



SOUTHEND INVICTUS SAFEGUARDING POLICY

Policy Statement

Southend Invictus is committed to safeguarding and promoting the welfare of all children, young people and adults at risk involved in football.

The welfare, safety and wellbeing of all participants is the club's primary concern and takes precedence over competition, performance and achievement.

The club adopts and will comply with:

- The Football Association (FA) Safeguarding Policies and Procedures
- The FA's Safeguarding Children Policy
- The FA's Safeguarding Adults Policy
- The Equality Act 2010
- Relevant UK safeguarding legislation
- County FA safeguarding requirements

The club operates a zero-tolerance approach towards abuse, neglect, exploitation, bullying, discrimination, harassment and inappropriate conduct.

Scope

This policy applies to:

- Players
- Coaches and assistant coaches
- Welfare Officers
- Committee members
- Volunteers
- Match officials
- Parents and carers
- Personal assistants and support workers
- Spectators and supporters

The policy applies at:

- Training sessions
- Matches and tournaments
- Club trips and transport
- Social events
- Online platforms and group communications

- Any location where club activities take place

Safeguarding Responsibilities

The Club Committee shall:

- Appoint a qualified Club Welfare Officer.
- Ensure safeguarding is a standing committee agenda item.
- Maintain appropriate safeguarding procedures.
- Ensure concerns are reported promptly.
- Support a culture of openness and accountability.

The Club Welfare Officer shall:

- Act as the first point of contact for safeguarding concerns.
- Maintain confidential safeguarding records.
- Liaise with County FA and statutory agencies where necessary.
- Ensure safeguarding concerns are addressed appropriately.

All coaches and volunteers shall:

- Complete required FA DBS checks.
- Complete mandatory FA safeguarding training.
- Maintain professional boundaries at all times.
- Treat every participant with dignity and respect.

Reporting Concerns

Any concern relating to:

- Abuse
- Neglect
- Bullying
- Harassment
- Grooming
- Exploitation
- Discrimination
- Inappropriate conduct

must be reported immediately to the Club Welfare Officer (Vicky and Dani).

No individual should investigate safeguarding concerns themselves.

Where immediate danger exists:

- Emergency Services must be contacted without delay.

- The Welfare Officer must be informed as soon as possible.

All reports will be recorded and handled confidentially in accordance with safeguarding requirements.

Code of Conduct

No coach, volunteer or club official shall:

- Use degrading, humiliating or discriminatory language.
- Engage in physical punishment.
- Communicate inappropriately with players.
- Develop inappropriate relationships with participants.
- Share personal accommodation with participants without prior approval and safeguarding controls.
- Consume illegal drugs whilst undertaking club duties.
- Attend club activities under the influence of alcohol or drugs.

Any breach may result in suspension and referral to the FA and relevant authorities.

Safer Recruitment

The club will ensure that relevant individuals:

- Undergo Enhanced DBS checks where required.
- Provide references where appropriate.
- Complete FA safeguarding requirements.
- Receive safeguarding induction before commencing duties.

No individual shall undertake regulated activity without appropriate checks being completed.

Photography and Social Media

Photographs and videos may only be taken:

- With appropriate consent.
- For legitimate club purposes.
- In accordance with the club's social media policy.

The sharing of images intended to ridicule, embarrass or exploit any participant is strictly prohibited.