



Carlisle United - SAFEGUARDING POLICY

Where reference is made to Carlisle United this covers Carlisle United, the Academy Department, not the Community Sports Trust or Carlisle United Ladies which have their own safeguarding arrangements

Part of the football philosophy of Carlisle United is our commitment to safeguarding and promoting the welfare of young players. We expect all staff, volunteers, parents/carers, young players, any partner agencies or any commissioned service providers to share this commitment.

The aims of Carlisle United Safeguarding Policies are to:

- a. Develop a positive and pro-active approach to safeguarding in order to best protect all children and young people who are registered with the Academy or engage in associated activities, enabling them to participate and achieve in an enjoyable and safe environment.
- b. Facilitate the provision of a range of child protection and awareness training for all staff or volunteers in line with guidance from The EFL/NL and Cumbria Safeguarding Children Partnership (CSCP) and in line with The FA requirements for work with children and young people.
- c. Demonstrate best practice in the area of safeguarding the welfare of all children and young people.
- d. Promote ethical work with children and young people.
- e. Work towards achieving the National Standards and post Standards for Safeguarding and Protecting Children in Sport devised by the Child Protection in Sport Unit of the NSPCC.
- f. Comply with relevant legislation including Sexual Offences Act 2003 in all aspects of the Club's activities

This specific Safeguarding policy is focused on the key overarching safeguarding of all those people the club has contact with. It should be read in conjunction with the Club's other policies in this area including Child Protection and Vulnerable Adults.

The key principles underpinning this Policy Statement are that we recognise that as a professional Club, we have a duty of care to all children, young people and adults at risk who participate in activities delivered by us and who we deal with:

- The welfare of children and young people is, and must always be, the paramount consideration.
- All children, young people and vulnerable adults have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with children, young people and their parents/carers is an essential element of our work.

Carlisle United is committed to working together with Children's Services Departments, and Cumbria Safeguarding Children Partnership (CSCP) in accordance with their procedures and in line with the most recent HM Government guidance - Keeping Children Safe In Education - Statutory guidance for schools and Colleges (2 September 2024). In addition, Carlisle United is committed to working together with agencies within football to create a safer environment in which all can enjoy the game.

Where Carlisle United believes or is informed that circumstances exist which may harm any children, young person(s), or poses or may pose a risk of harm to them, Carlisle United will refer the matter to a statutory agency such as the Police or Cumberland LADO for further investigation. The FA Case Management Unit will also be informed.

Whilst Carlisle United will refer matters of concern relating to risk or harm or acts of abuse towards children to the appropriate authorities, it does not investigate disclosures. It does, however, have a role in responding to general complaints and/or complaints of poor practice. CUFC will work together with agencies both inside and outside football, as appropriate, to deal with, respond to or refer on complaints in line with the Safeguarding Complaints Procedure.



Carlisle United's arrangements in fulfilling its commitment to safeguarding children and young people:

1. The Chief Executive of the club has responsibility for safeguarding as Senior Safeguarding Manager (SSM)
2. The Designated Safeguarding Officer (DSO) for the Academy is Scott Taylor.
3. The Match Day Designated Safeguarding Officer (MDSO) is Sarah McKnight.

All concerns, allegations or disclosures regarding the welfare of young players will be referred to the DSO who will make a decision as to the seriousness and nature of the information and will refer and report to the appropriate agency.

4. Carlisle United has in place Safer Recruitment processes which include: -
 - Applications in writing
 - Statements in job adverts and in job descriptions as to the organisation's commitment to safeguarding
 - Job descriptions
 - Interviews
 - Enhanced DBSs checks for those working with children and young people as required
 - The taking up of two written references
 - Carlisle United will await revised government guidance on the role of ISA Registration and DBS requirements and will follow any such revised guidance.

Carlisle United also outlines its commitments and requirements for safeguarding to all partner organisations and any commissioned service providers.

