



**Oxford United Football Club  
Safeguarding Addendum**

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| <b><u>Date of last Update</u></b> | <b><u>12<sup>th</sup> January 2022</u></b>    |
| <b><u>Reason for Update</u></b>   | Overdue update and change of LADO Information |
| <b><u>Review Date</u></b>         | 12 <sup>th</sup> January 2023                 |

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## **2.3 Recognition, Radicalisation and Reporting**

### **2.3.1 Recognition**

The 1<sup>st</sup> indication of concern about an individual's welfare isn't necessarily the presence of an injury. Staff and volunteers should consider:

- Observations of physical or emotional condition
- Remarks made by a child, parent or other
- Observations of an individual's behaviour or reactions

Some of the following signs may be signs of **Physical Abuse or Neglect**:

- Aggressive, challenging, or disruptive behaviour
- Ill-fitting/dirty clothing
- Poor hygiene
- Individuals that make an effort to avoid specific people
- Children who don't want to change clothing in front of others
- Children who talk about being home alone with inappropriate carer's/strangers
- Parents who are dismissive and non-responsive to concerns
- Children who talk about running away
- Children who shy away from being touched or flinch at sudden movements

Some of the following may be indicators of **Physical Abuse**:

- Frequent injuries
- Unexplained fractures and broken bones
- Unexplained bruises, cuts, burns, scalds or bite marks

Some of the following may be indicators of **Emotional Abuse**:

- Children who are excessively withdrawn, fearful or anxious
- Parents/Carers who withdraw their attention from their child
- Parents/Carers who blame their problems on their child
- Parent's/Carers who humiliate their child

Some of the following may be indicators of **Sexual Abuse**:

- Knowledge/interest of sexual acts inappropriate to their age
- Use of sexual language or sexual knowledge
- Asking others to behave sexually or play sexual games
- Physical sexual health problems

In addition, The Sexual Offences Act 2003 introduces the following offences:

- Child sex offences including sexual exploitation of children
- Abuse of a position of Trust
- Child sex offences within the family

- Offences against persons with a mental disorder

### **2.3.2 Radicalisation:**

Radicalisation is a process by which susceptible individuals become involved in terrorist related activities. The Club is committed to providing appropriate training so that they have an understanding of what radicalisation means, why people are susceptible to it and how to report a concern.

The following are possible indicators:

- Isolating themselves from friends and family
- Talking as if scripted
- Inability/unwillingness to discuss their views
- Disrespectful attitude to others
- Increased anger
- Increased secrecy around the internet use
- More argumentative
- Refusing to listen to differing points of view
- Unwilling to engage with children who are different
- Abusive to children who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- No longer doing things they used to enjoy
- Changing religion
- Secretive about their whereabouts
- Sympathetic to extremist ideologies

### **2.3.3 Reporting:**

Any concerns should be reported to the DSO at the earliest opportunity. Record as much detail as possible of the individual and specific concerns. In recognition the Social Services Department, the NSPCC and Thames Valley Police have a statutory duty to protect vulnerable individuals at risk, the Club via the DSO will work in conjunction with these organisations where appropriate and a record maintained by the DSO.

Staff should be aware that they may be required to support these organisations in an early help assessment following a concern being raised.

Advice from the following bodies may also be sought:

- The FA/NSPCC Helpline – 0808 800 5000
- NSPCC Child Protection Support Unit – 0116 234 7278 [www.thecpsu.org.uk](http://www.thecpsu.org.uk)
- Thames Valley Police – 101
- Jo Lloyd - Designated Officer (LADO) Tel: 01865 810603  
[lado.safeguardingchildren.oxfordshire.gov.uk](mailto:lado.safeguardingchildren.oxfordshire.gov.uk)

Anyone who is concerned and wishes to report an issue is to email [safeguarding@oufc.co.uk](mailto:safeguarding@oufc.co.uk) Notices are displayed prominently throughout the stadium.

A Safeguarding Incident Report will be completed by the DSO for every incident of abuse, detailing the individuals concerned, the nature of the abuse and the actions taken to safeguard and determine appropriate actions against the abuser. Such reports will be shared if appropriate with any of the organisations detailed above and stored securely by the DSO.

## **2.8 Safer Recruitment:**

In accordance with EFL Regulations, the Club will ensure that the Designated Safeguarding Officer will take an active role in the Recruitment process, where there is a clear safeguarding requirement. In addition, the Club endorses and adopts the [FL Diversity Code 2020](#) for recruiting staff and volunteers and will:

- Develop a job description
- Request Identification
- Ensure all staff have a permit to work in the UK
- Meet/Chat with the applicant, where appropriate conduct interviews ensuring the applicant has a good understanding of Safeguarding
- Written references to be obtained after an initial letter offer is issued
- Individuals who have responsibility for supervising, training or being in sole charge of vulnerable individuals will be required to complete a CRB assessment via the [FA's Disclosure and Barring Service](#). If there are concerns regarding the behaviour of an individual already involve or who has approached the Club to become involved, guidance is to be sought from the FA.
- The Club will not accept CRB checks obtained by an individual whilst in the employment of any other organisation. A job offer will only be made when a satisfactory, current CRB check has been obtained as a result of a request having been made by the Club. The Club reserves the right to request clarification of any element of the CRB check that it feels necessary.
- In addition, the Club will follow the [EFL's Safer Recruitment Guidelines](#) by ensuring that:
  - Clear statements are made in job adverts, in job descriptions and in contracts as to the Clubs commitment to Safeguarding for those who's roles involve working with or on behalf of children or vulnerable individuals
  - Questions are asked in job interviews that seek to check an applicant's understanding of safeguarding principles
- Further to this, the Club will comply with the EFL's policy Statement on the recruitment of Ex-Offenders and ensures to treat all applicants for positions fairly. It ensures not to discriminate unfairly against any applicant subject to a CRB check or self-disclosure on the basis of a conviction or other information revealed.
  - The Club will ensure that the DSO has received the appropriate guidance and training in the Rehabilitation of Offenders Act 1974 relating to employment of ex-offenders
  - The Club will only ask about 'unspent' convictions as defined in the above

Act.

- When an enhanced check is sought, The Club will ask about the spent and unspent offences but will do so in the spirit of the Act, and in light of CRB filtering of old and minor offences
- The Club undertakes to discuss any matter revealed in a CRB check with the person seeking the position before withdrawing a conditional offer of employment
- Having a criminal record will not necessarily bar an individual from working or volunteering with the Club, any record will be considered as part of a risk assessment that ensures suitability for the post in question

## **2.9 Whistleblowing**

- **Policy**

The Club will comply with the [Employment Rights Act 1996](#) which provides protection for staff and volunteers who report situations where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur.

- **Policy**

In relation to safeguarding issues, where the welfare of a child or vulnerable individual is at risk, all staff and volunteers should acknowledge their individual responsibilities to report as defined below:

- Staff and volunteers must verbally report matters of concern to their immediate supervisor, followed up immediately in writing. Such reporting will remain confidential
- The supervisor must immediately forward the report to the DSO
- The DSO will institute a thorough investigation, involving all relevant parties and will report the outcome of the investigation to the SSO

It is essential that any allegation of abuse made against a member of Club staff is dealt with fairly, quickly and consistently, in a way which provides effective protection for the person concerned and at the same time supports the person who is the subject of the allegation.