



SAFEGUARDING STRATEGY

CRYSTAL PALACE F.C.

VISION

To safeguard the well-being of all young people and adults at risk participating in all club activities, including Match days, Academy Players and Palace for Life Foundation programs. Crystal Palace Football Club offers all children, young people and Adults at risk an environment that is accessible, inclusive and safe. The club seeks to have a robust safeguarding structure and governance that ensures all those with a responsibility to safeguarding inclusive off all staff can be highly effective and transparent. Create a culture of listening in an environment where reporting concerns and whistleblowing is encouraged and there is widespread confidence that all reports will be investigated, with appropriate action taken to prevent children and adults at risk from harm.

MISSION

Working together to embed consistently high safeguarding standards and practices that keeps us 'child and Adults centred' of all improvements. Increase methods and lines of reporting to capture all low and high levels of risk.

TARGET GROUP

Children and young people under the age of 18, Adults at Risk, Players, staff, volunteers, supporters and Palace for Life Foundation participants.

OBJECTIVES

1. Truly embed and increase commitment and support by all involved in club activities for improving safeguarding standards to ensure a consistent, measured, high standard of practice.
2. To improve the safeguarding of young people, with particular focus on those most at risk of discrimination, exclusion and abuse.
3. To increase insight and knowledge about the well-being of young people involved in club activities and apply that learning to safeguarding practice.
4. To improve access to trained safeguarding staff across all areas of the clubs business.
5. Strengthen partnerships with local and national organisation that can support our safeguarding provision and resources.

STRATEGIES

Objective One: Truly embed and increase commitment and support by all involved in club activities for improving safeguarding standards to ensure a consistent, measured high standard of practice.

- 1a. Make safeguarding a central pillar of all club activities and our duty of care to children and adults at risk is at the forefront of all organisational planning. Promoting high standards in risk assessments and reviewing policies across all areas of the business regularly.
- 1b. Safeguarding steering group and DSO networks openly support and influence safeguarding to be embedded into all facets and aspects of the club.
- 1c. Engagement with Young people, recognising they have a voice, to help understand, contribute to and support safeguarding initiatives to keep them safer including peer on peer abuse and contextual safeguarding.
- 1d. People understand the definition of Safeguarding practice it daily is what we hope to achieve and how to engage with the clubs safeguarding provision. Increase methods of reporting and the recording all reports.

Objective Two: To improve the safeguarding of young people – with a particular focus on those most at risk of discrimination, exclusion and abuse in sport and physical activity.

- 2a. Ensure a club-wide action plan is in place and implemented to ensure the safeguarding and protection of all participants, building upon the recommendations from Premier League audit process, delivered by Barnardo's.
- 2b. Enable all children and young people to have a voice across the organisation, by establishing mechanisms to do this more effectively.
- 2c. Develop and implement a plan to educate those engaging with participants, in understanding and addressing the additional safeguarding and child protection needs of young people who: have experienced mental health issues; deaf or disabled; LGBTQI(lesbian, gay, bi, transgendered), Queer, Identifying) ; are from BAME (black, Asian and minority ethnic) backgrounds.
- 2d. Acknowledge the threats to and issues for young people that are emerging (radicalisation, extremism, online abuse, child criminal exploitation, peer on peer abuse, contextual safeguarding and child sexual exploitation) and work with statutory and voluntary agencies to support these young people .

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2e. Utilise club equalities programmes to encourage awareness and promote understanding further around diversity themes.

Objective Three: To increase insight and knowledge about the well-being of young people in Sport and physical activity and apply that learning to safeguarding practice.

3a. Develop and implement a process for the club to collect, analyses and share meaningful data on safeguarding cases.

3b. Adopt recommendations coming to light from new research on the basis of emerging themes and issues relevant to athlete welfare in the sports sector.

3c. Develop and implement mechanisms that share insight from research findings (e.g. conferences, Forums and training) to promote an evidence-based approach to safeguarding practice.

3d. Determine and share information on what action is effective and what is not: monitor and evaluate progress towards achieving the objectives set out in this strategic plan and ensure maintenance of standards and that these standards are embedded in practice.

Objective Four: To improve access to trained safeguarding staff across all areas of the club's business.

4a. Continue to identify training opportunities for safeguarding staff, ensure protected time is afforded to complete training.

4b. Constantly review the appropriate level of dedicated safeguarding resources in all areas of the business. The club is committed to ensuring it has qualified staff in all areas that have the highest level of risk.

4c. Look at new and innovative ways of educating all staff on safeguarding (online, activity-based training).

4d. Advertise our policies, procedures and safeguarding network internally and externally.

Objective Five: Strengthen partnerships with local and national organisation that can support our safeguarding provision.

5a. Work alongside Premier League safeguarding colleagues to ensure industry wide learning is shared and implemented.

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5b. Be an active member of the Croydon safeguarding Partners and this engagement, build on all areas of local engagement with statutory agencies.

5c. Engage with Barnardo's training and support services to ensure the highest levels of support are utilised. Consider this engagement as a critical friend arrangement to test and challenge all improvement strands.

5d. Ensure protected time is available for clubs safeguarding staff to attend and contribute to national and international training/conferences, building the clubs network of sport's national governing bodies, agencies and support services, across multiple sports disciplines. Ensuring learning is brought back to the club and further promoting the club's commitment to achieving industry wide best practice.

The overall aim is to deliver a period of consistent improvement in all areas of the clubs safeguarding provision. The club is committed to reflecting a safe and positive environment, which is open to all, to enjoy participating in sport at all levels.

