



Key Information on Reporting Concerns



Concerns

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Safeguarding

Types of abuse and neglect

Abuse: A form of maltreatment of a child which involves inflicting harm or failing to act to prevent harm. Children may be abused in a family, institutional or community setting by those known to them or, more rarely, by others, e.g. via the internet.

Physical abuse: A form of abuse which may involve actions such as hitting, throwing, burning, drowning and poisoning, or otherwise causing physical harm to a child. Physical abuse can also be caused when a parent fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse: A form of abuse that involves the emotional maltreatment of a child to cause severe and adverse effects on the child's emotional development. This may involve telling a child they are worthless, unloved, inadequate, not giving them the opportunities to express their views, deliberately silencing them, or often making them feel as though they are in danger.

Sexual abuse: A form of abuse that involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, and whether or not the child is aware of what is happening. This may involve physical assault, such as penetrative assault and touching, or non-penetrative actions, such as looking at sexual images or encouraging children to behave in inappropriate ways.

Neglect: A form of abuse that involves the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of a child's health or development. This may involve providing inadequate food, clothing or shelter, or the inability to protect a child from physical or emotional harm or ensure access to appropriate medical treatment.

Indicators of Abuse and Neglect for Children

When identifying children at risk of potential harm, staff members will look out for a number of indicators including, but not limited to, the following:

- **Injuries in unusual places, such as bite marks on the neck, that are also inconsistent with their age**
- **Lack of concentration and acting withdrawn**
- **Knowledge ahead of their age, e.g. sexual knowledge.**
- **Use of explicit language**
- **Fear of abandonment**
- **Depression and low self-esteem**

VULNERABLE PEOPLE

The term vulnerable adults refers to people of 18 and over "who are or maybe in need of community care services by reason of mental or other disability, age or illness or lack of opportunity; and who is or maybe unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation".

Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

Adult protection concerns the violation of an individual's human and civil rights by another person or persons.

Abuse can include: verbal, physical, financial/material, sexual, psychological, discriminatory, emotional abuse and neglect. Abuse can take place in any setting, public or private, and can be perpetrated by anybody.

Handling A Disclosure

If a child a young person or vulnerable person tells you about something that is happening or has happened to them then we must remember the following procedure:

- React as calmly as possible
- Ensure the immediate safety of the young person
- Reassure the person – “you’ve done the right thing by telling me”
- Take what they say seriously – evidence shows it will be almost certainly truthful
- Don’t make promises not to tell- you will need to share it
- Don’t prompt but ask open questions gently and slowly “What” “When” “Who” “Where.”
- Fill in a Report of Concern as soon as possible. The link is on the club website

Take advice from the Safeguarding Team at the first opportunity

Safeguarding Advice for all Barrow AFC Staff

Should you have any concerns it is essential these are reported as soon as possible. For all non-critical matters you should contact the Safeguarding Team at Barrow AFC:

