Titans Football Academy – Safeguarding Policy

1. General Safeguarding

Titans Football Academy is committed to safeguarding and promoting the welfare of all children and young people participating in its activities.

The safety, wellbeing and best interests of children are paramount in all circumstances.

Titans acknowledges its duty of care and is committed to ensuring that its safeguarding practices reflect applicable legislation, statutory guidance, recognised best practice and relevant Football Association (FA) safeguarding requirements.

Titans follows The FA's Safeguarding Children Policy and Procedures, where applicable, alongside its own safeguarding policies and operational procedures.

For the purposes of this policy, a child is defined as anyone under the age of 18.

Titans is committed to ensuring that all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or socio-economic background:

- Enjoy a positive, inclusive and safe football experience.
- Are treated with dignity, respect and fairness.
- Are protected from abuse, neglect, bullying, discrimination and other forms of harm.
- Have their individual needs and vulnerabilities appropriately considered.
- Feel confident raising concerns and know that these will be taken seriously.

Titans recognises that some children may require additional safeguarding support due to their age, disability, communication needs or personal circumstances.

2. Safeguarding Responsibilities

As part of its safeguarding commitments, Titans Football Academy will:

- Promote and prioritise the safety and wellbeing of all children.
- Ensure coaches, staff and volunteers understand their safeguarding responsibilities.
- Provide appropriate safeguarding training and guidance.
- Maintain suitable recruitment and vetting procedures, including relevant Disclosure and Barring Service (DBS) checks.
- Ensure safeguarding concerns are recognised, reported and appropriately escalated.
- Maintain accurate, confidential and securely stored safeguarding records.
- Implement appropriate supervision, arrival, collection, missing child and emergency procedures.
- Take appropriate action where safeguarding standards are not met.
- Review safeguarding policies and procedures regularly.

All coaches, staff and volunteers are required to comply with Titans' safeguarding policies.

Failure to comply may result in appropriate disciplinary or contractual action, including removal from coaching duties or termination of engagement.

3. Designated Safeguarding Lead

Titans Football Academy has appointed the following Designated Safeguarding Lead, who is responsible for overseeing safeguarding arrangements and responding to safeguarding concerns.

Name: Charlie Dainty

Email: charlie@thetitansfa.com

Telephone: 07737 166687

Any safeguarding concerns should be reported promptly to the Designated Safeguarding Lead.

If the DSL is unavailable, safeguarding action must not be delayed. Concerns should be escalated through the Academy's internal safeguarding arrangements or directly to the appropriate external safeguarding authority.

Where a child is at immediate risk of harm, emergency services must be contacted immediately by calling 999.

4. Reporting Safeguarding Concerns

Any coach, staff member, volunteer, parent or guardian who becomes aware of a safeguarding concern must report it promptly.

Concerns may include:

- Suspected physical, emotional or sexual abuse.
- Neglect or inappropriate treatment.
- Bullying, harassment or discrimination.
- Inappropriate behaviour by adults or other children.
- Concerns about a child's safety, supervision or welfare.
- Any other circumstances that may place a child at risk.

All safeguarding concerns will be taken seriously and handled in accordance with the Academy's safeguarding procedures.

Where appropriate, Titans will refer concerns to relevant external authorities, including:

- **Police:** 999 in an emergency or 101 for non-emergency police matters.
- **NSPCC Helpline:** 0808 800 5000.
- **Hertfordshire Children's Services:** 0300 123 4043, where relevant.
- **Relevant Local Authority Children's Services:** According to the location of the child or incident.
- **County FA Designated Safeguarding Officer:** Where applicable.

Safeguarding concerns may also be reported directly to the appropriate external authorities without first notifying Titans, including where a concern involves the DSL.

5. Safeguarding Records and Confidentiality

Titans will maintain appropriate written records of safeguarding concerns and incidents.

Records may include:

- Details of the concern or incident.
- Date, time and location.
- Individuals involved.
- Actions taken.
- Persons or authorities notified.
- Outcomes and any further action required.

Safeguarding information will be handled confidentially, shared only where appropriate for safeguarding purposes and stored securely in accordance with applicable data protection requirements.

Confidentiality will not prevent information being shared where necessary to protect a child.

