

Child Safeguarding & Anti-Bullying Policy Statement

Football Evolution UK is committed to safeguarding children and promoting their welfare in everything we do. The welfare of your child is paramount. All children have the right to be protected from abuse, neglect and exploitation, regardless of their age, disability, gender, racial heritage, religious belief, sexual orientation or identity. We promote the inclusion of all children. We take any allegations or concerns about a child's safety extremely seriously and will respond appropriately. We work in partnership with children, parents/carers/guardians and other relevant parties to promote children's welfare.

Safe Recruitment Procedures

We follow strict recruitment practices to ensure staff and volunteers are suitable to work with children. This includes role descriptions, interviews, reference and identity checks, and enhanced DBS/criminal record checks where eligible roles involve regular contact with children. We periodically re-assess current staff/volunteers who may pose a risk to children.

Promoting Good Practice

All activities involving children are appropriately risk-assessed and follow relevant health and safety policies. Staff and volunteers must maintain clear boundaries and appropriate relationships built on trust. We have codes of conduct for staff, volunteers, parents/carers and children around expected behaviour. We also have guidance on photography/video to protect children's privacy and prevent inappropriate imagery. Our approach is never to share photographs or video that identifies children and parents in a social capacity.

Recognising Signs of Abuse

Abuse can take different forms - physical, emotional, sexual and neglect. We ensure all staff/volunteers can recognise potential signs and indicators of abuse or concerns about a child's welfare.

Anti-Bullying

Bullying is defined as repeated behaviour intended to hurt, intimidate or exclude someone, including physical, verbal, relational or cyberbullying actions. Football Evolution UK is firmly committed to providing a safe, supportive environment free from bullying in any form. We proactively promote positive behaviour and address underlying causes through education and social-emotional skill building. Any suspected bullying incidents must be reported immediately by children, staff or parents/guardians for prompt investigation. Those engaged in bullying face disciplinary consequences outlined in our etiquette code of conduct, up to potential dismissal from our coaching and team groups. We expect full cooperation from staff, children and parents in upholding this zero-tolerance policy. Support services will be signposted for any targets of bullying behaviour.



Reporting Procedures

Any allegations, concerns or disclosures about a child's welfare or safety must be reported immediately to the designated Club Welfare Officer/Dharam Jagpal who will refer to statutory authorities if needed. All information is recorded factually and handled confidentially.

Disciplinary and Complaints Process

Breaches of this safeguarding policy or codes of conduct are taken extremely seriously. We have a clear process for investigating concerns or complaints.

By implementing this policy fully across all our services, we strive to ensure Football Evolution UK provides a safe, positive and nurturing environment for children to enjoy football.

