
Glasgow Girls & Women FC

2A Hallhill Road
Glasgow
G32 0LL

admin@glasgowgirlsfc.com
www.glasgowgirlsfc.com



Glasgow Girls FC Safeguarding Policy

Policy Updated Updated: 26 th April 2023	Review Date: April 2025
C. Wilson J. Strathdee	David McDermott Paul Davies

1. Purpose

Safeguarding and promoting the welfare of children

The purpose of this policy statement is to define how Glasgow Girls FC (GGFC) operates to safeguard children to,

- protect children from harm.
- provide staff and volunteers with the overarching principles that guide our approach to safeguarding.

GGFC is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice as specified by The Scottish Charities Regulator (OSCR), The Scottish Women's Football League, and The Scottish Football Association. GGFC recognises that it has responsibilities for the safety and care of children under the age of 18 years, under the Children Act 1989 and 2004. Our charity will act in accordance with the Domestic Abuse Act 2021 and all relevant legislation. Our charity also recognises and meets its responsibilities under Working Together 2023.

2. Definitions

- A child is anyone up until their 18th birthday.
- "Safeguarding and promoting the welfare of children" is defined in Working Together 2023 as:
 - providing help and support to meet the needs of children as soon as problems emerge
 - protecting children from maltreatment, whether that is within or outside the home, including online

- preventing impairment of children’s mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children’s Social Care National Framework.

Staff: for the purpose of this policy covers both paid staff and volunteers

3. Persons affected

This policy applies to everyone working / volunteering on behalf of GGFC, including the board of trustees, paid staff, volunteers, sessional workers, agency staff and students

4. Safeguarding policy

GGFC is committed to the importance of safeguarding and promoting the welfare of children. It has:

- a clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children
- a senior board level lead person to take leadership and responsibility for GGFC’s safeguarding arrangements
- a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services
- clear whistleblowing procedures and are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed
- arrangements which set out clearly the processes for sharing information procedures with other legislative bodies, and relevant, organisations, partners, and stakeholders
- We will appoint a designated professional lead for safeguarding at GGFC. Their role is to support others across our charity to recognise the needs of children, including rescue from possible abuse or neglect
- Designated professional roles should always be explicitly defined in job descriptions. Safeguarding leads should be given sufficient time, resources, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively

- We will implement safe recruitment practices for individuals whom GGFC will permit to work regularly with children, including policies on when to obtain a Disclosure Scotland Checks
- We will ensure appropriate supervision and support for staff, including undertaking safeguarding training
- We will ensure that staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role
- staff will be given a mandatory induction, which includes familiarisation with safeguarding responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare
- all staff will have regular reviews of their own practice to ensure they improve over time in their work with children, young people and families.
- clear policies and procedures in line with the procedures specified by OSCR, Disclosure Scotland, The Scottish Women's Football League, and The Scottish Football Association, for dealing with allegations against people who work/ volunteer with a child/ren. They will make a clear distinction between an allegation, a concern about the quality of care or practice or a complaint. An allegation may relate to a person who works/volunteers with children who has:
 - behaved in a way that has harmed a child, or may have harmed a child
 - possibly committed a criminal offence against or related to a child; or
 - behaved towards a child or children in a way that indicates they may pose a risk of harm to children. possibly committed a criminal offence against or related to a child; or
 - behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

GGFC will ensure that staff understand

- What they need to do, and what they can expect of one another, to safeguard children
- Core legal requirements, making it clear what individuals and GGFC should do to keep children safe. In doing so, GGFC seeks to emphasize that effective safeguarding systems are those where:
 - The child's needs are paramount, and the needs and wishes of each child, be they a baby or infant, or an older child, should be put first, so that every child receives the support they need before a problem escalates
 - That all staff who come into contact with children and families are alert to their needs and any risks of harm that individual abusers, or potential abusers, may pose to children

- The requirement to share appropriate information in a timely way and can discuss any concerns about an individual child with colleagues and local authority children's social care
- The necessity to use their expert judgement to put the child's needs at the heart of the safeguarding system so that the right solution can be found for each individual child
- The necessity to contribute to whatever actions are needed to safeguard and promote a child's welfare and take part in regularly reviewing the outcomes for the child against specific plans and outcomes

Key principles will be communicated that

- safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and
- a child-centered approach: for services to be effective they should be based on a clear understanding of the needs and views of children.

Safeguarding vulnerable adults

Policy and procedures

Introduction

The legal and policy basis for responding to concerns regarding the safeguarding and welfare of vulnerable adults is entirely different from that for children and young people. *Working together to safeguard children* only applies to children and young people up to when they reach the age of 18.

Policy statement

GGFC is committed to working with other agencies to ensure that people who use our services are safeguarded. People who use services have a right to live and work in environments free from abuse, neglect and discrimination. GGFC does not investigate issues of concern in relation to vulnerable adults. Local councils and the police hold the lead responsibility for responding to allegations of abuse in relation to adults and in coordinating the local interagency framework for safeguarding adults.

GGFC will bring to the attention of the social services and police any concerns or allegations identified through any part of its work.

The definition of abuse of adults is contained in '*No Secrets*' (Para 2.5)

Abuse is a violation of an individual's human and civil rights by another person or persons.

Abuse may consist of single or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or omission to act, or it may occur when a vulnerable person is persuaded to enter a financial or sexual transaction to which he or she has not consented or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it.

A vulnerable adult is defined by the Safeguarding Vulnerable Groups Act 2006 as a person who is aged 18 years or over and who:¹

- is living in residential accommodation, such as a care home or a residential special school
- is living in sheltered housing
- is receiving domiciliary care in their own home
- is receiving any form of healthcare
- is detained in lawful custody (in a prison, remand centre, young offender institution, secure training centre or attendance centre, or under the powers of the Immigration and Asylum Act 1999)²
- is under the supervision of the probation services
- is receiving a welfare service defined as the provision of support, assistance or advice by any person, the purpose of which is to develop an individual's capacity to live independently in accommodation or support their capacity to do so
- is receiving a service or participating in an activity for people who have needs because of their age or who have any form of disability
- is an expectant or nursing mother living in residential care, or
- is receiving direct payments from a local authority or health and social care trust in lieu of social care services.

Within this context abuse can take the form of:

- physical abuse – including hitting, pushing, kicking, misuse of restraint or inappropriate sanctions
- sexual abuse – including sexual assault or acts to which the adult did not, or could not consent
- psychological abuse – including emotional abuse, threats, deprivation of contact, humiliation, intimidation, coercion, verbal abuse, isolation or withdrawal from services

1

2

- financial or material abuse – including exploitation and pressure in connection to wills, property, inheritance or financial transactions
- neglect or acts of omission – including ignoring medical or physical care needs, withholding of medication or adequate nutrition and failure to provide access to appropriate health, social care or educational services
- discriminatory abuse – including racist, sexist and other forms of harassment.