



Carlisle United - Academy loan policy/work experience

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.

Overview

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. This extends to periods on loan.

Procedure

Pre loan

Academy Manager (AM) or the Lead PDP Coach will inform the Designated Safeguarding Officer (DSO) of any potential loan or work experience placements for Academy players within the Scholarship Programme or below.

All loans must then be discussed and agreed with the Head of Football Operations (HOFO) and First Team manager and approved by CEO.

DSO to establish with AM or HOFO as required, a designated person at the club that will oversee and monitor the loan period of Academy players within the Scholarship Programme or below.

If the DSO has any concerns, they must be raised with CEO. If the concerns are not resolved with the CEO the DSO must inform the Chairman.

Player going on loan to meet with DSO and Lead PDP Coach before loan period starts to establish logistics of getting to any games or training.

In-loan

Role of Lead PDP Coach

The Lead PDP Coach will:

- be the first line of contact for the player should any problems arise
- watch live or recorded video games of the player
- communicate with the player and the club and the loan club staff on a very regular basis
- speak to player after each game to get feedback by telephone if not personally in attendance at the game
- contact Manager/Coach at loaning club the following week to get performance feedback
- establish and get contact details from loaning club of:
 - Manager/Coach
 - Club Secretary
 - DSO or Head of Player Care (HOPC)
- establish a list of fixtures obtained during loan period
- provide a written report for Kitman Labs every month or at the end whichever is sooner
- hold a debrief/feedback meeting monthly with the player

If the player is unhappy with any of the arrangements made by the Club he is on loan at, he should contact the HOPC or DSO.

Should any problems arise during the loan he should immediately contact the Lead PDP Coach or DSO.



Role of the DSO:

The DSO should ensure:

- all necessary paperwork has been completed by both Clubs
- training times and venues and any transport arrangements established as satisfactory
- transport arrangements are safe
- overnight stays before game are compliant with Club Policy
- if accommodation, including host family, is required during the loan period, suitability for the player is established with a visit to premises by the DSO prior to staying there.
- maintain an ongoing monitoring role throughout the loan

Review

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

To ensure this, the guidance, 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) and Technical Board (TB) meetings
- The guidance will be reassessed and amended on an ongoing basis by the CEO in consultation with the SWG.
- The 1921 Board will:
 - include Safeguarding as an agenda item and feature in the Board Report
 - conduct an annual review of this guidance as part of the annual review of safeguarding policies

Safeguarding contacts

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

If you have concerns that you wish to raise with the Club please contact:

- SSM is Nigel Clibbens nigel.clibbens@carlisleunited.co.uk
- DSO is Scott Taylor scott.taylor@carlisleunited.co.uk 07708959007
- MDSO is 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