6. Environmental and Venue Safeguarding

Titans Football Academy operates at a variety of hired facilities, including schools, sports centres, football pitches and other venues that may also be used by members of the public, venue staff or other organisations.

Titans recognises that these environments may present additional safeguarding considerations.

To manage these risks, Titans will:

- Take reasonable steps to assess and manage safeguarding risks at its venues.
- Establish designated coaching areas for organised activities.
- Provide appropriate supervision during sessions.
- Ensure coaches remain vigilant regarding unauthorised individuals or suspicious behaviour.
- Work with venue management where safeguarding concerns arise.
- Follow appropriate emergency and evacuation procedures.
- Report suspected safeguarding incidents to the relevant authorities where necessary.

Parents/guardians are responsible for ensuring their children arrive safely at the designated coaching area in accordance with Titans' Arrival and Drop-Off Procedures.

Where suspicious activity or an immediate threat is identified, staff will take appropriate action to protect children, which may include moving them to a safe location, contacting venue management or notifying emergency services.

7. Missing Children and Late Collection

Titans Football Academy maintains separate Missing Child and Late Collection Procedures.

Where a child who has joined a coaching session cannot be accounted for, staff will immediately follow the Academy's Missing Child Procedure.

Where staff become aware that a child may have been dropped off at a venue but cannot be located, appropriate safeguarding action will be taken without delay.

Where a child is not collected at the scheduled finish time, staff will follow the Late Collection Procedure and ensure the child remains appropriately supervised.

Parents/guardians are responsible for complying with the Academy's arrival, collection and independent departure requirements.

8. Anti-Bullying and Anti-Discrimination

Titans Football Academy operates a zero-tolerance approach to bullying, harassment and discrimination.

All children, coaches, staff, volunteers and parents are expected to treat others with respect.

Any concerns regarding bullying or discrimination will be addressed in accordance with the Academy's safeguarding procedures, Code of Conduct and Anti-Bullying Policy.

9. Safer Recruitment and Staff Training

Titans is committed to safer recruitment practices.

Coaches, staff and volunteers undertaking relevant roles will be subject to appropriate recruitment checks, including:

- Enhanced DBS checks and children's barred list checks where legally eligible and required.
- Relevant safeguarding training.
- Appropriate first aid qualifications or training according to their responsibilities.
- Verification of coaching qualifications where applicable.
- References and suitability assessments appropriate to the role.

Titans will take reasonable steps to ensure that individuals working with children are appropriately trained, vetted and suitable for their responsibilities.

10. Photography, Video and Social Media

Titans Football Academy recognises that photography and video can be valuable for celebrating children's achievements, sharing positive experiences and supporting coaching development.

However, the safety, privacy and wellbeing of children must always take priority.

Photography by Parents and Guardians

Parents/guardians may take photographs or videos during sessions where permitted by Titans and the venue.

However:

- Photography must not interfere with coaching activities or safeguarding arrangements.
- Parents/guardians must respect the privacy of other children and families.
- Images or videos featuring other children should not be shared publicly without appropriate permission.
- Photography or filming may be restricted or prohibited where safeguarding or privacy concerns arise.
- Parents/guardians must comply with instructions from Titans staff regarding photography and filming.

Photography and Video by Titans

Titans may capture photographs or videos for coaching, promotional, educational or social media purposes where an appropriate lawful basis and any necessary permissions are in place.

Titans will:

- Obtain appropriate parental permission or consent where required.
- Respect recorded photography and filming restrictions.
- Avoid publishing children's full names alongside identifiable images without appropriate authorisation.
- Ensure images are appropriate and present children respectfully.
- Inform parents where external photographers or videographers will be involved, where appropriate.
- Take reasonable steps to protect children whose images must not be published for safeguarding reasons.

Reporting Photography Concerns

Any concerns about inappropriate, intrusive or unauthorised photography or filming should be reported promptly to the Designated Safeguarding Lead.

Where a child may be at immediate risk, staff must take appropriate safeguarding action without delay.

11. Policy Compliance and Review

All Titans coaches, staff and volunteers must understand and comply with this policy.

This policy will be reviewed at least annually and following any significant safeguarding incident, relevant change in legislation or identified operational concern.

Titans Football Academy

Every child's safety comes first.