

Newcastle United Foundation

Safeguarding Policy

3.12

Policy Name	Safeguarding Policy
Effective Date	12/03/2025
Next Review Date	31/01/2026
Drafted By	Safeguarding Manager
Approved by Board	12/03/2025
Policy Owner	Chief Executive Officer

Policy Endorsement

Every organisation that works with vulnerable groups must ensure it promotes their wellbeing effectively. Safeguarding is of paramount importance and is everyone's responsibility.

Our commitment to safeguarding is clear.

Newcastle United Foundation is fully committed to safeguarding the welfare of all individuals and communities we engage with. We expect all employees and stakeholders to share our commitment to safeguarding and the wellbeing of all individuals, complying with our policies, demonstrating best practice, and accepting our collective responsibility to protect those at risk from harm.

We will ensure that safeguarding and our other compliance commitments are at the heart of our Foundation from recruitment through to programmes and the support and training we will provide for staff and our those we work with in our community.

We recognise poor practice and abuse can happen and that we all have a part to play to prevent it. In practice, this means Newcastle United Foundation are proactive, vigilant and recognise the importance of our policies, procedures, and training. It also means we value working together with our safeguarding partners and stakeholders to ensure our approach remain current, contextual, and effective.



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Steve Beharall

CEO

Key Policy Definitions

Adult(s) at Risk – any person aged 18 or over who has need for care and support (whether or not those needs are being met) and is experiencing, or is at risk of experiencing, abuse, or neglect and, as a result of those needs, is unable to protect themselves against the abuse.

Child(ren) – any person aged under 18 years of age.

The Foundation – is an independent registered charity (Registered Charity Number 1124896) using the power of football to connect, motivate and inspire people in our region. Through community education, health and wellbeing and sports programmes delivered across Newcastle, Gateshead, North Tyneside, and Northumberland.

The Football Association (the FA) – The national governing body for Football in England.

Harm – The ill-treatment of an individual or impairment of their welfare due to acts of abuse or inappropriate behaviour, including witnessing 3rd party abuse or inappropriate behaviour.

Local Authority – Refers collectively, or individually when named, to the district, borough, city, and county councils responsible for governance of the county of Northumberland. Specifically, these are Newcastle City Council, Gateshead Metropolitan Borough Council, North Tyneside Metropolitan Borough Council and Northumberland County Council.

Newcastle Safeguarding Adults Board – the Newcastle Safeguarding Adults Board (NSAB) is the multi-agency partnership responsible for safeguarding adults with care and support needs in Newcastle. It is responsible for overseeing, co-ordinating and challenging the effectiveness of the work of its members and partner agencies. It produces the multi-agency safeguarding adult's policy and procedures which this policy reflects.

Newcastle Safeguarding Children Partnership – The Newcastle Safeguarding Children Partnership (NSCP) acts on behalf of the three Safeguarding Partners of the locality of Newcastle upon Tyne, namely Newcastle City Council, Newcastle Gateshead Clinical Commissioning Group and Northumbria Police, and works to bring together partner agencies across the city to ensure there is a joined-up approach to safeguarding.

The Premier League – Refers to the organisation responsible for governance and administration of English Football's highest ranked league.

Safeguarding – Preventative and reactive measures taken to ensure the risk of harm or mistreatment of vulnerable groups is minimised and best possible outcomes are achieved.

Vulnerable Group(s) – A collective term used to refer to both Children and Adults at Risk.

Welfare – The health, happiness and fortunes of individuals associated with Newcastle United Foundation.

Introduction

Safeguarding can be broadly defined as 'protecting something from harm or damage with an appropriate action or measure'.

At Newcastle United Foundation, we view safeguarding as our responsibility to create safe, secure, and engaging environments that enable all those who engage with us to experience great outcomes and support achievement of potential. We believe everyone has the right to participate in our activities safely and inclusively. This policy acknowledges our responsibilities to ensure vulnerable groups, which include children and adults at risk of harm, are safe by acting to inform and guide people on the procedures and requirements relating to safeguarding children and adults at risk at the Foundation.

