



## **Bideford Blues & Appledore Junior FC Vulnerable Adult Policy**

Bideford Blues & Appledore Junior FC is committed to football being inclusive and providing a safe and positive experience for everyone involved in the game.

Whilst it is hoped that the law, the **Respect** programme, Bideford Blues & Appledore Junior FC Equality Policy and positive approaches to training and education are sufficient to safeguard all adults in football. Bideford Blues & Appledore Junior FC recognises that it has a responsibility to safeguard vulnerable adults from abuse and harm and to respond where abuse and harm are perceived to have occurred.

This policy will seek to provide guidance as to how to prevent harm, give clarity on how to report harm, to ensure investigation into harm and to respond to the outcome of such investigations in such a way as to reduce the risk of further harm to the individual vulnerable adult and to other vulnerable adults who may be affected in the future.

Bideford Blues & Appledore Junior FC recognises that the terms '**vulnerable adult**', '**abuse**' and '**harm**' are open to interpretation and challenge but for the purpose of this vulnerable adult policy in the forthcoming season will be defined as follows:

Vulnerable adult shall be defined as:

'A person aged 18 or over who is or who 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 take care of himself or herself, or unable to protect himself or herself against significant harm or exploitation'.

Abuse shall be defined as:

'Abuse is a violation of an individual's human and civil rights by any other person or persons'

Harm shall be defined as:

'Ill treatment and forms of ill treatment (including sexual abuse and forms of ill-treatment which are not physical) and also the impairment of, or an avoidable deterioration in physical or mental health and the impairment of physical, intellectual, emotional, social or behavioural development'.

'Harm' may be caused by acts of commission and acts of omission.

The responsibility taken by this policy is to:

- Safeguard the welfare of vulnerable adults in football by protecting them from any significant physical, sexual and emotional harm and from neglect, bullying and financial harm within the game. This may include providing training and codes of practice amongst other strategies for reducing risk.
- Safeguard the welfare of vulnerable adults in football by making use of such vetting as is available to Bideford Blues & Appledore Junior FC when seeking to establish suitability for a new or pre existing role with vulnerable adults in football.
- Report to the appropriate authorities any concerns about abuse or harm to vulnerable adults whether this occurs within the game or elsewhere and whether this be a criminal offence or concern. The appropriate authorities may be internal or external to the game. This will include identifying reporting frameworks and developing guidelines for reporting.

➤ Safeguard the welfare of vulnerable adults in football by making use of such vetting as is available to Bideford Blues & Appledore Junior FC when seeking to establish suitability for a new or pre existing role with vulnerable adults in football.

- Report to the appropriate authorities any concerns about abuse or harm to vulnerable adults whether this occurs within the game or elsewhere and whether this be a criminal offence or concern. The appropriate authorities may be internal or external to the game. This will include identifying reporting frameworks and developing guidelines for reporting.
- Ensure appropriate investigations and responses to concerns about abuse or harm within the game including football sanctions as appropriate. This will include work in partnership with the police and other statutory agencies charged with investigating and responding and with the vulnerable adult who is believed to be at risk or believed to have been harmed.
- Following such investigations, act to put appropriate safeguards in place to safeguard the vulnerable adult in the future, and to reduce the risk of harm to other vulnerable adults in the game.
- Report when appropriate to the independent Safeguarding Authority anybody in the game who is believed by Bideford Blues & Appledore Junior FC to be a risk or harm to vulnerable adults.
- Seek to develop internal skills and knowledge based on research, Government guidance and learning from experience.
- Review the policy when the need arises.

Bideford Blues & Appledore Junior FC will endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before Appointing.
- Request and follow up with two references before appointing.
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current Bideford Blues & Appledore Junior FC members who are regularly caring for, supervising, training or being in sole charge of children, young people and vulnerable adults are required to complete a CRB

Enhanced Disclosure via The FA CRB Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of Bideford Blues & Appledore Junior FC guidance will be sought from The Football Association.

It is noted and accepted that The FA will consider the relevance and significance of the information obtained via The FA CRB Unit Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

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

Further advice on Safeguarding Vulnerable Adults can be obtained from:

- Bideford Blues & Appledore Junior FC Child Welfare Officer – Lesley Paddon  
Tel: 01237 423465 E-Mail: paddon2006@btinternet.com
- Devon County Football Association's Welfare Officer – Dave Keast Tel: 01626 325913

Further advice on Safeguarding Vulnerable Adults can be obtained from:

- Bideford Blues & Appledore Junior FC Child Welfare Officer – Lesley Paddon  
Tel: 01237 423465 E-Mail: paddon2006@btinternet.com

- Devon County Football Association's Welfare Officer – Dave Keast Tel: 01626 325913