



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

1. The Lincolnshire Women and Girls' League acknowledges its responsibility to safeguard the welfare of every child, young person, and adult at risk directly connected with the league and is committed to providing a safe environment for all.
  - 1.1. We recognise that a child is anyone under the age of 18 and therefore we have a responsibility to ensure appropriate safeguards are in place. As such we subscribe to The Football Associations (The FA) Safeguarding Children Policy and Procedures.
  - 1.2. We recognise an adult at risk is someone over the age of 18 who
    - 1.2.1. Has needs for care or support, and
    - 1.2.2. Is experiencing, or at risk of, abuse or neglect, and
    - 1.2.3. As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.
  - 1.3. Not all adults with care and support needs will be at risk of harm. This will depend on the individual, their current situation and the circumstances they are in.
  - 1.4. It is not just players who could be adults at risk. It could also be coaches or referees, staff or other volunteers.
2. The Lincolnshire Women and Girls' League endorses and adopts the following key safeguarding principles:
  - 2.1. The child, young person or adult at risk welfare is, and must always be, the paramount consideration
  - 2.2. All children, young people and adults at risk have a right to be protected from abuse regardless of their age, gender, gender reassignment, marital status or civil partnership, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy or maternity (as per the Equality Act 2010)



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

- 2.3. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
  - 2.4. Working in partnership with other organisations, children, young people, adults at risk and their parents/carers is essential.
  - 2.5. We acknowledge that every child, young person or adult at risk who plays or participates in football should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse.
  - 2.6. The Lincolnshire Women and Girls' League recognise that this is the responsibility of every adult involved in the League.
3. The Lincolnshire Women and Girl's League has a role to play in safeguarding the welfare of all children, young people and adults at risk by protecting them from physical, sexual or emotional harm and from neglect or bullying (full definitions of abuse can be found in Annex 1).
    - 3.1. It is noted and accepted that the FA's Safeguarding Children Regulations apply to everyone in football whether in a paid or voluntary capacity, including coaches/managers, volunteers, match officials, helpers on club tours, or medical staff or other club officials/helpers (as per the FA handbook)
    - 3.2. Safeguarding adults means protecting an adult's right to live in safety, free from abuse and neglect.
  4. The Lincolnshire Women and Girl's League recognises that **safeguarding is everyone's responsibility**, and our registered clubs are required to ensure their safeguarding policies and procedures are shared with their members and actively promoted.
    - 4.1. The League Welfare Officer (LWO) will offer any club support in developing and sharing these policies where necessary



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

4.2. The LWO will inform each Clubs' Welfare Officer (CWO) of any updates and/or changes and/or recommendations within safeguarding and where necessary provide relevant training

### 5. Best practice, Poor Practice and Abuse

These expressions are open to interpretation and challenge, but these are the definitions used in this document.

5.1. **Best Practice** describes the types of behaviours and actions that create a safe, enjoyable and inclusive environment. It includes working together to ensure respect, appropriate support and a place where everyone is encouraged to make their own decisions and choices.

5.2. **Poor practice** includes any behaviour that ignores Codes of Conduct, infringes an individual's rights and/or reflects a failure to fulfil the expected standards of care. Failure to challenge poor practice can lead to an environments where abuse is more likely to happen or continue.

5.3. **Abuse** is defined as a violation of an individual's human and civil rights by any other person or persons. It includes acts of commission (such as assault) and acts of omissions (such as neglect). Abuse may be a single act or omission or a series of acts or omissions.

### 6. Bullying

The Lincolnshire Women and Girls' League acknowledge and endorse the FA's identification of bullying as a form of abuse, as per the FA's Anti-bullying Policy for Football Clubs.

6.1. Bullying is the use of aggression with the intention of hurting another person, Bullying results in pain and distress to the victim.

6.2. Bullying of any kind is not acceptable. If bullying does occur, all players or parents/carers should be able to access their club's anti-bullying policy and know that incidents will be dealt with appropriately



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

### 7. Whistle Blowing

The Lincolnshire Women and Girl's League supports the FA's Whistle Blowing policy (<https://www.thefa.com/football-rules-governance/safeguarding/section-2-reporting-concerns>).