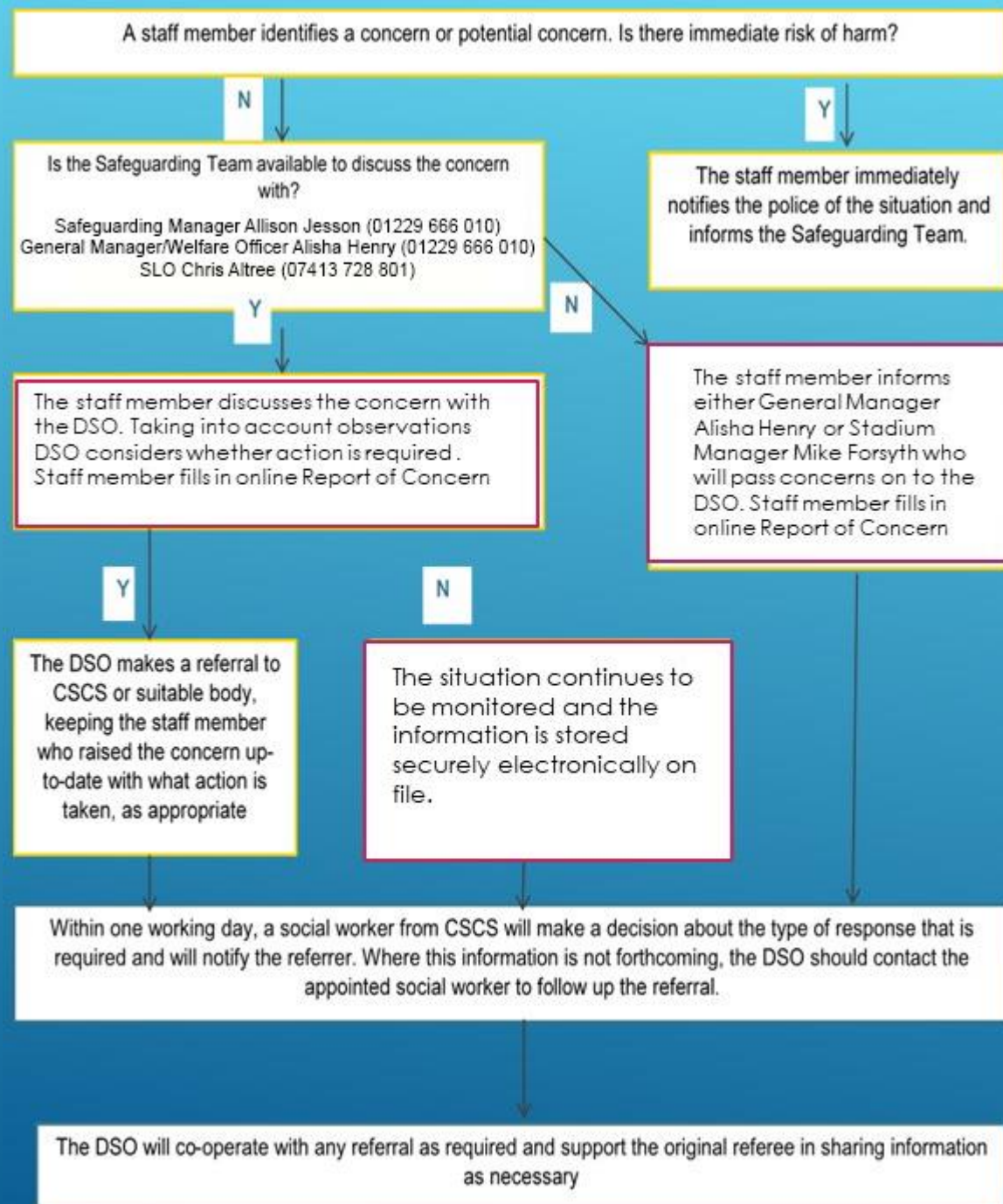
Alison Jesson (BAFC Safeguarding Manager – 01229 666 010)

Alisha Henry (BAFC General Manager/Welfare Officer – 01229 666 010)

Christopher Altree (BAFC Supporters' Liaison Officer 07413 728801)

Where you believe a child or young person may be at imminent risk you should report this to the Police on 101 or 999 if an emergency. If The Safeguarding Team is not available you should contact the NSPCC Helpline on 0808 800 5000 and then notify the team at your earliest opportunity.

SEE NEXT SLIDE FOR PROCESS



Reporting

Immediate Danger- 999
Online Report of Concern is on the website

<https://forms.office.com/Pages/ResponsePage.aspx?id=Wlf6LHkqDUmBLhFZuutXYIdQasvUAsBKIDVr5L9oZ09UQ1pFUUIJOFIWMFVWMk5OTEhTUUhaMVJKVC4u>

IF IN DOUBT, REPORT IT. THINK 'WHAT IF MY CONCERNS ARE RIGHT?'



Prevent

What is Prevent?

A COMMUNITY SAFEGUARDING PROGRAMME

Prevent is about safeguarding and supporting those vulnerable to radicalisation. Prevent is 1 of the 4 elements of **CONTEST**, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting **terrorism**.

Find more information about how schools prevent extremism and safeguard young people via [Counter Extremism LGFL](#).

WHAT DOES PREVENT DO?

1

Responds to the ideological challenge we face from terrorism and aspects of extremism, and the threat we face from those who promote these views.

2

Provides practical help to prevent people from being drawn into terrorism and ensure they are given appropriate advice and support.

3

Works with a wide range of sectors (including education, criminal justice, faith, charities, online and health) where there are risks of radicalisation that we need to deal with.

STOP



The main aim of Prevent is to **stop people from becoming terrorists** or supporting **terrorism**.

PROTECT



At the heart of Prevent is **safeguarding** children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

PREVENT



Prevent addresses all forms of **terrorism**, but continues to ensure resources and effort are allocated on the basis of threats to our national security.

