



# PENMAENMAWR PHOENIX FOOTBALL CLUB

## VULNERABLE ADULT POLICY



### OUR COMMITMENT

PENMAENMAWR PHOENIX FC IS COMMITTED TO ENSURING THAT ALL ADULTS, INCLUDING THOSE WHO MAY BE VULNERABLE DUE TO DISABILITY, ILLNESS, OR OTHER CIRCUMSTANCES, CAN PARTICIPATE SAFELY IN FOOTBALL ACTIVITIES. WE AIM TO PROVIDE A SAFE, WELCOMING, AND INCLUSIVE ENVIRONMENT FOR EVERYONE.

### KEY PRINCIPLES

- THE WELFARE OF VULNERABLE ADULTS IS OUR PRIORITY AT ALL TIMES.
- ALL STAFF, COACHES, AND VOLUNTEERS MUST TREAT VULNERABLE ADULTS WITH RESPECT AND DIGNITY.
- EVERYONE HAS THE RIGHT TO PARTICIPATE WITHOUT FEAR OF ABUSE, HARASSMENT, OR DISCRIMINATION.
- ANY CONCERNS REGARDING SAFETY, ABUSE, OR NEGLECT MUST BE REPORTED IMMEDIATELY.
- CONFIDENTIALITY WILL BE MAINTAINED, BUT SAFEGUARDING CONCERNS WILL ALWAYS BE ACTED UPON APPROPRIATELY.

### ROLES AND RESPONSIBILITIES

- CLUB COMMITTEE: APPROVES AND OVERSEES THE POLICY, ENSURING THAT SAFEGUARDING IS A PRIORITY.
- CLUB SAFEGUARDING OFFICER (CSO): PRIMARY CONTACT FOR CONCERNS, MAINTAINS RECORDS, AND LIAISES WITH AUTHORITIES IF NEEDED.
- STAFF, COACHES, AND VOLUNTEERS: FOLLOW THE CODE OF CONDUCT, ATTEND SAFEGUARDING TRAINING, AND REPORT ANY CONCERNS PROMPTLY.

### CODE OF CONDUCT

- TREAT VULNERABLE ADULTS WITH CARE, RESPECT, AND FAIRNESS.
- AVOID BEHAVIOUR THAT COULD BE PERCEIVED AS ABUSIVE OR INAPPROPRIATE.
- ENSURE SESSIONS ARE SAFE, INCLUSIVE, AND SUPERVISED.
- WORK IN PAIRS OR GROUPS WHERE POSSIBLE, ESPECIALLY IN ONE-TO-ONE SITUATIONS.

### RECOGNISING ABUSE

ABUSE CAN TAKE MANY FORMS, INCLUDING:

- PHYSICAL – CAUSING HARM OR INJURY.
- EMOTIONAL – HUMILIATION, THREATS, OR INTIMIDATION.
- NEGLECT – FAILING TO PROVIDE NECESSARY CARE.
- SEXUAL – ANY UNWANTED SEXUAL CONTACT OR BEHAVIOUR.
- FINANCIAL – EXPLOITING A PERSON'S MONEY OR PROPERTY.
- DISCRIMINATORY – TREATING SOMEONE UNFAIRLY DUE TO DISABILITY OR OTHER PROTECTED CHARACTERISTICS.

### REPORTING PROCEDURES

1. REPORT ANY CONCERNS IMMEDIATELY TO THE CLUB SAFEGUARDING OFFICER.
2. IF THE CSO IS UNAVAILABLE OR IMPLICATED, REPORT TO THE CLUB CHAIRPERSON.
3. FOR URGENT SITUATIONS, CONTACT SOCIAL SERVICES OR THE POLICE DIRECTLY.
4. DOCUMENT ALL INCIDENTS ACCURATELY AND CONFIDENTIALLY.

### TRAINING AND SUPPORT

- ALL STAFF AND VOLUNTEERS COMPLETE BACKGROUND CHECKS AND SAFEGUARDING TRAINING.
- REGULAR REFRESHER TRAINING ENSURES EVERYONE IS AWARE OF RESPONSIBILITIES AND BEST PRACTICES.

### CREATING A SAFE ENVIRONMENT

- SESSIONS ARE CAREFULLY PLANNED TO REDUCE RISK.
- EQUIPMENT AND FACILITIES ARE REGULARLY CHECKED FOR SAFETY.
- VULNERABLE ADULTS SHOULD NEVER BE LEFT UNSUPERVISED.
- INCLUSIVE PRACTICES ARE USED TO ENSURE FULL PARTICIPATION AND ENJOYMENT.

### REVIEW

THIS POLICY WILL BE REVIEWED ANNUALLY, OR SOONER IF LEGISLATION, GUIDANCE, OR CLUB CIRCUMSTANCES CHANGE.