Any adult, child or young person with concerns about an adult in a position of trust within football can 'whistle blow' in the following ways:

7.1. Speak to their own CWO, following club policies – please find out from your club who these people are

7.2. Contact the League's WO via [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

7.3. Contact the County FA's Designated Safeguarding Officer (DSO) on **01522596580 – ext. 2**

7.4. Contact the FA Safeguarding Team at [safeguarding@TheFA.com](mailto:safeguarding@TheFA.com) or **0800 169 1863**

7.5. If urgent and you cannot contact you club, the League or County FA DSO, you can contact the NSPCC Helpline for expert advice and support on **0808 800 5000** or text **88858** or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

7.6. If it is an emergency because a child, young person or adult are at immediate risk, then call the Police or Children's Social Care in your area.

7.7. When making a report, please use the incident reporting form in Appendix B

### 8. The Lincolnshire Women and Girls League requires any concerns about a child, young person, or adult at risk to be managed by:

8.1. For youth teams of players under 18, informing the CWO

8.2. If the issue is one of poor practice the CWO will either:



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

- 8.2.1. Deal with the matter themselves, following club policies and procedures
- 8.2.2. Seek advice from the LWO or County DSO
- 8.3. If the concern is more serious, for example a concern about possible child abuse, the CWO must contact the County DSO on **01522596580 – ext. 2**. If they are not available immediately then either the Police or Social Care must be contacted.
- 8.4. If the child, young person or adult at risk needs immediate medical treatment then they must be taken to a hospital or an ambulance called and the medical personnel informed of the potential abuse concern.
- 8.5. If at any time a club member is not able to contact their CWO and/or LWO, or the matter is clearly serious then they can either:
  - 8.5.1. Contact the County DSO (7.3)
  - 8.5.2. Contact the FA's safeguarding team (7.4)
  - 8.5.3. Contact the Police or Social Care
  - 8.5.4. Call the NSPCC 24-hour helpline for advice (7.5)
- 8.6. If the CWO is not available at the time, then club members are required to update them on what action has been taken at the earliest opportunity. The CWO then must in turn inform the County DSO
- 8.7. All instructions are illustrated in flow charts points 9-11



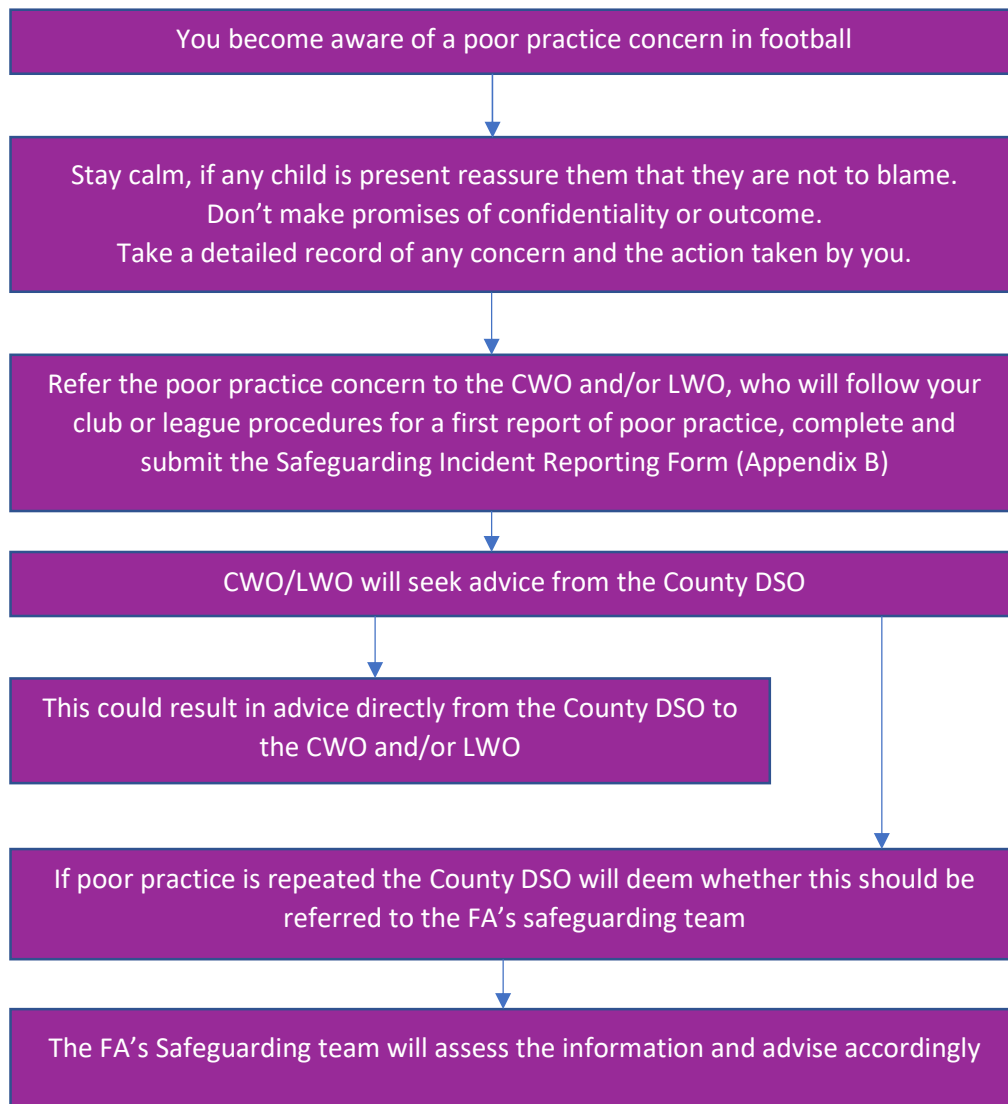
# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

