**Safeguarding Strategy**



**Colchester United Safeguarding Strategy**

This strategy is intended to create clarity, and demonstrate how we want to ensure that our venues are safe spaces, with Safeguarding and good practice at the heart of what we do.

At Colchester United we’re committed to delivering a safe and enjoyable experience for everyone who works at or visits our venues. In particular, we have a duty of care to safeguard and promote the welfare of children and adults at risk. This means we need all our staff, partners and suppliers to apply safeguarding consistently and effectively. Safeguarding reflects statutory responsibilities, government guidance and good practice. We’ll also build on existing safeguarding practices and procedures to provide a consistent and relevant process.

This strategy and policies apply to all Colchester United employees (full- and part-time), including any other individual employed or engaged by Colchester United.

Safeguarding is everyone’s responsibility and we must all play our part. This means being clear about:

• Your role and responsibilities;

• Professional boundaries and Codes of Conduct;

• How to respond and report a Safeguarding concern or ask for advice

**Prevention Objectives:**

Implementing preventative safeguarding measures to help create safe environments;

1. Forming a Safeguarding Working Group with representatives from Welfare, Education, Human Resources and Academy staff, who can respond to incidents and have oversight on delivering the strategy.

This will be measured against the implementation of the Head of Department meetings and the Heads of Safeguarding meeting, which will take place weekly and quarterly respectively.

1. Awareness – Improving safeguarding awareness and knowledge across our sport to prevent safeguarding issues, but also ensuring we can effectively identify concerns and react correctly if needed.

This will be measured against the delivery of relevant information disseminated through the parents Newsletter, which is delivered on average every two months.

1. Raise the standard and frequency of safeguarding training for all colleagues to improve prevention and detection of safeguarding concerns.

This will be measured against the delivery of relevant information disseminated through training/information slides emailed to staff, which is delivered on average every six weeks.

1. Create a network of Safeguarding Champions across our Academy to assist with embedding standards to help identify and prevent safeguarding issues.

This will be measured against the delivery of relevant information to Safeguarding Champions listed on the Welfare Policy Document.

1. Support our volunteers and players on trial through safeguarding training and conferences for our Club Welfare & Safeguarding Officer.

This will be measured against the delivery of relevant information slides “Parents & Players Trials Induction”, this can be adapted for volunteers.

The Welfare Officer will be afforded time to attend relevant conferences and courses to develop knowledge and understanding and this can be evidenced at the end of the season 2021/22.

1. Continue to develop and implement a Single Central Record to ensure all coaching and medical treatment is conducted by Accredited Staff.

The Single Central Record is weekly reviewed and this can be measured on inspection during an audit.

**Reporting:**

Making the reporting of concerns as easy as possible;

1. Involve our people in the process and reporting lines by sharing information more widely to aid prevention and encourage future reporting.

**Investigation and resolution:**

Ensuring safeguarding concerns are investigated swiftly and thoroughly with relevant statutory agencies and with demonstrable outcomes.

1. Procure a case management system which allows us to record and track reports effectively and manage concerns robustly.
2. Provide a clear reporting system to all.
3. Robustly manage incidents and discipline those who seek to bring harm to our sport.
4. Where viable streamline our disciplinary processes to achieve outcomes faster, thus reducing risk and gaining public confidence in our systems.

**Measurement:**

1. Review our policies and procedures annually and /or in response to legal updates or further guidance from the Premier League / English Football League.
2. Embed these standards through a system of English Football League auditing and compliance checking.