



Sunderland AFC

Club Safeguarding Policy Amendment- Covid-19

This amendment should be read in conjunction with the:

Club Safeguarding Policies – available at <https://www.safc.com/club/policies/safeguarding>

Staff Code of Conduct – see page 4

Player Code of Conduct/Behaviour Policy – see page 5

Club statement:

The way in which our football Club is currently operating in response to coronavirus (COVID-19) is fundamentally different to business as usual, however, a number of our important safeguarding principles remain the same:

- with regard to safeguarding, the best interests of children will always continue to come first
- if anyone has a safeguarding concern about any child connected to the Club they should continue to act and act immediately
- a Designated Safeguarding Officer or Deputy will always be available
- unsuitable people are not allowed to enter the Club workforce and/or gain access to children
- children continue to be protected when they are online

We are fully committed to the safeguarding and welfare of our staff, players and children, young people, adults at risk and vulnerable groups. All staff, players and volunteers are expected to share this commitment and to support and develop a culture of safeguarding vigilance across the organisation.

Club Safeguarding Contacts:

During the Covid-19 lockdown period the Safeguarding contacts for the Club are as follows:

Jo Graham – Deputy HR Manager and Safeguarding Officer

Email: jo.graham@safc.com

Contact number: 07989 982823

Remember that in an emergency or where there is risk to life you should contact the police immediately.

Other Safeguarding contacts in football:

Whilst any safeguarding concern should be raised with the Club Safeguarding contacts in the first instance, we recognise that this may not always be possible or appropriate. Below are the contact details for footballing partners with whom safeguarding concerns in relation to the Club can be discussed:

The English Football League Safeguarding Team

Tel: 01772 325940

Email: safeguarding@efl.com

If the concern regards a person employed in football and their conduct towards a child:

The FA Safeguarding Team

Tel: 0800 169 1863

Email: Safeguarding@TheFA.com

Procedures and Safety Measures for online learning:

The Club expects all staff and players to adhere to the relevant policy boundaries which must be maintained at all times. We have put extra measures in place to reduce the risks in relation to online learning (if this is taking place) which include:

- All contact online being observable and interruptible
- Staff and children must wear suitable clothing as should anyone else in the household
- Any computers being used should be in appropriate areas, for example not in bedrooms and the background should not be blurred
- Online teaching will not be carried out on a one to one basis and will be done in a group setting with several players present
- Another adult will be invited to be present in the room
- All communication provided will have an educational purpose
- Language must be professional and appropriate, including any family members in the background
- The Club will record online teaching/instruction sessions. Players and parents will be informed that sessions are being recorded in advance of doing so
- All sessions provided will be via the Clubs IT platform (for example remote desktop) or Wi-Fi (where possible)

Mental health:

Negative experiences and distressing life events, such as the current circumstances, can affect the mental health of us all. Employees and players who are struggling under the current circumstances should contact the Club safeguarding staff as outlined above. However, support for all staff, players, parents and family members can also be accessed through a number of national organisations including:

The Samaritans

Tel: 116 123

<https://www.samaritans.org>

ChildLine:

Tel: 0800 1111

<https://www.childline.org.uk>

NSPCC:

Tel: 0808 800 5000

<https://www.nspcc.org.uk>

Mind:

Tel: 0300 123 3393

<https://www.mind.org.uk>

PFA:

Tel: 07500 000 777

<https://www.thepfa.com/wellbeing>

Citizens Advice

Tel: 03444 111 444

<https://www.citizensadvice.org.uk/>

Additionally, if you have a concern about the safety of a child or young person (aged under 18) then you can contact:

Together for Children Sunderland - 0191 5205560

(8.30am to 5.00pm, Monday – Thursday; 8.30am to 4.30pm Friday)

Out of Hours Team on 0191 5205552

(also available 24 hours Saturday and Sunday)

Please also find website addresses below which provide guidance for parents and carers on supporting children and young people's mental health and wellbeing during the COVID-19 outbreak.