### 9. Flow chart for dealing with possible poor practice in a football setting





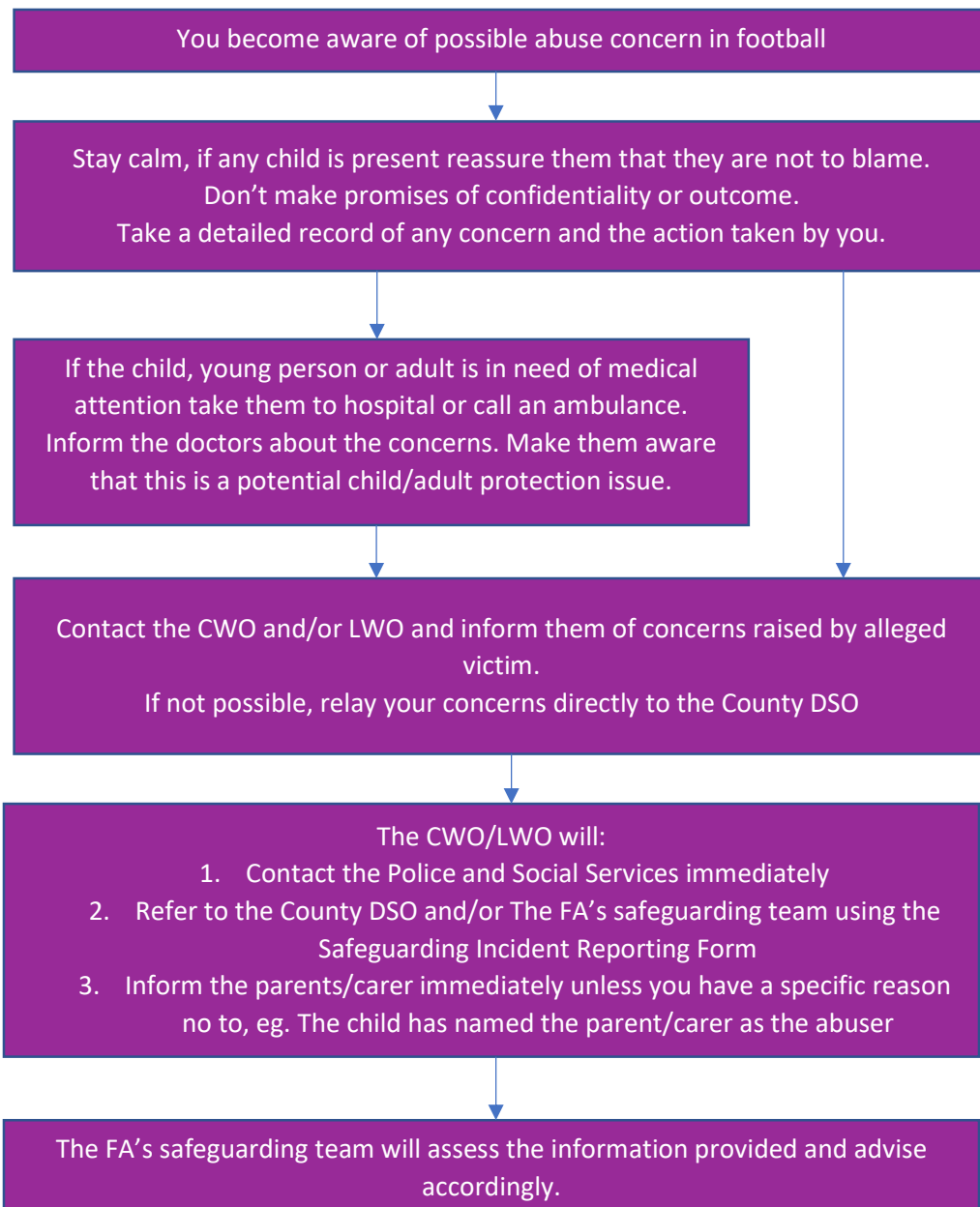
# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

