2138• Citizens Advice for benefits – 0345 404 0506• Step Change – for Debt advice – stepdebtsupport.co.uk• https://www.fuelbankfoundation.org/

SAFEGUARDING

Safeguarding Policy for LFC Foundation



Appendix 1 - Oversight and Management of Safeguarding

LFC Foundations safeguarding policy and procedures include responsibility for oversight and management of safeguarding and lines of accountability for safeguarding matters.

This includes:

(a) the Board's ultimate responsibility for leadership and oversight of safeguarding

LFC Foundation trustees

(b) a designated Trustee with leadership responsibility for LFC Foundations safeguarding arrangements

Gavin Laws

(c) the Head of LFC Foundation responsible for ensuring that appropriate arrangements are in place for the day-to-day management of safeguarding

Matt Parish (CEO) delegated to Katie Ellis Carrigg (Head of Sport & Inclusion)

(d) a Designated Safeguarding Officer (DSO) responsible for leading on the implementation of LFC Foundation's safeguarding arrangements and for raising safeguarding awareness within LFC Foundation who, in respect of their safeguarding responsibilities, has direct access to the designated Trustee

Nicola Fryer (DSL Foundation) There are also Safeguarding officers that oversee all programmes.

(e) the responsibilities of heads of teams and other management roles

Stephen Hale (LFC Foundation DSO) Julie Grundy (LFC Foundation DSO) and Mark Stalker (Associate Safeguarding (Football))

(f) the responsibilities of all staff and volunteers

All Staff and volunteers as stated in their job description or volunteer description.

(g) the expectation that everyone will work together to ensure there is a collaborative, cohesive, multidisciplinary approach to promoting and protecting the safety, welfare and wellbeing of children and adults at risk

All Staff and volunteers as stated in their job description or volunteer description.

SAFEGUARDING

Safeguarding Policy for LFC Foundation

Appendix 2 - Management of Safeguarding incidents



LFC Foundation safeguarding policy and procedures make specific provision for the management of safeguarding incidents including concerns, complaints and allegations against staff, volunteers, and Trustees (including low-level concerns). This includes:

(a) setting out the duty of care owed to Beneficiaries

See LFC Foundation Safeguarding Structure in appendix 1.

(b) allocation of responsibility for the oversight and management of safeguarding incidents

The LFC Foundation Designated Safeguarding Officer and Designated Safeguarding Lead oversee and manage cases.

LFC Foundation Designated Safeguarding Lead oversee's all LFC Foundation cases, and will triage, review and submit a rationale for closure.

(c) an impartial investigation process for dealing with safeguarding concerns

The Associate Safeguarding and Director of Safeguarding use a triple lock system which involves, suggesting closure, reviewing the case and agreeing to a case closure. A collective decision will be taken when making an external referral.

(d) procurement of external and/or independent expertise as necessary

An independent Safeguarding consultant / LADO's / Premier League and F.A.

Safeguarding Leaders will be contacted for advice when deemed necessary.

(e) thorough record keeping demonstrating that all concerns raised have been taken seriously and dealt with in accordance with the applicable policy and procedures.

LFC Foundation use a case management system called My Concern which documents the case along a time line of events.

(f) provision of support for individuals affected by or reporting concerns and for those subject to a concern or allegation

Appropriate policies will be followed to support individuals involved in a case. The case will be logged on My Concern and the DSL will oversee the case to ensure that all signposting and relevant policies are utilized to support all involved.

(g) communication with stakeholders, including the parties affected by the incident, about the process and outcome

The case leader will communicate with all parties involved in a case, all of which will be logged on My Concern.

(h) consequences for breaches, including disciplinary procedures and dismissals

LFC Foundation will follow internal policies including but not limited to; Allegations Policy, Whistle Blowing Policy, Disciplinary Policy