



1J ESPORTS SAFEGUARDING POLICY

FOR PROFESSIONAL PLAYERS
& PARENTS/GUARDIANS

APPENDIX 1

FOR PROFESSIONAL PLAYERS

This document is for professional gamers and influencers who are:

- ◆ Under the age of 18 or
- ◆ Adults classified as being 'at risk'

It explains what safeguarding is, what to look out for, and who to tell about any potential safeguarding incidents that may arise.

WHAT IS SAFEGUARDING?

1J Esports has a responsibility to promote and protect your rights and well-being. This responsibility extends to tournaments, gaming events, bootcamps, and any other activity taking place.

This responsibility is also known as 'safeguarding', which is a general term that covers:

- ◆ Preventing harm to your health and development
- ◆ Encouraging you to respect yourself and others, and think about your mental and physical health and wellbeing
- ◆ Making sure you have a safe environment so that you can do the best you can do
- ◆ Encouraging you to tell us if something is wrong

OUR PLEDGE

Here at 1J Esports, we take safeguarding seriously and as such we promise to do 5 things:



RIGHTS

We act with due consideration towards the rights of children and adults at risk who interact with us (including their parent and guardians).



RESPONSIBILITY

We accept our responsibility to safeguard children and adults at risk who interact with us. We will promote and protect their rights and well-being.



RESPECT

We create an atmosphere of respect for self and others. This includes supporting those under our care to be mindful of their physical and mental health.



REPORTING

We encourage reporting of safeguarding concerns and will take all reports seriously. We will respond sensitively and proactively to all reports we receive.



RISKS

We will understand and address risk presented in both digital and physical environments which we control.

WHAT TO LOOK OUT FOR

There's no "one size fits all" definition of a safeguarding incident. Examples of safeguarding incidents include:

- ◆ Neglect (e.g. not being provided with facilities to wash or eat)
- ◆ Physical abuse (e.g. being hit)
- ◆ Emotional abuse (e.g. being bullied or being ignored)
- ◆ Sexual abuse (e.g. being looked at or touched in a sexual way)

It's really important to note that you don't have to have been abused to have had your rights violated. Anything that makes you feel unsafe or uncomfortable also falls under 'safeguarding'. This could be:

- ◆ Being regularly separated off from a group activity by the same person
- ◆ Being touched when there is no good reason for physical contact (or being asked to touch someone else), even if the touching is not sexual
- ◆ Being sent messages about your personal life that aren't about esports or your role at 1J Esports
- ◆ Being asked to send pictures or videos of yourself, even if not in a sexual way
- ◆ Being singled out and told to keep secrets from other people

A safeguarding incident can happen online or in person. Our policies cover both.

TELLING SOMEONE

Any abuse or safeguarding issue that you may experience is never your fault. It is ok and important to tell someone when you feel comfortable doing so and when it is safe for you to do so. This could be your parent or guardian, a friend, or someone at 1J Esports/Norwich City Football Club.

There is a specific Safeguarding Team at Norwich City Football Club responsible for safeguarding. There are a few ways to get in touch with the Safeguarding Team:

Email: safeguarding@canaries.co.uk
Telephone: 01603 721902
Mobile: 07931 235513

If you don't know any of the Safeguarding Team or don't feel comfortable telling them, you can tell anyone else at 1J Esports or Norwich City Football Club (or someone who is not at 1J Esports or Norwich City Football Club) who can pass the message to the Safeguarding Team.

Whatever you report to our Safeguarding Team, you can rest assured that:

- ◆ We will listen to you
- ◆ We will support you
- ◆ We will do everything possible to help you
- ◆ We will not blame or judge you
- ◆ We will keep your information private, unless we need to tell someone to keep you safe
- ◆ You will have done the right thing

MORE INFORMATION

You can find more information regarding Safeguarding at 1J Esports/Norwich City Football Club on our website here.

APPENDIX 2

FOR PARENTS/GUARDIANS

This document provides guidance for parents, carers or guardians of professional gamers or creators who are:

- ◆ Under the age of 18 or
- ◆ Adults classified as being 'at risk'

WHAT IS SAFEGUARDING?

1J Esports has a responsibility to promote the welfare of all children, young people, and adults at risk that we engage with and care for. We must keep them safe and operate in a way that protects them. We are responsible for, and are committing to, safeguarding at any time and any place.

Safeguarding is an umbrella term which refers to the process of ensuring the health and wellbeing of children, young people and adults at risk. This includes:

This responsibility is also known as 'safeguarding', which is a general term that covers:

- ◆ Encouraging them to be mindful about health and wellbeing
- ◆ Preventing harm to their health and development
- ◆ Taking action to create a safe environment so that they can have the best outcomes

OUR PLEDGE

Here at 1J Esports, we take safeguarding seriously and as such we promise to do 5 things:



RIGHTS

We act with due consideration towards the rights of children and adults at risk who interact with us (including their parent and guardians).