### 10. Flow chart of dealing with possible abuse in a football setting





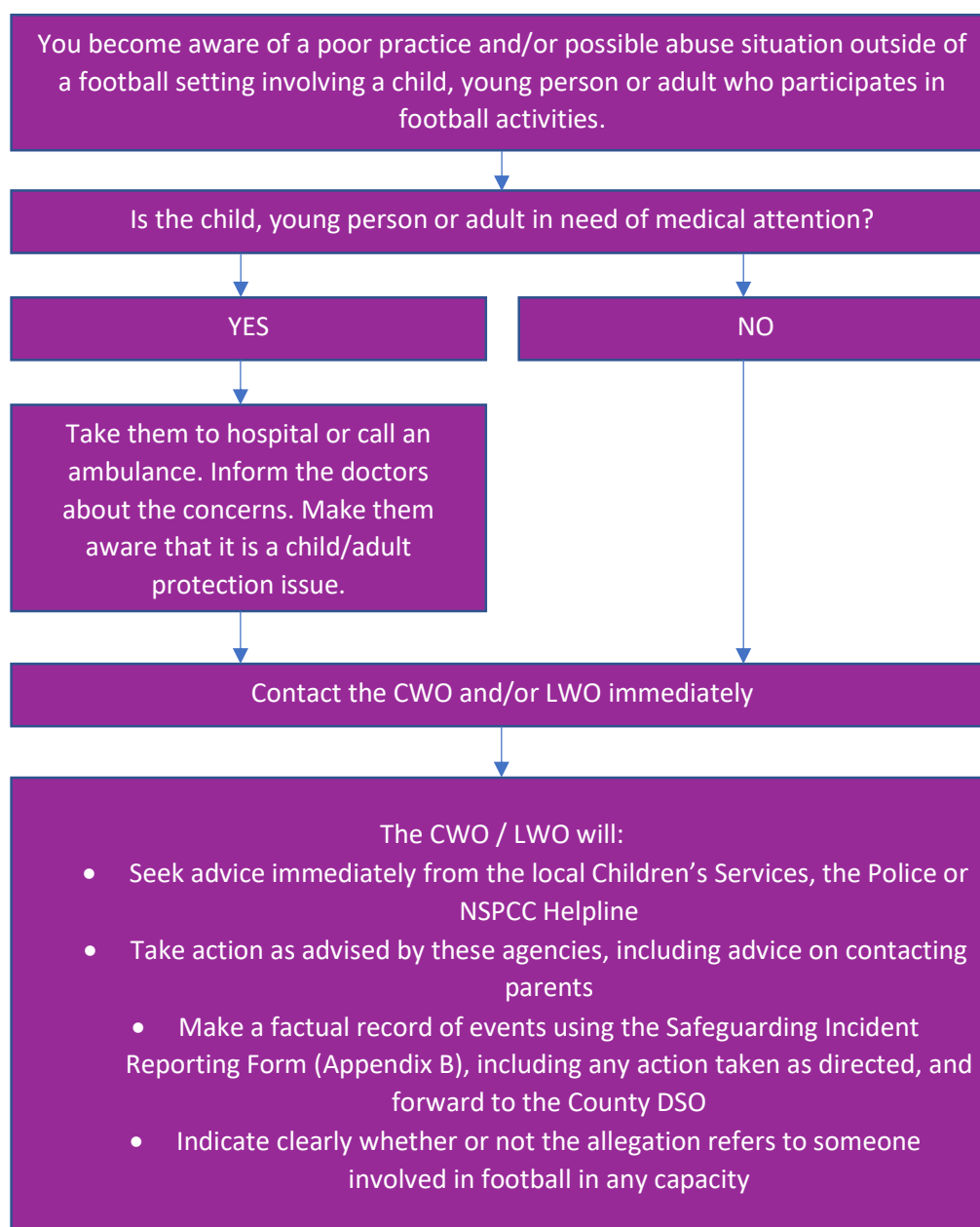
# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

