



# 2019/20 STRATEGIC SAFEGUARDING PLAN

Watford Football Club (The Club), A member of the Premier League (PL) and the Football Association (FA), recognises and upholds its responsibility for safeguarding all vulnerable groups and ensure their safety and wellbeing and will work with its partners and parents/guardians to achieve this. The Club will value and encourage the participation of all children and vulnerable adults in all activities to enhance their social development.

To ensure the Club complies with its policies and procedures it has a support structure for the Head of Safeguarding including designated safeguarding officers within departments who are trained to respond too and report safeguarding concerns. The officers sit on the Club's Safeguarding Board which meets regularly to review all safeguarding issues and recommends actions and changes.

## 1. Creating and maintaining safe environments

<b>Policy</b>	The Club will maintain effective practices and guidelines in line with PL and FA legislative requirements
<b>Academy Journey</b>	The Club will ensure that academy players have a safe secure and enjoyable environment to play and train in.
<b>Stadium</b>	The Club will ensure that it implements effective match day safeguarding practices.
<b>Recruitment</b>	The Club will follow an effective safer recruitment practise during recruitment of all staff in assessing their suitability to work with children and vulnerable groups.
<b>Behaviour</b>	The Club will ensure it implements effective practise & encourage a safeguarding culture from all staff and participants to behave in an acceptable manner
<b>Reporting</b>	The Club has in place a clearly written whistle blowing procedure to support and assist staff and participants to raise concerns about possible unsafe or unethical conduct by others towards anybody and has a complaints procedure regarding safeguarding concerns which fall short of allegations of abuse.
<b>Media</b>	The Club has a social media and photography policy in place which ensures appropriate use of information and visual images.



# 2019/20 STRATEGIC SAFEGUARDING PLAN

## 2. Responding to safeguarding concerns or allegations

<b>Policy</b>	The Club has several safeguarding policies in place covering all aspects the Club's activities involving our participants/players, employees & partner organisations and will ensure these are reviewed annually.
<b>Reporting</b>	The Club uses the computerised child protection system (CPOMS) for the recording of, and investigation of all safeguarding issues and incidents. Designated safeguarding officers are trained in the use of this system and are responsible for ensuring that all allegations relating to children or adults at risk are recorded.
<b>Reporting</b>	The Club will ensure that any safeguarding allegations are referred to the relevant agency, (PL/FA/Police)

## 3. Training and support for keeping people safe

<b>HR</b>	The Club will ensure all members of staff receive suitable safeguarding training on induction and depending on their role further training as necessary to ensure an appropriate level of knowledge and competence, Dedicated staff with safeguarding responsibilities will receive FA approved safeguarding training.
<b>Personnel</b>	The Club will review its safeguarding training needs annually and provide any training identified.
<b>Responsibility</b>	The Club will ensure that all staff and partner agencies who work with The Club are aware of how and who to report safeguarding concerns too. The club will ensure that third party agencies who employ staff on its premises have appropriate safeguarding policies and procedures in place
<b>HR</b>	The club will ensure it offers all safeguarding staff suitable training to complete their role effectively, this will include the FA safeguarding training.



# 2019/20 STRATEGIC SAFEGUARDING PLAN

## 4. Communicating the Club's Safeguarding Message

### Communication

The club will make its safeguarding policy's available to all by giving access to these online. There will also be printed copies available at each location (stadium and training ground). Key messages will be published to all staff by means on an intranet soon to be introduced.

### Communication

The Club will establish links to local and national partnership organisations to promote a safe and caring community for all and share its safeguarding practices.

## 5. Quality Assurance

### Responsibility

The Club's Head of Safeguarding is responsible for quality assuring its safeguarding policies and practices to ensure PL / FA safeguarding standards and are being properly implemented.

### HR

The Club undertakes an audit process annually to ensure that it is taking suitable steps to safeguard everyone.

### Communication

The Club's Head of Safeguarding produces a quarterly report to the Board of Director's Safeguarding lead detailing all safeguarding incidents and concerns with relevant recommendations for consideration by the Board.