Scope

The obligations set out within this policy are mandatory for all individuals we engage with; our procedures and requirements relating to safeguarding vulnerable groups are equally applicable to all employees, volunteers, and agency workers and to all of the activities which the Foundation undertake.

This policy also extends to all partners, contractors, stakeholders, participants, and supporters who engage in activities run by the Foundation, and it is the responsibility of those of our employees who manage our relationships with these groups to share this policy and to check understanding of and agree adherence to it alongside their own separate Safeguarding policies and procedures (where such policies and procedures exist).

Safeguarding Governance

The Foundation's approach to safeguarding is underpinned by legislation, statutory guidance and identified best practice. Specific legislation underpinning this policy includes, but is not limited to:

- Children Act (1989 & 2004) (England & Wales)
- Children And Social Work Act (2017)
- Children And Families Act (2018)
- Sexual Offences Act (2003)
- Education Act (2002)
- The Data Protection Act & the UK GDPR (2018)
- Apprenticeships, Skills, Children & Learning Act (2009)
- Mental Capacity Act (2005)
- Safeguarding Vulnerable Groups Act (2006)
- Care Act (2014)
- Human Rights Act (1998)
- Equality Act (2010)
- Protection of Freedoms Act (2014)
- Domestic Abuse Act (2021)
- UN Conventions On The Rights Of The Child (1992)

Specific statutory and best practice guidance underpinning this policy includes, but is not limited to:

- Working Together To Safeguard Children (2018)
- Keeping Children Safe In Education (2022)

- What To Do If You're Worried A Child Is Being Abused: Advice for Practitioners (2015)
- Mandatory Reporting Of Female Genital Mutilation (2016)
- North & South Of Tyne Safeguarding Children Partnership Procedures Manual (2019)
- Newcastle Safeguarding Partners Multi Agency Safeguarding Arrangements For Children And Young People (2019)
- Newcastle Safeguarding Adults Board Multi Agency Safeguarding Policy (2018)
- Newcastle Safeguarding Adults Board Multi Agency Safeguarding Procedures (2018)

Safeguarding in Football is also governed by rules, regulations and guidance as set out by the Football Association (FA), the Premier League (PL) and the English Football League (EFL). Rules, regulations, and guidance informing this policy include, but are not limited to:

- Working Together to Safeguard Football – FA Policy & Procedures
- FA Laws of the Game
- FA Safeguarding Concerns in the Professional Game: Referral and Thresholds guidance
- Premier League Rules
- Premier League Safeguarding Policy
- Premier League Safeguarding Standards
- Premier League Guidance for Safer Working Practices

More details regarding Football's Safeguarding frameworks can be found at:

- The FA: <https://www.thefa.com/football-rules-governance/safeguarding>
- The Premier League: <https://www.premierleague.com/safeguarding>

Our Commitment to Safeguarding

Newcastle United Foundation is committed to being a place where everyone is safe, heard, valued and able to thrive. We will constantly strive to develop excellence in safeguarding and welfare through enhanced awareness and continuous learning. We are United in our shared accountability for safeguarding.

This shared commitment to safeguarding is reflected in the Foundation's safeguarding resources and our Safeguarding Team is a source of expertise and support to enable Newcastle United Foundation to meet our safeguarding responsibilities.

Safeguarding is everyone's responsibility, and we must all be accountable for considering safeguarding implications when planning and delivering all aspects of our work. We want to ensure that all departments and individuals are equipped to deliver on their safeguarding accountabilities as it is only by having safeguarding truly embedded across our organisation that we can fulfil our commitment to keep everyone safe.

Our Core Safeguarding Principles

To achieve this, our core safeguarding principles underpin all safeguarding work we do.

