



# Saints (Brackley) Community Trust

## SAFEGUARDING POLICY

(Children/Young People & Vulnerable Adults)

Implementation Date:	Sept 2025
Agreed By:	Caryl Billingham / Nick Zammit
Next Review Date:	Aug 2026



THE  
NATIONAL  
LEAGUE  
EST. 1978



ISTHMIAN  
LEAGUE



NORTHERN  
PREMIER  
LEAGUE



SOUTHERN LEAGUE

## Safeguarding Policy

This policy applies to all volunteers, including trustees, as well as anyone who works on behalf of the Trust and is remunerated directly by the Trust or by another source. Saints (Brackley) Community Trust believes in providing a safe and welcoming atmosphere to all.

The Trust states herein that it is **always** unacceptable for a child, young person or vulnerable adult to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children, young people, or vulnerable adults by a commitment to practice which protects them.

We have a responsibility to promote the welfare of all associated with the Trust and to keep them safe, and trustees have ultimate responsibility for leadership and oversight of safeguarding. The designated lead trustee for safeguarding is **Jan Lay**.

The charity has a designated Safeguarding Officer, Nick Zammit, who will lead on the implementation of our safeguarding arrangements and raise awareness with the trustees in the event of any concerns. Volunteers are equally responsible in ensuring that the safeguarding of all people with whom they come into contact is paramount.

The designated Safeguarding Officer will, in his turn, have oversight of the Trust's Safeguarding Policy, ensuring compliance and instigating any changes that may be deemed to be necessary. Additionally, the DSO will

- undertake continuing professional development training on safeguarding legislation and good practice on an annual basis
- co-ordinate the delivery of the Trust's safeguarding training programme
- implement and monitor safeguarding within the activities of the Trust
- act as a first point of contact in the instance of any concerns
- manage any concerns, complaints or allegations in relation to any aspect of safeguarding
- support colleagues in relation to any concerns regarding safeguarding
- report on safeguarding to the board and
- manage or oversee any reporting, referrals or sharing of information with other organisations as necessary.

### **Saints (Brackley) Community Trust recognises and is committed to the following principles:**

- The welfare of all those associated within the trust, must always be of paramount consideration.
- All children, young people and vulnerable adults have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith, or belief.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- We will work in partnership with other organisations, to ensure the safety of the children, young people and vulnerable adults.
- Provide male role models within the project to provide guidance and education on community matters including football and what football entails.

### **Purpose and aim of policy are:**

- To provide protection for the children, young people and vulnerable adults, who participate in any activities provided by or underwritten by the Trust.
- To encourage an earnest consideration of an environment that is safe and welcoming for all, and to outline ways to ensure the protection of those in need, the understanding and prevention of unacceptable circumstances.
- To provide volunteers and other supporters with guidance on procedures they should adopt if they suspect a child or young person or vulnerable adult may be experiencing, or be at risk of, harm. To offer an atmosphere of supportive responsiveness to any concerns raised.

### **Who policy applies to:**

This policy applies to all who are involved with Saints (Brackley) Community Trust. This includes all the Club board and staff, trustees and volunteers, sessional workers and contractors.

### **Types of Abuse:**

**Physical** – For example a child, young person or vulnerable adult is physically hurt or injured by another adult, or an adult gives alcohol or drugs to a child, young person or vulnerable adult. Common types of physical abuse include hitting, slapping, punching, kicking, scalding and burning, as well as inappropriate or unlawful use of restraint.

**Sexual Abuse** - When a child, young person or vulnerable adult is sexually abused, they are forced or tricked into sexual activities. They may not understand that what is happening is abuse or that it is wrong. Additionally they may be afraid to tell someone. Sexual abuse can happen anywhere – and it can happen in person or online. It is never the vulnerable person's fault that they were sexually abused – it is important to make sure that everyone is aware of this.

**Emotional abuse** - Any type of abuse that involves the continual emotional mistreatment of a child, young person or vulnerable adult, this is sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore an individual. Emotional abuse is often a part of other kinds of abuse, which means it can be difficult to spot the signs or tell the difference, though it can also happen on its own.

**Neglect** - Where an individual's basic physical needs are consistently not met, or they are regularly left alone or unsupervised. Neglect is a persistent failure to meet basic needs (physical or emotional) and it leads to serious harm to the health or development of a child, young person or vulnerable adult. Neglect can be failing to provide adequate shelter, clothing or food, not protecting those that are vulnerable from harm or danger as well as failing to access medical care or treatment.

**Grooming** - When someone builds a relationship, trust and emotional connection with a child, young person or vulnerable adult so they can manipulate, exploit, and abuse them.

Children and young people who are groomed can be sexually abused, exploited or trafficked. Anybody can be a groomer, no matter their age, gender or race. Grooming can take place over a short or prolonged period – from weeks to years. Groomers may also build a relationship with the individual's family or friends to make them seem trustworthy or authoritative.

