

Policy Purpose

The purpose of this policy statement is to detail our commitment to adult safeguarding by ensuring that adults attending Norwich City Football Club environments or participating in our activities are protected from harm.

Scope

This policy applies to all Norwich City Football Club ("Club") employees, including those on temporary and fixed-term contracts.

Norwich City Football Club is committed to being A Home for Everyone – an inclusive and safe environment where everyone can thrive, and all feel welcome. We will do this by embedding a culture where every individual engaged with the club is treated with respect and met with positivity and compassion. We are all responsible for upholding the Club's values by ensuring others feel included and valued, championing equality, and challenging all forms of discrimination, increasing our knowledge to develop the confidence to do so.

We believe that together we are stronger; we celebrate diversity and will proactively work with our community to ensure everyone has a fair opportunity to participate. This way Norwich City Football Club will build a culture to be proud of – we will build A Home for Everyone.

This policy supersedes any previous policies prior to its issue date.

Legal Framework

This policy has been based on legislation, policy and guidance that seeks to protect adults at risk through compliance with:

- Human Rights Act 1998.
- Data Protection Act 2018.
- General Data Protection Regulation (Regulation (EU) 2016/679).
- Care Act 2014; and
- Mental Capacity (Amendment) Act 2019.

Definition

An adult is any person who has reached their 18th birthday.

An 'adult at risk' is defined as any individual aged 18 years and over who:

- a) has needs for care and support (whether or not the local authority is meeting any of those needs); and
- b) is experiencing, or is at risk of, abuse or neglect; and
- c) because of those care and support needs are unable to protect themselves from either the risk of, or the experience of, abuse or neglect (Care Act 2014).

We believe

- in people being supported and encouraged to make their own decisions and informed consent.
- it is better to act before harm occurs.
- in taking a proportionate and appropriate response to the risk presented.
- effective support and representation for those in greatest need.
- everyone has a part to play in preventing, detecting, and reporting neglect and abuse – in support of making safeguarding everyday business.
- in accountability and transparency being key to delivering effective safeguarding responses.
- all adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, or pregnancy and marital or maternal status have an equal right to protection from all types of harm or abuse.
- some adults are additionally vulnerable because of the impact of previous experience, level of dependency, communication need or other factors.
- that extra safeguards may be needed to keep adults who are additionally at risk safe from abuse or harm.
- that working in partnership with adults, their families, carers, and other relevant agencies is essential to effective safeguarding.
- in supporting communities have a culture that does not tolerate abuse, which work together to prevent harm and know what to do when abuse happens.

We will seek to keep adults safe by

- valuing them and respecting their rights.
- ensuring that their views are heard and acted upon.
- building a 'home for everyone' where people treat each other with respect.
- ensuring that safeguarding is consistently embedded across the organisation through effective leadership and governance.
- ensuring we have effective safeguarding and related policies and procedures which are approved through the governance framework.
- ensuring that safeguarding policies and procedures are consistently implemented, spoken about and publicised, regularly reviewed and improved where necessary.
- creating a culture where everyone takes responsibility for safeguarding and feels confident in raising concerns.
- ensuring our onboarding process is robust and meets industry safer recruitment standards.
- ensuring that our workforce is equipped with the necessary knowledge and skills to protect adults at risk through awareness and safe practice.
- adequately resourcing our safeguarding commitment.
- sharing safeguarding information with adults, families, and carers to promote awareness and build confidence.
- working actively in partnership with adults, families or carers and other stakeholders to protect their safety through supportive and solution-based approaches.

- ensuring all those engaging in our activities adheres to the Club Safeguarding Behaviour Code and meet our Canary Safe Standards, acting without delay where this is not the case.
- providing physically safe environments through accountable health and safety standards.
- recording, storing, and using information professionally and securely, in line with data protection legislation and guidance.

We will respect the rights of adults to make decisions by

- only making decisions for others if they cannot do that for themselves at the time the decision is needed.
- waiting for assistance to help the person make their decision or to wait until they can make it themselves.
- ensuring that if we do have to decide for someone else then we must make the decision in their best interests and consider what we know about their preferences and wishes.
- ensuring that we think of ways to restrict freedom and rights as little as possible if we must make decisions to keep people safe.
- in an emergency, sharing information about safeguarding concerns with people that can help protect them and stop them being in contact with any person causing harm.

Additional information can be found at <https://www.anncrafttrust.org/resources/>

Responsibility and Key Contacts

<https://www.canaries.co.uk/club/safeguarding>

Associated Policies

Safeguarding – Responding to and Managing allegations.

Safeguarding – Low Level Concerns.

Safeguarding Behaviour Code.

Policy Issue Date	September 2022	
Policy Review	March 2024	Link to club safeguarding page added. Policy expanded from adults at risk to all adults.
Date of Next Review	March 2025	

This policy is next due for a general review on the above date. It may however be reviewed and updated earlier, in the event of a change in Club requirements, or relevant legislation.