



SUTTON UNITED FOOTBALL CLUB

SAFEGUARDING, CHILD PROTECTION & PREVENT POLICY

Effective from: 1st July 2025

Review Date: 30th June 2026

1. INTRODUCTION & PURPOSE

Sutton United Football Club (Sutton Coldfield) is committed to ensuring the safety and wellbeing of all children, young people, and vulnerable adults who engage with the Club. This policy applies to all staff, coaches, volunteers, parents, carers, contractors, and visitors. Its purpose is to provide clear guidance on safeguarding, child protection, and the Prevent Duty, ensuring compliance with statutory legislation, Football Association (FA) safeguarding requirements, and local safeguarding procedures.

2. LEGAL & REGULATORY FRAMEWORK

This policy is underpinned by UK legislation and guidance, including:

- Children Act 1989 & 2004
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2025)
- FA Safeguarding Children Policy & Procedures
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Data Protection Act 2018 & UK GDPR

3. SAFE RECRUITMENT & VETTING

The Club will adopt safer recruitment practices to ensure only suitable individuals work with children and young people. This includes:

- Enhanced Disclosure and Barring Service (DBS) checks
- At least two references verified before appointment
- Safeguarding-related interview questions

- Probationary periods for new staff/volunteers
- Ongoing supervision and training

4. CODE OF CONDUCT & BEHAVIOUR

All staff, coaches, and volunteers are expected to:

- Act as positive role models and maintain professional boundaries
- Avoid unsupervised one-to-one contact with children where possible
- Use appropriate and professional communication methods, including online
- Avoid favouritism or inappropriate relationships
- Follow guidelines for transport, trips, and overnight stays
- Promote respect, equality, and inclusion at all times

5. RECOGNISING ABUSE & NEGLECT

Staff and volunteers must be able to recognise signs of abuse, which include:

- Physical Abuse – hitting, shaking, or causing physical harm
- Emotional Abuse – persistent criticism, rejection, or bullying
- Sexual Abuse – forcing or enticing a child into sexual activity
- Neglect – persistent failure to meet basic needs
- Bullying – including cyberbullying and peer-on-peer abuse
- Online Exploitation – grooming, sexting, extremist content exposure

6. RESPONDING TO CONCERNS

If a safeguarding or Prevent concern arises:

1. Listen carefully and reassure the child/person.
2. Do not promise confidentiality.
3. Record the concern factually and promptly.
4. Report immediately to the Club Welfare Officer (CWO).
5. Do not investigate personally – this is for statutory agencies.

7. SAFEGUARDING PRINCIPLES

- The welfare of the child is paramount
- All children have equal rights to protection
- All concerns must be taken seriously and acted upon
- Safeguarding is everyone's responsibility
- Information will be shared appropriately in line with the law

8. PREVENT DUTY & COUNTER-RADICALISATION

The Prevent Duty is part of the UK's counter-terrorism strategy. It aims to stop people from being drawn into terrorism. Sutton United recognises that protecting children and young people from radicalisation is part of its wider safeguarding duty.

8.1 Warning Signs of Radicalisation

- Sudden changes in behaviour or appearance
- Isolation from family and friends
- Use of extremist symbols or language
- Accessing extremist material online
- Expressing support for extremist groups or ideologies

8.2 Reporting & Referral Pathways

If there is an immediate threat, call 999.

For Prevent concerns:

- Report to the CWO immediately.
- The CWO may refer to Birmingham City Council Prevent Team or West Midlands Police.
- Police Anti-Terror Hotline: 0800 789 321
- Birmingham Prevent Team: prevent@birmingham.gov.uk | 0121 303 5487
- NSPCC Radicalisation Helpline: 0808 800 5000

SUFC PREVENT Lead: Oscar Lugg | info@suttonunitedfc.co.uk | 07388926988

9. TRAINING & EDUCATION

All staff, coaches, and volunteers must complete:

- FA Safeguarding Children training
- Home Office Prevent awareness training
- Annual refresher training

Specialist training will be provided for those in leadership roles or working closely with vulnerable groups.

10. WHISTLEBLOWING & ESCALATION

Sutton United supports a culture of openness and accountability. Staff and volunteers must raise concerns without fear of reprisal. If they feel unable to report internally, they may contact:

- NSPCC Whistleblowing Helpline: 0800 028 0285
- FA Safeguarding Team: safeguarding@thefa.com

11. CONTACT DIRECTORY

Club Welfare Officer (CWO): Mark Moore | info@suttonunitedfc.co.uk | 07539380546

SUFC PREVENT Lead: Oscar Lugg | info@suttonunitedfc.co.uk | 07388926988

Birmingham Children's Social Care: 0121 303 1888 (Edgbaston/Northfield) / 0121 464 8022 (Erdington/Sutton)

West Midlands Police Prevent Team: 0121 303 5487 | prevent@birmingham.gov.uk

Police Anti-Terror Hotline: 0800 789 321

NSPCC Helpline: 0808 800 5000

FA Safeguarding Team: safeguarding@thefa.com

12. POLICY REVIEW

This Safeguarding, Child Protection & Prevent Policy will remain in force from 1st July 2025 to 30th June 2026. It will be reviewed annually or sooner if legislation, FA requirements, or local safeguarding procedures change.