**Child sexual exploitation (CSE)** - This is a type of sexual abuse. When a child or young person is exploited, they are given things, such as gifts, drugs, money, status, and affection, in exchange for performing sexual activities. Children and young people are often tricked into believing they are in a loving and consensual relationship. This is called grooming. They may trust their abuser and not understand that they are being abused.

Sometimes abusers use violence and intimidation to frighten or force a child, young person or vulnerable adult making them feel as if they've no choice. They may lend them large sums of money which they know cannot be repaid or use financial abuse to control them.

Anybody can be a perpetrator of CSE, no matter their age, gender, or race. The relationship could be framed as friendship, someone to look up to or romantic. Children, young people or vulnerable adults who are exploited may also be used to 'find' or coerce others to join groups.

**Trafficking** - Children and young people can be trafficked into or within the UK to be sexually exploited. They are moved around the country and abused by being forced to take part in sexual activities, often with more than one person. Young people in gangs can also be sexually exploited.

**Bullying** – This is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening, or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a prolonged period and can hurt a child both physically and emotionally.

**Cyberbullying** - Bullying that takes place exclusively online. Unlike bullying offline, online bullying can follow those that are vulnerable wherever they go, via social networks, gaming and mobile phones.

**Online abuse** - Any type of abuse that happens on the internet. It can happen across any device that is connected to the web, like computers, tablets and mobile phones. It can happen anywhere online, including:

- social media
- text messages and messaging apps
- emails
- online chats
- online gaming
- live-streaming sites.

All those that are deemed to be vulnerable can be at risk of online abuse from people they know or from strangers. It might be part of other abuse, which is taking place offline, like bullying or grooming. Or the abuse might only happen online

**Criminal exploitation** – This is abuse where children, young people and vulnerable adults are manipulated and coerced into committing crimes.

- **Example: County Lines** This is the police term for urban gangs exploiting young people into moving drugs from a hub, normally a large city, into other markets - suburban areas and market and coastal towns - using dedicated mobile phone lines or “deal lines.” Children as young as 12 years old have been exploited into carrying drugs for gangs. This can involve children being trafficked away from their home area, staying in accommodation, and selling and manufacturing drugs.

**Domestic abuse** - Any type of controlling, bullying, threatening or violent behaviour between people who are or have been in a relationship. It can also happen between adults related to one another. It can seriously harm children, young people and vulnerable adults.

**Female Genital Mutilation (FGM)** - When a female's genitals are deliberately altered or removed for non-medical reasons. It is also known as 'female circumcision' or 'cutting' but has many other names.

### **Responding to Concerns or Allegations** -

It is not the responsibility of anyone employed by Saints (Brackley) Community Trust in a paid or unpaid capacity to decide whether the alleged harm or abuse has taken place. However, it is the responsibility of all staff and volunteers to act, by reporting any concerns or allegations of abuse of a child to the Club Welfare Officer (CWO)/Designated Safeguarding Officer (DSO), the charity trustee designated for safeguarding or by contacting the appropriate authorities.

### **When to report suspicions or incidents** -

Staff are not expected to be experts in recognising abuse; however, staff should be vigilant and respond swiftly and appropriately. If any of the following circumstances occur, you should report this immediately to the CWO/DSO.

### **Make a written record of the incident or grounds for concern** -

Use the template printed at the end of this policy. Do not worry that you may be mistaken. Being worried about doing the wrong thing is not a reason not to act. It is better to have discussed it with somebody with the experience and responsibility to make an assessment.

### **CONTACT INFORMATION**

Club Welfare Officer: Nick Zammit  
Tel: 07801106842  
Email: [nick.zammit@brackleytownfc.co.uk](mailto:nick.zammit@brackleytownfc.co.uk)

Alternatively, concerns can be reported to Social Services at West Northamptonshire Council on 0300-126-1000, option 2. Outside normal working hours, the call should be made to 01604-626938. Advice and support can also be sought from these numbers.

### **Appendix A: INCIDENT REPORT - Private and Confidential when complete**

Name of child/young person/vulnerable adult.....

Age/date of birth (if under 18).....

Parent/carer's name.....

Address.....

Telephone number.....

Are you reporting your own concerns or passing on those of someone else? Give details of witness.

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Brief description of what has prompted concerns: include date, time, and location of any specific incidents.

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Any physical signs? Behavioural signs? Indirect signs?

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Have you spoken to the child/young person/vulnerable adult? If so, what was said?

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Have you spoken to the parent/guardian/carer (if applicable)? If so, what was said?

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Has anyone been alleged to be the abuser? If so, give details, including relationship to the child/young person/vulnerable adult.

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Have you consulted anyone? Give detail.

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Your name..... Position.....

Signature..... Date.....