### 11. Flow chart for dealing with concerns outside of a football setting





# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

The Lincolnshire Women and Girls' League understands and accepts our collective responsibility to adhere and promote the FA's Safeguarding Policies and Procedures with our registered clubs.

Signed:

| Role                          | Name       | Signature      | Date       |
|-------------------------------|------------|----------------|------------|
| Chairperson & Welfare Officer | Lynn Green |                | 12/08/2024 |
| Secretary                     | Kim Leach  | <i>K Leach</i> | 12/08/24   |



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

### APPENDIX A: DEFINITIONS OF ABUSE

**Physical Abuse** is a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to another person. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child or young person.

**Emotional Abuse** is the persistent emotional maltreatment of another person as to cause severe and persistent adverse effects on their emotional development. It may involve conveying that the person is worthless or unloved, inadequate, or valued only insofar as they meet the needs of the other person. It may include not giving the person opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on a person. These may include interactions that are beyond the person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the person participating in normal social interaction. It may involve seeing or hearing ill-treatment of another. It may involve serious bullying (including cyber-bullying), causing people frequently to feel frightened or in danger, of the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

**Sexual Abuse** is perpetrated by both men and women. Children can also abuse other children (see Peer on Peer Abuse). Sexual abuse involves forcing or enticing another person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing.

They may also include non-contact activities, such as involving children, young people or at risk adults in looking at, or in the production of, sexual images, watching sexual activities, encouraging them to behave in sexually inappropriate ways, or grooming in preparation for sex.



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

Sexual abuse can take place online, and technology can be used to facilitate offline abuse.

**Grooming** very commonly plays a key part in the sexual abuse of children. It refers to a process by which an individual manipulates those about them – typically (but not only) the child – to provide opportunities to abuse. It can involve communication with a child where this is an intention to commit a sex offence in person and/or online.

**Child sexual Exploitation (CSE)** is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexuality (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage of increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

**Neglect** is the persistent failure to meet a person's basic physical and/or psychological needs, likely to result in the serious impairment of their health and development.

Neglect may occur during pregnancy because of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to

- a) Provide adequate food, clothing, and shelter (including exclusion from home or abandonment)
- b) Protect a child from physical and emotional harm or danger
- c) Ensure adequate supervision (including the use of inadequate caregivers)
- d) Ensure access to appropriate medical care or treatments

It may also include neglect of, or unresponsiveness to, a person's basic emotional needs.

**Bullying** is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

- Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text messages or tormenting (eg, hiding football boots/shin pads, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Sexual: unwanted physical contact or sexually abusive comments
- Discriminatory: comments, jokes about or targeted abuse aimed towards disabled people, homophobic, transphobic, sexist, gendered, racist or faith based comments.
- Verbal: name-calling, sarcasm, spreading rumours, teasing

**Cyberbullying** is when a person uses technology ie, mobile phones or the internet (social networking sites, chat rooms, instant messenger), to deliberately upset someone. This could take the form of posting derogatory abusive comments, videos or images on social media. Bullies often feel anonymous and 'distanced' from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on.