Prevent- Indicators of Vulnerability- 1

Identity Crisis – the person is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

- Personal Crisis – the person may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;

Personal Circumstances – migration; local community tensions; and events affecting the student / pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

- Unmet Aspirations – the person may have perceptions of injustice; a feeling of failure; rejection of civic life;

- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement /reintegration;

Definitions and Context- Please Read:

EXTREMISM is defined as vocal or active opposition to fundamental universal values, including democracy, the rule of law, individual liberty, and mutual respect, as well as the tolerance of deferent faiths and beliefs. There is no such thing as a 'typical extremist'. Those who become involved in extremism do so from a wide and eclectic mix of backgrounds and experiences. It should be borne in mind that many who hold extremist views do not go on to become involved in violent extremist activity.

RADICALISATION refers to the process by which a person comes to support terrorism and extremist ideology. Radicalisation can take place in a number of ways, though recent emphasis has been placed on the role of the internet in the process as well as the influence of powerful direct relationships on an individual.

CONTEXT It is important to recognise that the Prevent Duty within the Football Club is inherently different to those of a childcare professional, however, there are areas that will overlap which are highlighted as follows; ***'The general risks affecting children and young people may vary from area to area, and according to their age. Schools and childcare providers are in an important position to identify risks within a given local context. It is important that schools and childcare providers understand these risks so that they can respond in an appropriate and proportionate way.'*** ***'There is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology.'***

Prevent- Indicators of Vulnerability- 2

- Special Educational Need – people may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.

Prevention:

The Club will provide training to its staff and volunteers in recognising, grooming in radicalisation behaviour. Training will be delivered in partnership with key organisations such as the Counter Terrorism Police on an annual basis.

Procedure:

If there is any concern that a person is or may be exposed to or at risk in respect of radicalisation within the environs of Barrow AFC, you must refer this to the following:

Safeguarding Manager – Alison Jesson

Stadium Manager and Chief Safety Officer- Mike Forsyth

The Safeguarding Lead will report this to the appropriate authorities as outlined within the Safeguarding Children Policy and the Safeguarding Vulnerable Adults Policy.

The incident will also be recorded on the online Report of Concern on the club website

<https://forms.office.com/Pages/ResponsePage.aspx?id=WIf6LHkqDUmBLhFZuutXYIdQasvUAsBKIDVr5L9oZ09UQ1pFUUIJOFIWMFVWMk5OTEhTUUhaMVJKVC4u>



Equality, Diversity and Inclusion



Barrow AFC is committed to encouraging equality, diversity and inclusion among our workforce within the Club, Community Trust and Academy setting, thus eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best.

The Equality Code of Practice sets out key areas all EFL clubs should look to address to ensure they are inclusive across all areas of their business.

Barrow AFC has a reporting pathway to deal with any allegations of prejudice, ensuring that all individuals can raise their issue.

What constitutes unacceptable behaviour in football?

Discriminatory behaviour is anything that singles out a person or group from a particular audience, whether that's on the grounds of disability, gender, sexuality, race or religious beliefs. This might happen via chanting or shouting on the way to, or inside a football ground, or by making comments on social media channels.

Abusive behaviour is any behaviour which, whilst not necessarily discriminatory, causes offence to any individual or group. This could range from swearing at a player on the pitch to physical assaults, such as throwing items at opposing fans.

The FA, Premier League and Football League are all clear about this:

- Discrimination in any form is unacceptable
- Supporters shall not use racist, sexist, homophobic or other discriminatory language
- If you are not sure, report it.

Ground Regulations

are in place at every Premier League and Football League club and set out a number of behaviours that are not acceptable inside the ground, including: threatening behaviour, foul or abusive language, racial, homophobic or discriminatory abuse and harassment.



Penalties for abusive and discriminatory behaviour

Punishments for abusive behaviour by match participants can include:

- Life bans from a club or football
- Bans from playing affiliated football and related fines
- Bans from coaching or being involved in football at any level.

Punishments for abusive behaviour by spectators at a match can include:

- Arrest and appearance at court
- Ban from attending football matches at home and abroad for a minimum of three years, through the imposition of a Football Banning Order in a court of law
- Loss of season ticket, membership and/or the imposition of a ban by the football club that you support from attending matches at the club's home ground and from purchasing tickets for away matches
- Imprisonment; Fines; Criminal record; Restrictions of travel; Ejection from the stadium.

Grassroots level:

Incidents on the pitch at grassroots level are governed by the rules of Football and treated by The FA like all other disciplinary issues, although additional bodies may also be involved depending on the offence. If you have any questions, please contact Kick It Out or The FA.



