



Safeguarding Policy



1. The Paine Foundation is committed to preventing and responding to risks of harm and promoting the welfare of all children and adults involved in our organisation. These individuals will be referred to as “players” in this document.
2. We recognise the importance of safety and welfare of our players, and will act without discrimination against age, disability, race, religion, sex, gender, pregnancy or sexual orientation
3. The Paine Foundation runs in line with the FA’s Safeguarding Strategy 2024-2028.
4. Any questions regarding this policy should be directed to our Designated Welfare Officer (DSO)

Our designated Welfare Officer is Abi Paine, contactable via email abi@paine.foundation.org or directly via the WhatsApp Community

Abstract of this Policy

5. This Policy outlines how the Paine Foundation prevents harm in relation to players based on the actions of members conduct
6. It covers the operation of all Paine Foundation activities involving players. The main identified risks include:
 - a. The running of training sessions for women and girls (16+) with disabilities
 - b. The running of football matches for women and girls (16+) with disabilities
 - c. Communication between coaches and players on the WhatsApp community and relevant subgroups
 - d. The use of social media
7. This policy is separate to the contracts signed by County Managing Officers and Coaches and the Paine Foundation reserves the right to amend at any time

What is Safeguarding

8. Safeguarding is defined as work aimed at preventing and responding to risks of harm to vulnerable individuals and subsequently improving their welfare.
9. It is particularly important for children and vulnerable adults, though safeguarding is important for everyone
10. For safeguarding purposes, below are the legal definitions of *child* and *vulnerable adult*:
 - a. Children are individuals below the age of 18
 - b. Vulnerable adults are individuals above the age of 18 (England and Wales) who have care and/or support needs, and who are unable to protect themselves from harm (e.g. illness or disability)
11. The Paine Foundation is committed safeguarding players from harm caused by either:
 - a. The activities and conduct of any Staff Members (those that hold a signed contract with the Paine Foundation)
 - b. People outside of the Paine Foundations control where the staff members are aware of, meant to be aware of or reasonably suspect the risks in a situation

12. For the purposes of this Policy, a “Safeguarding Concern” is any actions that is known or reasonably suspected by a staff member or another party that risks violating the commitments named above

Key Measures that the Paine Foundations Implements

13. We ensure that all our coaches have/are completing their FA qualifications. Coaches will be encouraged to follow the Paine Foundation’s reporting procedures when reporting concerns (set out under “Reporting a Concern”)
14. We ensure that our coaches listen to all safeguarding related queries by other coaches, players or relevant others
15. We ensure that all safeguarding concerns are dealt with in a timely fashion in accordance with our relevant procedures
16. Procedures are designed to ensure all concerns are dealt with fairly and objectively, even when the allegation is towards a coach
 - a. Any report is protected under the whistleblowing laws and will be treated securely
17. Our DWO holds responsibility for managing safeguarding policies and procedures within the Paine Foundation
 - a. If any amendments are made, please contact our Founder, Abi Paine by email as stated below
 - b. abi@painefoundation.org
18. When recruiting staff members, we will ensure the correct qualifications are held via the Clubspark Portal, this includes:
 - a. Disclosures and Barring Services (DBS) Check
 - b. Introduction to Safeguarding (minimum)
 - c. Introduction to Coaching (minimum)
 - d. Introduction to First Aid (minimum)
19. Other relevant qualifications include:
 - a. FA Welfare Officer Course
 - b. External First Aid/Basic Life Support
 - c. UEFA coaching licenses
20. Completing these courses allows the coach to be added to Clubspark and ensures that they are properly trained on safeguarding and welfare
21. We will ensure that all information related to safeguarding concern, including the content of the report and personal data of people involved is handled safely in line with the UK GDPR 2018 laws
 - a. Reports will only travel internally as far as is necessary
 - b. This includes contacting local authority and the County FA if needed
22. We will review the safeguarding policy to ensure it aligns with the FA and UK Laws

Staff Members Responsibility

23. All staff members have a responsibility to promote the safety and wellbeing of players. This means they will adhere to all of the Paine Foundation’s relevant Policies
24. If a staff member is uncertain about safeguarding, raise this to the DWO
25. Staff members must actively keep their qualifications up to date, raise any queries with DWO

26. Staff members must never do anything that could cause harm to players and other coaches. This includes
- a. Subjecting them to/facilitating abuse of any sort
 - b. Participating in any activity that may commercially exploit players (e.g. failing to report signs of abuse)
27. Staff members must follow the relevant whistleblowing procedure (as stated below) regardless of the concern

Reporting a Concern

28. If a staff member identifies a concern, to report it, they should do the following:
- a. Ensure immediate safety of the player
 - b. Notify the DWO by email
 - c. Escalate to local authority (emergency services) or County FA DSO if necessary
29. If a staff member is unable to follow the above steps, they should report the concern in a reasonable alternative manner
- a. Time sensitive and involves risk of serious harm – appropriate to go to external services
 - b. Anything else – contact DWO or County FA DSO

Response to a Concern

30. Reported concerns will be dealt with in a timely manner by the relevant people
31. Staff members that report a safeguarding concern will be kept informed about the progression of the report by an appropriate degree
32. If a staff member is found to be in breach of this policy, then the appropriate actions will be undertaken in a fair manner
33. Referrals to external organisations will only be made if appropriate and will always be made in accordance with the law
34. The Paine Foundation reserves the right to share relevant and confidential information if the player is seen to be at risk of serious harm, staff members will not seek consent if it increases risk to the players

Supporting Documents

35. This Policy does not cover all of the Paine Foundation's commitments relevant to protecting its players. We also have other policies that protect everyone involved in the organisation:
- a. Anti-Bullying Policy
 - b. Health and Safety Policy
 - c. Equal Opportunities Policy
 - d. Recruitment Policy
36. All of the policies, procedures and other documents are available either on request or via the website www.painefoundation.org