<https://www.gov.uk/government/publications/covid-19-guidance-on-supporting-children-and-young-peoples-mental-health-and-wellbeing/guidance-for-parents-and-carers-on-supporting-children-and-young-peoples-mental-health-and-wellbeing-during-the-coronavirus-covid-19-outbreak>

<https://www.childrenscommissioner.gov.uk/publication/childrens-guide-to-coronavirus/>

Online safety:

It is important that internet safety and security messages are re-enforced during this time when we are expecting young people to be online more often. They may also be increasing their usage on devices during their own free time during this lockdown period. It is important that both players, parents and carers are aware of the help and support available should they be concerned about something they have seen or experienced online.

These include:

UK Safer Internet Centre <https://reportharmfulcontent.com/>

CEOP <https://www.ceop.police.uk/safety-centre/>

Internet Matters <https://www.internetmatters.org/>

NetAware <https://www.net-aware.org.uk/>

ParentInfo <https://parentinfo.org/>

ThinkuKnow <https://www.thinkuknow.co.uk/>

SAFC Code and Integral Competencies

INTEGRITY AND PROFESSIONALISM

Be self-aware and understand the contribution of your behaviours to the Club's sustainability and success.

- Ensure that all Club policies and procedures are followed and be a good ambassador for the club at all times
- Treat all stakeholders, colleagues, customers and visitors with respect

STRATEGIC AWARENESS

Assist your department and the wider club to help achieve the goals, whilst having a clear understanding and respect for the relationships between other business areas. Always consider the wider implications of actions and decision-making.

WORKING TOGETHER

Appreciate the values of working with colleagues in a positive and supportive way to maximise the effectiveness of the club. Work as one team across all business areas to ensure the efficient use of resources and understand the impact of decision-making and actions.

- Be proactive with regard to your own development
- Consider others' opinions and suggestions, where appropriate,

DELIVERING RESULTS

Take ownership of delivering department objectives in line with your manager and other colleagues.

OPENNESS AND CLARITY OF COMMUNICATION

Articulate clearly and consistently and promote effective behaviours whilst ensuring it is in a manner appropriate to the situation and audience.

- Ensure all information that is relevant to the wider business, and is not confidential, is shared to ensure a better service to our internal and external customers.
- Ensure consistency of communication to all stakeholders, including other colleagues



**CODE OF CONDUCT
FOR FOOTBALL ACADEMY PLAYERS OF
COMPULSARY SCHOOL AGE**

Both the Academy Player and the Academy Player's parents understand that the Club is committed to the Academy Player's wellbeing, future development and realisation of potential, but that the level of achievement ultimately reached cannot be guaranteed.

In registering the Academy Player at its Football Academy, the Club, the parents and the Academy Player agree to the following Code of Conduct.

THE CLUB AGREES TO PROVIDE

- a safe environment in which the Academy Player can learn and develop without fear of abuse
- medical, screening, monitoring and support for the Academy Player
- a structured football learning programme, appropriate to the age, ability and growth of the Academy Player
- participation in football matches arranged or approved by the EFL
- trained, screened and qualified coaching and other staff and facilities as determined by the rules governing Academies
- guidelines to the Academy Player and parents on the best ways for them to contribute to the Academy Player's football and personal development
- educational support (in consultation with the Academy Player's school) for the continued academic and personal development of the Academy Player
- regular communication and reports to the Academy Player and parents on the student's progress
- a Code of Conduct and Rules for its Academy

THE ACADEMY PLAYER AGREES TO

- attend the Academy regularly and punctually, behave with self-discipline and give notice of and reasons for any absence
- practice the techniques and skills taught by the Academy and attempt to apply them in matches
- participate in football matches outside normal school hours only as specified by the Academy
- attend school regularly and punctually, complete school assignments and behave at school as the Academy
- follow a lifestyle appropriate to development – spending leisure time positively; eating, drinking, relaxing and sleeping sensibly
- adhere to the Club's Code of Conduct and Rules for its Academy

THE PARENTS AGREE TO

- encourage and help the Academy Player meet targets, including this Code of Conduct and the Club's Code of Conduct and Rules for its Academy
- support the Academy Player without pressure, praise good work and refrain from criticising lapses
- set a good example to the Academy Player
- respect the opportunity given to the Academy Player and not approach or permit any other person to approach any other Club during the currency of this registration except as allowed under the Rules governing Academies
- communicate with the Academy staff, keeping them informed about matters affecting the Academy Player
- permit the Academy Player to play only in football matches outside normal school hours as specified by the Academy
- adhere to the Club's Code of Conduct and Rules for its Academy