These principles are:

1. The welfare of any child or adult at risk is, and must always be, considered paramount.
2. Children and adults at risk have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual identity or their personal circumstances, family life or previous life choices.
3. All adults have a responsibility to safeguard children and/or adults at risk.
4. Adults who work with children and/or adults at risk are responsible for their own actions and behaviours and must always ensure they behave in a way that would not lead any reasonable person to question their motives or intentions for working with children and/or adults at risk
5. Children and adults at risk deserve to be respected, valued and listened to.
6. Parent, carers, and other family members will always be encouraged to be involved in any relationship that exists between a child or adult at risk and the Foundation, unless it is unsafe or deemed inappropriate to do so

Our Safeguarding Expectations

Safeguarding is everyone's responsibility. This means the Foundation expect all adults engaging with children and/or adults at risk through Foundation activities to proactively

work to ensure these environments are safe and enjoyable. The Foundation considers this responsibility to amount to a 'duty of care'.

All employees, volunteers, agency workers, partners, contractors, stakeholders, participants, and supporters are therefore expected to:

- Prioritise the safeguarding of individuals above all other outcomes and report all concerns, allegations, or incidents immediately.
- Avoid favouritism and ensure all children and adults at risk are treated fairly by attempting to meet their individual needs without prejudice or discrimination.
- Establish appropriate professional boundaries with children and adults at risk by ensuring all contact and interactions (both face to face and online) are undertaken in line with Foundation policies, guidance, and standard operating procedures.
- Understand and respect that a relationship of trust exists between adults in positions of authority and vulnerable groups engaging with activities. For clarity, this means personal sexual relationships between adults responsible for delivering activities on behalf of the Foundation (positions of authority) and children aged 16-17 or adults at risk participating in such activities are considered unacceptable, despite the participants being of the age of sexual consent.
- Promote a culture of safeguarding and welfare at the Foundation where best practice is championed and poor practice or abuse is challenged and reported.
- Be aware that breaches of Foundation policies may result in disciplinary action being taken. In some circumstances they may also amount to a breach of the law and could result in criminal action.

All employees, volunteers, agency workers, partners, contractors, stakeholders, participants and supporters must never:

- Abuse, harm or exploit any person associated with the Foundation, or neglect their basic needs.
- Use their position or association with the Foundation to establish inappropriate relationships with children or adults at risk of harm.

- Use their position or association with the Foundation to access information relating to other people for their own or other's advantage.
- Access pornography on Foundation premises, via any device.
- Take, make, circulate, or possess any indecent photograph or pseudo photograph of a child under 18 years.

Additionally, employees, volunteers, agency workers, partners, contractors must never:

- Use physical or emotional punishment to discipline children or adults at risk.
- Have sexual relationships with Adults at Risk who are identified as being NUF participants
- Engage in any sexual activity or have discussions about such activities with children.
- Enter into discussions about sexual activities unless there is clear educational context and with knowledge / consent of parent guardian.
- Engage in any sexual activity or have discussions about such activities with adults at risk.
- Enter into discussions about sexual activities unless there is clear educational context and with knowledge / consent of parent guardian or carers where it is deemed the adult does not have capacity to self-consent.

In practice, adults responsible for delivering Foundation activities will adopt a 'think safeguarding' approach to their delivery and be proactive in managing safeguarding risks associated with the activities. Effective planning, consultation and evaluation processes are considered essential to supporting safe delivery.

The Foundation is committed to address the additional vulnerability of some participants and the extra barriers they may face e.g., those in care, looked after children, those with mental health issues, disability or impairment etc. Safeguarding boys, and girls into its talent development programme for example Emerging Talent Centres (ETC). Participants in the high-performance pathway face additional vulnerability due to their position in sport. Others may seek to gain advantage (financial or otherwise) or gratification from their talent or enhanced profile through unscrupulous means; some may abuse or coerce them just because they can (e.g., via social media). Participants must also be made aware of signs for example;

- abuse by those in positions of power or influence over the participant
- poor mental health
- homesickness
- eating disorders
- addiction
- self-harm

The workforce and those of our partners must put the needs of these children first and always remember that anyone who is not yet 18 is a child.”