**Extremism** goes beyond terrorism and includes people who target the vulnerable – including the young- by seeking to sow division between communities based on race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. Calls for the death of members of our armed forces is classed as extremist.

**Child Criminal Exploitation** (as set out in the Serious Violence Strategy, published by the Home Office), is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity

- a) In exchange for something the victim needs or wants, and/or
- b) For the financial or other advantage of the perpetrator or facilitator, and/or
- c) Through violence or the threat of violence.



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology

**Peer on Peer Abuse** is when children abuse children. This is most likely to include, but may not be limited to:

- Bullying (including cyberbullying)
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- Sexual violence, such as rape and sexual assault
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse
- 'Upskirting', which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- Sexting (also known as youth produced sexual imagery)
- Initiation/hazing type of violence and rituals

**Honour Based Violence (HBV)** encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including **Female Genital Mutilation (FGM)** and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such.

**Forced Marriage** involves forcing someone into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one of both parties and where violence, threats or any other form of coercion is used to cause someone to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be there no consent is given, or where consent cannot be given (ie, if they have



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

a learning disability). Nevertheless, some perpetrators use perceived cultural practices as a way to coerce a person into marriage.

**Domestic Abuse** is an type of controlling bullying, threatening or violent behaviour between people in a relationship. It can seriously harm children and witnessing domestic abuse is a child abuse. It's important to remember domestic abuse:

- Can happen inside and outside the home
- Can happen over the phone, on the internet and on social networking sites
- Can happen in any relationship and can continue even after the relationship has ended
- Both men and women can be abused or abusers



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

## Safeguarding Incident Reporting Form



|                                                                                                                              |                         |
|------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| Your name:                                                                                                                   | Name of organisation:   |
| Your role::                                                                                                                  |                         |
| Contact information (you):                                                                                                   |                         |
| Address:                                                                                                                     | Postcode:               |
| Telephone numbers:                                                                                                           | Email address:          |
| Child/ren at risk name:                                                                                                      | Child/re date of birth: |
|                                                                                                                              |                         |
| Child's gender:                                                                                                              |                         |
| Parent's / carer's name(s):                                                                                                  |                         |
| Contact information (parents/carers):                                                                                        |                         |
| Address:                                                                                                                     | Postcode:               |
| <input type="checkbox"/> Telephone numbers:                                                                                  | Email address:          |
| Have parent's / carer's been notify of this incident?                                                                        |                         |
| <input type="checkbox"/> Yes<br><input type="checkbox"/> No<br>If YES please provide details of what was said/action agreed: |                         |
| Are you reporting your own concerns or responding to concerns raised by someone else:                                        |                         |
| <input type="checkbox"/> Responding to my own concerns                                                                       |                         |





# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

Please provide details of any witnesses to the incident:

*Name:*

*Position within the club or relationship to the child:*

*Date of birth (if child):*

*Address:*

*Postcode:*

*Telephone number:*

*Email address:*

Please provide details of any person involved in this incident or alleged to have caused the incident / injury:

*Name:*

*Position within the club or relationship to the child:*

*Date of birth (if child):*

*Address:*

*Postcode:*

*Telephone number:*

*Email address:*

Please provide details of action taken to date:



# LINCOLNSHIRE WOMEN & GIRLS' LEAGUE

## Safeguarding Policy

Est. 2021

(w) [www.lwgfl.co.uk](http://www.lwgfl.co.uk) (e) [welfare@lincswgfl.co.uk](mailto:welfare@lincswgfl.co.uk)

|                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Has the incident been reported to any external agencies?<br><br><input type="checkbox"/> Yes<br><input type="checkbox"/> No                                                    |
| If YES please provide further details:                                                                                                                                         |
| <i>Name of organisation / agency:</i><br><br><i>Contact person:</i><br><br><i>Telephone numbers:</i><br><br><i>Email address:</i><br><br><i>Agreed action or advice given:</i> |

|                        |  |                    |  |
|------------------------|--|--------------------|--|
| <b>Your Signature:</b> |  | <b>Print name:</b> |  |
| <b>Date:</b>           |  |                    |  |

Contact your County FA Designated Safeguarding Officer in line with Lincolnshire FA's reporting procedures.