RESPONSIBILITY

We accept our responsibility to safeguard children and adults at risk who interact with us. We will promote and protect their rights and well-being.



RESPECT

We create an atmosphere of respect for self and others. This includes supporting those under our care to be mindful of their physical and mental health.



REPORTING

We encourage reporting of safeguarding concerns and will take all reports seriously. We will respond sensitively and proactively to all reports we receive.



RISKS

We will understand and address risk presented in both digital and physical environments which we control.

IDENTIFYING HARM

We seek to work with parents, guardians, and carers to help achieve our safeguarding pledge. In considering safeguarding risks, we look for:

- ◆ the four main types of abuse from which a child or young person may suffer: neglect, physical abuse, emotional abuse and sexual abuse
- ◆ Behaviours and situations that may be indicative of grooming. Grooming is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit, and abuse them. Examples of behaviours we look to spot (and encourage young gamers to report) include a child or adult at risk being:
 - Regularly separated off from a group activity by the same person
 - Touched when there is no good reason for physical contact (or being asked to touch someone else), even if the touching is not sexual
 - Sent messages about their personal lives that aren't about esports or their role at 1J Esports
 - Asked to send pictures or videos of themselves, even if not in a sexual way singled out and told to keep secrets from other people

If you're worried about a child under your care and want to talk to them, we recommend the NSPCC's advice regarding how to tackle difficult conversations around subjects like abuse and bullying. The Norwich City Football Club Safeguarding team (see below) can also help.

REPORTING AN INCIDENT

Norwich City Football Club's Safeguarding Team is responsible for the management of safeguarding at 1J Esports, day-to-day.

DISCLOSURES BY YOU

If you need to make a disclosure on behalf of a child, young person, or adult at risk, contact the Safeguarding Team. This includes making disclosures about a member of 1J Esports staff. The Safeguarding Team is independent from the rest of the business and so the alleged perpetrator will not find out until the child, young person or adult at risk's safety is secured or if strictly necessary for the purposes of the investigation.

Any disclosures to the Safeguarding Team are confidential and information is shared on a need to know basis only.

DISCLOSURES BY A CHILD, YOUNG PERSON OR AN ADULT AT RISK

We strongly encourage children, young people, and adults at risk to report a safeguarding incident to our Safeguarding Team (or anyone else) when they feel comfortable doing so and when it is safe for them to do so.

Please refer to Appendix 1 | For Professional Players (above), which distils the information in the Safeguarding Policies and provides practical advice for disclosing.

Disclosures by others about a child, young person, or adult at risk for whom you are legally responsible

We will tell you about a disclosure that we have received concerning a child, young person, or adult at risk for whom you are legally responsible, where we have permission to do so and if appropriate. This communication will be via the Head of Safeguarding at Norwich City Football Club.

ONLINE COMMUNICATION WITH CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK

Part of safeguarding is ensuring appropriate and responsible communication with children, young people and adults at risk as 1J Esports often engages with them online, through social media and community platforms.

We are committed to involving a child, young person, or adult at risk's parent or guardian as early in our conversation as possible to ensure that the child, young person, or adult at risk's best interests are protected.

1J Esports & Norwich City Football Club have implemented internal processes to ensure responsible communication between children, young people, and adults at risk, and members of our Professional Gaming teams (those at 1J Esports who are most likely to communicate with these individuals online).

DECISION MAKING

Any contract that 1J Esports signs with a person aged under 18 must also be signed by that child's parent or guardian. This is non-negotiable. We also strongly recommend that all professionals we engage seek independent legal, financial or tax advice before signing a contract with us.

Professional gaming is a performance business. Inevitably there will be situations in a young person's career where decisions we make on the basis of performance may significantly impact the young person's emotional state – for example, 'benching' a player, applying contractual penalties or extending or terminating a contract.

Wherever possible, we will inform and/or involve a parent, guardian, or carer before we make any decisions that will affect their child's career. It is important to note that a decision based on performance which impacts a player's wellbeing is not, of itself, a safeguarding issue.

TRAVEL

We will request written consent from you, as a parent or guardian, for any activities, events or significant travel arrangements concerning a child, young person or adult at risk, e.g. overnight stays, and while on trips.

We will only permit children, young people, and adults at risk to travel to a 1J Esports event by themselves, unsupervised, if we have received prior written consent from their parent or guardian.

During overnight stays, we ensure that adults (1J Esports staff or otherwise) do not enter a child, young person, or adult at risk's room unless there is a safety concern, in which case two adults will enter and will not invite children, young people, or adults at risk into their rooms.

MORE INFORMATION

You can find more information regarding Safeguarding at 1J Esports/Norwich City Football Club on our website here.

We encourage you to email safeguarding@canaries.co.uk if you require any further information about our approach to or if you have any concerns.