Carlisle United accepts and adopts The FA and The EFL/NL safeguarding policies and procedures whilst further specific and individual Academy policies are developed and adopted.

Carlisle United ensures that, where the role requires, all staff and volunteers complete appropriate FA Safeguarding training. In addition, all Academy staff and volunteers receive in-house training on identifying and reporting concerns in respect of safeguarding. In addition, support is provided for those involved in dealing with reporting incidents.

Carlisle United is committed to ongoing safeguarding training and development, appropriate to the role of the employee and the level of their involvement with children, young people and vulnerable adults.

Carlisle United is committed to the sharing of information to protect children, young people, in line with Working Together to Safeguard Children (2025) and the Data Protection Act (2018).

In addition to this Safeguarding Policy, Carlisle United promotes a number of initiatives which seek to address and encourage young people's and families' enjoyment as participants and spectators.



Review

This Policy will be kept up to date, particularly as the Club changes in nature and size and new requirements emerge.

To ensure this, the Policy, and the way it is implemented, will be reassessed and amended on an ongoing basis and reviewed annual basis will be as follows:

- Safeguarding issues will be considered as agenda items and discussed at the:
 - Safeguarding Working Group (SWG) meetings
 - Academy Management Team (AMT) meeting and Technical Board (TB) meetings
- The Policy will be reassessed and amended on an ongoing basis by the CEO in consultation with the Safeguarding Working Group
- The 1921 Board will:
 - include Safeguarding as an agenda item and feature in the Board Report
 - conduct an annual review of the Policy as part of the annual review
 - publish the Policy on its website
- The Holdings Board will ensure the 1921 Board undertakes its role as stated

Safeguarding contacts

Remember that in an emergency or where there is risk to life you should contact the police immediately.

If you have a concern you wish to raise with the Club please contact:

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|--------|----------------|--|---------------|
| • SSM | Nigel Clibbens | nigel.clibbens@carlisleunited.co.uk | |
| • DSO | Scott Taylor | scott.taylor@carlisleunited.co.uk | 07708959007 |
| • MDSO | Sarah McKnight | sarah.mcknight@carlisleunited.co.uk | 0330 094 5930 |

Other Safeguarding contacts in football:

Whilst any safeguarding concern should be raised with the Club Safeguarding contacts in the first instance, we recognise that this may not always be possible or appropriate. Below are the contact details for footballing partners with whom safeguarding concerns in relation to the Club can be discussed:

The National League Safeguarding Team

Tel: 0121 714 2207

Email: safeguarding@thenationalleague.org.uk

The English Football League Safeguarding Team

Tel: 01772 325940

Email: safeguarding@efl.com

If they concern regards a person in employed in footballs conduct towards a child:

The FA Safeguarding Team

Tel: 0800 169 1863

Email: Safeguarding@TheFA.com



Mental health:


Negative experiences and distressing life events, such as the current circumstances, can affect the mental health of us all. Players and staff who are struggling under the current circumstances should contact the Club safeguarding staff as outlined above. Support can also be accessed through a number of national organisations including:

- The Samaritans Tel: 116 123 <https://www.samaritans.org>
- ChildLine: Tel: 0800 1111 <https://www.childline.org.uk>
- NSPCC: Tel: 0808 800 5000 <https://www.nspcc.org.uk>
- Mind: Tel: 0300 123 3393 <https://www.mind.org.uk>
- PFA: Tel: 07500 000 777 <https://www.thepfa.com/wellbeing>

Online safety:

It is important that both players and parents are aware of the help and support available should they be concerned about something they have seen or experienced online. These include:

- UK Safer Internet Centre <https://reportharmfulcontent.com/>
- CEOP <https://www.ceop.police.uk/safety-centre/>
- Internet Matters <https://www.internetmatters.org/>
- ThinkuKnow <https://www.thinkuknow.co.uk/>

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Signed		Nigel Clibbens Chief Executive