



HARROW UNITED FOOTBALL CLUB

Affiliated to Middlesex County FA

'United We Play, United We Win'



Harrow United Football Club Safeguarding Children Policy

1. OUR RESPONSIBILITIES

As an England Accredited Club, Harrow United Football Club acknowledges our responsibility to safeguard the welfare of every child and young person directly connected with our club and is committed to providing a safe environment for all. We recognise that those aged 16/17 are legally defined as children and, therefore, we have a responsibility to ensure appropriate safeguards are in place. As such, we subscribe to The Football Association's (The FA) Safeguarding Children Policy and Procedures.

Our 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.
- 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, inappropriate behaviour, and abuse. This is the responsibility of every adult involved in our club, including the parents/carers of our players. We commit to effectively communicating this throughout the season and to ensuring that young people have the right to take part, be heard, and have their views considered in club decisions.

2. OUR ROLE

Harrow United has a responsibility to safeguard all children and young people from: Physical harm, sexual harm, emotional harm, neglect & bullying.

The FA's Safeguarding Children Regulations apply to everyone involved in football, including: Coaches/managers, volunteers, match officials, medical staff, other club officials/helpers.

3. SAFER RECRUITMENT

We endorse and adopt The FA's Safer Recruitment guidelines. For any individual appointed to a specific role, we will:

- Specify the role and tasks it involves.
- Request identification documents.
- Meet and chat with applicants and, where possible, conduct interviews.
- Request and follow up on two references.



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- Where eligible, require an FA-accepted DBS enhanced with barred list Check.

All individuals in eligible roles (e.g., coaches, managers, first aiders, physiotherapists) must hold an in-date FA-accepted DBS Check. We manage this consistently across new and current members.

If concerns arise regarding a club official or an applicant, we will consult the County FA Designated Safeguarding Officer (CFA DSO).

We acknowledge The FA's objective to prevent individuals with relevant and significant offending history from having contact with children or influencing policies or practices involving children.

4. WHISTLE-BLOWING

We support The FA's Whistle-Blowing policy. Any adult or young person with concerns about an adult in a position of trust can report directly to:

- The FA Safeguarding Team (email: Safeguarding@TheFA.com)
- The FA Case Manager, The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ
- The Police
- Children's Social Care
- NSPCC

We encourage everyone to familiarise themselves with and utilise this policy when necessary.

5. BULLYING

We endorse The FA's classification of bullying as a form of abuse. Bullying of any kind is not acceptable. All players and parents/carers will have access to our anti-bullying policy.

Bullying incidents must be reported (see Section 7), and repeated or serious cases may be escalated to the CFA DSO.

6. ACCEPTABLE BEHAVIOUR WHEN WORKING WITH YOUNG PEOPLE

All adults working or volunteering with children must:

- Act respectfully and responsibly.
- Treat every child with dignity.
- Follow The FA's guidance on "Acceptable Behaviours When Working With Young People" (Section 5.7).

Codes of conduct are in place for:

- Players
- Parents/Spectators
- Officials



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- Coaches

We have established procedures for dealing with breaches of conduct, including potential sanctions by the CFA in more serious cases.

7. REPORTING CONCERNS

Safeguarding is everyone's responsibility. If someone is worried about a child, they should report concerns to the Club Welfare Officer (Adult Teams), if available, or a Club committee member. The process is as follows:

i. The CWO or committee member will manage poor practice and consult the CFA DSO when necessary.

- Harrow United Welfare Officer: Mentesh Mentesh, 07887780624
- Deputy Welfare Officer: Jogita Govind, 07961111214
- Middlesex FA Designated Safeguarding Officer: Rebecca Chapman, safeguarding@middlesexfa.com CFA DSO

ii. Serious concerns will be referred to the CFA DSO, or in an emergency, to the Police or Children's Social Care.

iii. If immediate medical attention is needed, the child will be taken to a hospital or an ambulance will be called, and the matter will be identified as a child protection concern.

iv. Records of actions taken will be maintained, and the CFA DSO will be informed.

v. If the CWO or committee member is unavailable, members can contact:

- CFA DSO
- The FA's Safeguarding Team (Safeguarding@TheFA.com)
- The Police or Children's Social Care
- NSPCC Helpline (0800 800 5000 | Text: 88858 | help@nspcc.org.uk)

8. OUR COMMITMENT

As an England Football Accredited Club, our Committee accepts the collective responsibility to:

- Adhere to our Safeguarding Children Policy and procedures
 - Keep safeguarding on the agenda at committee meetings
 - Ensure members are informed of and have access to safeguarding resources
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SAFEGUARDING DECLARATION

As an Open-Age club we will:

1. Name a Club Welfare Officer (Open-Age Teams).
2. Adopt and adhere to The FA's Safeguarding Children Policy and Procedures (where we have U18s) and Safeguarding Adults Policy and Procedures, and proactively share our Club Safeguarding Policies with our members (e.g., players, club officials, parents/carers of under-18s).
3. Ensure all managers and coaches, including assistants, are named on FA systems for every team.
4. Maintain in-date accepted FA DBS checks for all those working directly with under-18s.
5. Ensure all Club Welfare Officers (Open-Age Teams) and Team Officials (excluding Team Secretary) complete the Player Welfare Course*.
6. Refer safeguarding concerns in line with The FA's Safeguarding Policy and Procedures.

If we run Open-Age Disability teams, we will also:

7. Name a Club Welfare Officer (Disability Teams) who has completed The FA's Safeguarding Adults Course, in addition to complying with the Safeguarding Declaration as set out in points 1–6 above.
8. Encourage team and club officials to complete The FA's Safeguarding Adults Course.

If we run activity for 4 and 5-year-olds (Play Phase), we will also:

9. Ensure a specific safeguarding risk assessment is completed for our 'Play Phase' activity.
10. Have a formal registration process for each session.
11. Proactively communicate the availability of toilets and hand basins.
12. Require parents/carers to supervise their child(ren), including intimate care needs.
13. Have a 'Missing child protocol'.