

SAFEGUARDING CHILDREN

Policy Purpose

The purpose of this policy statement is to detail our commitment to child safeguarding by ensuring that children 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") colleagues, including those on temporary contracts, agency workers, consultants, self-employed contractors, and volunteers.

Policy Statement

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.

Legal Framework

This policy has been based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from <https://learning.nspcc.org.uk/child-protection-system>

Definition

A child is defined as anyone who has not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:

- living independently
- in further education
- a member of the armed forces
- in hospital; or
- in custody in the secure estate

They are still legally children and should be given the same protection and entitlements as any other child.

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is within or outside the home, including online preventing the impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

We believe

- children should never experience abuse of any kind.
- the rights of children are paramount and are embedded throughout our work and underpin the decisions we take.
- we have a responsibility to protect children and ensure that they feel safe from harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, or pregnancy and maternal status have an equal right to protection from all types of harm or abuse.
- some children are additionally vulnerable because of the impact of previous experience, level of dependency, communication need or other factors.
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse or harm.
- working in partnership with children, their parents, carers, and other relevant agencies is essential to effective safeguarding.

We will seek to keep children 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, publicised, regularly reviewed and improved where necessary.
- creating a culture where everyone takes responsibility for safeguarding and feel confident in raising concerns.
- ensuring our onboarding process are robust and meet industry safer recruitment standards.
- ensuring that our workforce is equipped with the necessary knowledge and skills to protect children through awareness and safe practice.
- adequately resourcing our safeguarding commitment
- sharing safeguarding information with children, families, and carers to promote awareness and build confidence.

- working in partnership with children, families or carers and other stakeholders to protect their safety through supportive and solution-based approaches.
- ensuring that our behaviour codes are understood by everyone within our settings and taking proactive action if people choose to operate outside of these.
- recognising that our coaches fall within the definition of position of trust and therefore subject to the sanction of the criminal law.
- ensuring that positive handling is only used, when all other communication methods have been unsuccessful at keeping the child and others safe, and preventing serious damage to property.
- 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.
- appointing a member of the Club Executive to take leadership responsibility for all safeguarding arrangements.

We will respect the rights of children to make decisions by

- considering their age, maturity and mental capacity when assessing their capacity to consent.
- checking their understanding of the issue and what it involves – including advantages, disadvantages, and potential long-term impact.
- confirming their understanding of the risks, implications and consequences that may arise from their decision.
- checking how well they understand any advice or information they have been given.
- gaining their understanding of any alternative options, if available.
- considering their ability to explain a rationale around their reasoning and decision making.
- remembering that consent is not valid if a young person is being pressured or influenced by someone else.
- understanding capacity to consent may be affected by stress, mental health conditions and other complexities.

If we don't think a child is competent to make decisions or there are inconsistencies in their understanding, we will seek consent from their parents or carers before proceeding.

Responsibility and Key Contacts

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

Associated Policies

Safer Sport – Responding to and Managing allegations.

Safer Sport– Low Level Concerns.

Safer Sport– Anti Bullying

Safer Sport – Child on child abuse

Safeguarding Behaviour Codes.

Policy Issue Date	September 2022	
Policy Review	November 2023	Removal of young people reference. Addition of coach position of trust. Link to Club safeguarding page added.
Policy Review	November 2024	Branding change only
Policy Review	June 2025	Removal of Canary Safe Standards, addition of safeguarding to definition section and addition of Senior Safeguarding Lead responsibility.
Next Review Due	June 2026	

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.