Ray Wilkie said, "no one deserves it more than them" when talking of our backing after the Wembley win in 1990.

We believe that should be the case for everyone involved in Barrow A.F.C

This outlines clearly what we all expect and deserve as members of the Barrow AFC family:

- Barrow A.F.C expects all employees to work in a positive and

respectful manner with supporters, each other and the general public

- All fans can expect and deserve proper support and advice when following the club,
- They can expect to be listened to and their ideas and queries taken seriously
- All supporters at Barrow A.F.C will be treated with equal respect and kindness
- Everyone who follows Barrow A.F.C should be able to do

so in a safe and secure manner

- Barrow A.F.C undertakes to ensure if supporters have a grievance there is a process to follow, which will be conducted in a fair and transparent manner

LET'S
KICK
OUT OF
FOOTBALL
RACISM

Football Fans' Guide to Reporting Abuse and Discrimination

By reporting abuse, whether it's racism, anti-semitism, homophobia, sexism or disability abuse, you are helping to tackle discrimination in football at all levels.

Travelling

On the way to or from a match by train or London Underground, you can make a report to:



Police are on stations and trains to keep you safe. If you experience abuse or feel threatened tell BTP on 0800 405040 or you can text 61016.



CCTV is on many trains and can help identify abusive or discriminatory behaviour.

Inside the ground



There are many ways you can report abuse you witness in the ground:

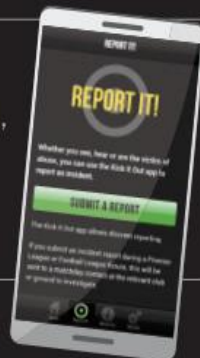


Stewards

- At professional matches you can make reports to a police officer or match day stewards, who are trained to deal with your complaints instantly and discreetly
- The stewards will act on your complaint, directly alerting the club's control room if necessary
- Reporting abuse on match day is the most effective option to make sure evidence is gathered immediately.

Kick It Out Reporting mobile app

- Download the free Kick It Out reporting app
- Report abuse during / after the game, even without wi-fi, 3G or 4G signal (the app will send a report as soon as you are in an area with signal)
- From grassroots to Premier League football, you are encouraged to use the Kick It Out Reporting app.



Text reporting service

- Many Premier League and Football League clubs have their own TRS, and fans can make reports during and after the game – check with your local club.
- Reports are directed to the club's control room, which will then investigate the report
- Kick It Out's text report number is **07956 535 057**.

SMS

After the game



After the game, you can contact Kick It Out or The FA by phone, email or online incident form:



Freephone **0800 169 9414**
or email: info@kickitout.org

Freephone **0800 085 0508**

or email: FootballforAll@TheFA.com



If you come across football comments online that you think are unacceptable, you can make a report at www.kickitout.org



Options for Reporting Concerns at Barrow AFC

Fill in a Report of Concern on the Barrow AFC Website

Alison Jesson, BAFC Safeguarding Manager

Alisha Henry
(BAFC General Manager/Welfare Officer)

Christopher Altree
(BAFC Supporters' Liaison Officer)

More information on reporting processes and how reports are dealt with can be found at www.kickitout.org
Kick It Out logs all reports received and liaises with clubs and The FA on your behalf



Barrow AFC agree with Level Playing Field in promoting a positive, inclusive experience for disabled sports fans.

We believe that attending and engaging with live sporting events has a positive impact on wellbeing. We pledge to work at every level to ensure that disabled fans can freely access and enjoy live sport.

- **The smallest changes can have the biggest impact.**
- **An accessible stadium is more sustainable, economical and flexible for everyone.**
- **An accessible stadium will demonstrate your commitment to your whole community.**
- **Enhance customer experiences and they will be more likely to come back.**
- **Always try to involve the disabled person when making any decisions.**
- **Don't make assumptions based on a person's 'disability'.**
- **There is no 'one size fits all' solution to being fully inclusive.**
- **The Equality Act is an evolving duty.**
- **See disability and social inclusion as a business 'opportunity' and not a threat i.e. focus on the commercial spending power of disabled people, and the influence they may have over non-disabled friends and family.**

<https://forms.office.com/Pages/ResponsePage.aspx?id=WIf6LHkqDUmBLhFZuutXYIdQasvUAsBKIDVr5L9oZ09UQ1pFUUIJOFIWMFVWMk5OTEhTUUhaMVJKVC4u>