

Weysiders Football Club

Adult Safeguarding Policy

As part of our safeguarding policy Weysiders FC will:

- promote and prioritise the safety and wellbeing of adults
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with safeguarding training to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support is provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the recruitment of unsuitable individuals
- ensure everyone associated to Weysiders FC are treated fairly and reasonably in all circumstances and if subject to an allegation, will be supported and the principals of natural justice applied;
- Promote ethics and high standards throughout our football club

The policy and procedures will be widely promoted and are mandatory for everyone involved at Weysiders FC. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in exclusion from the football club.

The key principles underpinning this Policy are that:

- The adult's welfare is, and must always be, the paramount consideration.
- All adult's have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual identity.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

There are four broad categories of abuse which are:

- Neglect;
- Physical abuse;
- Sexual abuse and exploitation;
- Emotional abuse

These categories overlap, and an abused adult can suffer more than one type of abuse.

Other types of abuse recognised nationally are:

- Financial/ Material
- Abuse of Rights/ Discriminatory/ Racial

- Institutional
- Professional Abuse
- Hate Crime
- Domestic Abuse
- Honour Based Violence (HBV)

Signs of Abuse

	Includes ...	Indicators
Domestic violence	Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who have been intimate partners or family members regardless of gender or sexuality. Abuse can encompass but is not limited to psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.	<ul style="list-style-type: none"> • Low self-esteem • Feeling that the abuse is their fault when it is not • Physical evidence of violence such as bruising, cuts, broken bones • Verbal abuse and humiliation in front of others • Fear of outside intervention • Damage to home or property • Isolation – not seeing friends and family • Limited access to money
Sexual abuse	Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.	<ul style="list-style-type: none"> • Bruising, particularly to the upper arms and marks on the neck • Unusual difficulty in walking or sitting • Incontinence not related to any medical diagnosis • Self-harming • Poor concentration, withdrawal, sleep disturbance • Excessive fear/apprehension of, or withdrawal from, relationships • Decline in personal care • Reluctance to be alone with a particular person
Psychological abuse	Including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or	<ul style="list-style-type: none"> • An air of silence when a particular person is present • Withdrawal or change in the psychological state of the person • Insomnia • Low self-esteem

	unreasonable and unjustified withdrawal of services or supportive networks.	<ul style="list-style-type: none"> • Uncooperative and aggressive behaviour • A change of appetite, weight loss/gain • Signs of distress: tearfulness, anger, fear, e.g. of returning home/being out/being late etc. • Apparent false claims, by someone involved with the person, to attract unnecessary treatment
Financial or material abuse	Including theft, fraud, internet scamming, postal scams, doorstep crime, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.	<ul style="list-style-type: none"> • change in living conditions • lack of heating, clothing or food • inability to pay bills/unexplained shortage of money • unexplained withdrawals from an account • unexplained loss/misplacement of financial documents • financial deprivation
Modern slavery	Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.	<ul style="list-style-type: none"> • Signs of physical or emotional abuse • Appearing to be malnourished, unkempt or withdrawn • Isolation from the community, seeming under the control or influence of others • Living in dirty, cramped or overcrowded accommodation • Lack of personal effects or identification documents • Always wearing the same clothes • Avoidance of eye contact, appearing frightened or hesitant to talk to strangers • Fear of law enforcers
Discriminatory abuse	Including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.	<ul style="list-style-type: none"> • The person appears unusually withdrawn, isolated and unwilling to be open due to real or perceived discrimination • Expressions of anger, frustration, fear or anxiety about leaving the home, attending events etc. • Other support on offer does not appear to take account of the person's individual needs in

		terms of a protected characteristic or discrimination by association.
Organisational abuse	Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.	<ul style="list-style-type: none"> • Perceived or real lack of flexibility and choice for people using services • Poor standards of care including people being hungry or dehydrated, inadequate staffing levels, lack of personal clothing and possessions and communal use of personal items, lack of adequate procedures, few social, recreational and educational activities, unnecessary exposure during bathing or using the toilet, absence of visitors • Poor record-keeping and missing documents • Public discussion of personal matters • Absence of individual care plans
Neglect and acts of omission	Including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.	<ul style="list-style-type: none"> • Poor environment – dirty or unhygienic • Poor physical condition and/or personal hygiene • Pressure sores or ulcers • Not able to prepare/eat meals as needed • Untreated injuries and medical problems e.g. cancelling/not going to appointment/operations • Inconsistent or reluctant contact with medical and social care organisations • Accumulation of untaken medication • Uncharacteristic failure to engage in social interaction • Inappropriate or inadequate clothing
Self-neglect	This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.	<ul style="list-style-type: none"> • Very poor personal hygiene • Unkempt appearance • Lack of essential food, clothing or shelter • Malnutrition and/or dehydration • Living in squalid or unsanitary conditions • Neglecting household maintenance • Hoarding • A large number of animals in inappropriate conditions

		<ul style="list-style-type: none"> • Non-compliance with health or care services • Inability or unwillingness to take medication or treat illness or injury (carer or cared for)
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There may not be any signs you may just feel that something is wrong. If you are worried, it is not your responsibility to decide if it is abuse, but it is your responsibility to act on your concerns.

What to do if an adult discloses abuse

- Understand that this may be the only time the adult has built up courage to tell someone what has happened
- Stop what you are doing and respect the adult's privacy
- Stay calm and re-assuring
- Listen to what they tell you, tell them that whatever the circumstances they are not to blame
- Do not react in a way that may add to their distress e.g. anger or shock
- Explain that you cannot promise to keep what the adult tells you a secret, you may have to tell someone else
- Do not question them in depth and do not ask leading questions, i.e. questions that need a "yes" or "no" answer
- Only ask questions to establish exactly what was done and who did it
- Tell the adult that you are pleased they decided to tell someone and that they are right to do so
- Let them know that you understand how difficult it is to talk about such experiences
- Contact the Weysiders Football Club Safeguarding Officer without delay (**DSO**) - safeguard@weysidersfc.co.uk
- Make an accurate record of the time and date and exactly what was said

Conclusion

Weysiders Football Club, through this policy has highlighted its determination to ensure that adults can participate in all forms of football activity and do so with their safety being of paramount importance. It is essential that this document is representative of a process of continual improvement in the area of adult safeguarding within football. It is for all adults engaged in football activities to promote good practice and procedures, whilst being ever vigilant and aware of their responsibilities towards the vulnerable adults in their care.

Definitions – Key Terms

Abuse: Types of abuse / neglect - Domestic violence, Sexual abuse, Discriminatory abuse, Organisational abuse, Psychological abuse, Financial or material abuse, Modern slavery, Neglect and acts of omission, Self-neglect.

Adult at Risk: In the context of the legislation, specific adult safeguarding duties apply to *any* adult 18+ who:

- has care and support needs and
- is experiencing, or is at risk of, abuse or neglect and
- is unable to protect themselves because of their care and support needs.

Allegation: An allegation made by anyone, child or adult, where this is, or is believed to be a risk of harm to an adult at risk

Duty of Care: The duty which rests upon an individual and Weysiders FC to ensure that all reasonable steps are taken to ensure the safety of a vulnerable adult involved in any activity or interaction for which that individual or Weysiders FC is responsible. Any person in charge of or working with vulnerable adults in any capacity is considered, both legally and morally to owe them a duty of care.

Date reviewed: January 2019

Date approved by Committee:

Last Updated: January 2019

Date of Next Review: January 2020