

JERSEY BULLS ACADEMY



Safeguarding Children Policy and Procedures 2025/26

SAFEGUARDING CHILDREN POLICY

The Jersey Bulls Academy acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members.

A child or young person is anyone under the age of 18 engaged in any club football activity. We subscribe to The Football Association's Safeguarding Children Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding Children Policy are that:

- The child's welfare is, and must always be, the paramount consideration
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- Working in partnership with other organisations, children and young people and their parents or carers is essential.

We acknowledge that every child or young person 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.

The Jersey Bulls Academy recognises that this is the responsibility of every adult involved within our academy.

The Jersey Bulls Academy has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulation (see The FA Handbook) applies to everyone in football whether in a paid or voluntary capacity. This includes those who are volunteers, match officials, helper on tours, football coaches, club officials or medical staff.

We endorse and adopt The FA's Safeguarding Children Guidelines for Recruiting coaching staff and volunteers and will:

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with two references before appointing
- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

All current Jersey Bulls Academy coaching staff and volunteers with direct access to children and young people will be required to complete a CRB Enhanced Disclosure via The FA CRB Unit. If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of the the Jersey Bulls Academy, guidance will be sought from The Football Association. It is noted and accepted that The Academy will consider the relevance and significance of the information obtained via The FA CRB Unit Enhanced CRB Disclosure and that all decisions will be made in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimize the risk of 'grooming' within football.

The Jersey Bulls Academy supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about a colleague can 'whistle blow' by contacting The Jersey FA safeguarding officer – Elizabeth Fenlon or by going direct to the Jersey Bulls Academy and we encourage everyone to know about it and utilise it if necessary.

The Jersey Bulls Academy has appointed Andrew Moon as the Club Welfare Officer (CWO) in line with The FA's role profile and required completion of the Safeguarding Children Workshop. There are also two assistant club welfare officers – Paul Renton and Gavin Cadwallader. The post holder has been involved with the designated person's training provided by The FA. The CWO or assistants are the first point of contact for all academy members and parents or guardians regarding concerns for the welfare of any child or young person. They will liaise directly with the Jersey FA Welfare Officer and

will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing an awareness of poor practice and abuse amongst academy staff.

The Safeguarding team can be contacted in the follow ways and on the Jersey FA website:

Andy Moon	Welfare and Safeguarding Officer	andrew.moon@stgeorgesprep.co.uk	7797760319
Paul Renton	Assistant CWO	Paul.renton@bulls.je	7797716090
Gavin Cadwallader	Assistant CWO	gavin.cadwallader@bulls.je	7700711153

We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable within our academy. If bullying does occur, all players, parents or guardians should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO, a member of coaching staff or, in cases of serious bullying contact the Jersey FA Welfare Officer.

Codes of conduct for players, parents or spectators, officials and coaches have been implemented by the Jersey Bulls Academy and provided to them electronically at point of registration. In order to validate these codes of conduct the academy has clear sanctions to deal with any misconduct. All prospective members will be informed of these Codes which are contained within the Welcome Pack.

Further advice on Safeguarding Children matters can be obtained from:

- Jersey FA's Designated Safeguarding Officer, Elizabeth Fenlon - Jersey FA Designated Safeguarding Officer: Elizabeth.Fenlon@JerseyFA.com Tel: 07700 366645
- The Football Association/NSPCC Child Protection 24-Hour Helpline 0808 800 5000
- www.FootballSafe@TheFA.com
- The FA Child Protection Team 0207 745 4895.
- The Children and Families Hub on:
- T [01534 519000](tel:01534519000)

- E childrenandfamilieshub@gov.je
- Monday to Thursday 8.30am to 5pm, Friday 8.30am to 4.30pm

ANTI-BULYING POLICY

Statement of Intent

The Jersey Bulls Academy are committed to providing a caring, friendly and safe environment for all our members so they can participate in football in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academy. If bullying does occur, all academy members or parents/carers should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING academy. This means that anyone who knows that bullying is happening is expected to tell the Child Welfare Officer or Director of Football

What is bullying?

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:

- Emotional: being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting (e.g. hiding football boots/shin guards, threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments. •
Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

The Jersey Bulls academy has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All academy members, coaches, officials and parents/carers should have an understanding of what bullying is.
- All academy members, officials and coaching staff should know what the Centre's policy is on bullying, and what they should do if bullying arises.
- As an academy, we take bullying seriously. Players and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- All academy members, coaches, officials and parents/carers should have an appreciation of the signs and indicators of bullying.

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Says he or she is being bullied
- Is unwilling to go to academy sessions
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill before training sessions
- Comes home with clothes torn or training equipment damaged
- Has possessions that go 'missing'
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above.

Or, in more extreme cases, if a child:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to the Child Welfare Officers, Academy manager or a member of coaching staff or contact the Jersey FA Designated Safeguarding officer.
2. In cases of serious bullying, the incidents will be referred to the Jersey FA Safeguarding officer for advice and possibly to the FA Case Management System.
3. Parents/carers should be informed and will be asked to come in for a meeting to discuss the problem.
4. If necessary and appropriate, the Police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) to change their behaviour
7. If mediation fails and the bullying is seen to continue, the Jersey Bulls Academy will initiate an investigation and possible disciplinary action under the Jersey FA constitution.
8. In some cases the parent/carers of the bully or bullied player can be asked to attend training sessions, if they are able to do so and if appropriate. The Club Welfare Officers and Academy Managers should monitor the situation for a given period to ensure the bullying is not being repeated.
9. All coaches involved with both individuals should be made aware of the concerns and outcomes of the process.

In the case of adults reported to be bullying anyone within the Centre Under 18

1. The Child Welfare Officers and Academy Manager (boys or girls) should always be informed and will advise on action to be taken where appropriate. This may include initiating an investigation and possible disciplinary action under the Jersey Bulls Academy code of conduct and constitution.
2. It is anticipated that in most cases where the allegation is made regarding a team manager, official or coach, The FA's Safeguarding Children Awareness training may be recommended.
3. More serious cases may be referred to the Police and Children and Families Hub.

Prevention

- The academy will have a written Codes of Conduct, which includes what is acceptable and proper behaviour for all members, of which the Anti-Bullying Policy is one part. These will be provided upon registration into the academy system.
- All members and parents/carers will sign to accept the Codes upon joining the academy.
- The Child Welfare Officers and Academy Managers will raise awareness about bullying and why it matters and, if issues of bullying arise within the academy, will consider meeting with members to discuss the issue openly and constructively.

EQUALITY POLICY

The aim of this policy is to ensure that all members of The Jersey Bulls Academy are treated fairly and with respect.

The Jersey Bulls Academy is responsible for setting standards and values to apply throughout the academy at every level. Football belongs to and should be enjoyed by anyone who wants to participate in it.

The Jersey Bulls Academy's commitment is to eliminate discrimination whether by reason or gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

The Jersey Bulls Academy in all of its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that the Jersey Bulls Academy will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in its activities.

The Jersey Bulls Academy will not tolerate harassment; bullying; abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

The Jersey Bulls Academy will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

We are committed to the development of a programme of ongoing training and awareness raising events and activities to promote the eradication of discrimination within football.

The Jersey Bulls Academy is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the relevant equalities legislation.

The Jersey Bulls Academy commits itself to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where

such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.

The Jersey Bulls Academy complaints procedure

If any member feels that they have suffered discrimination in any way or that the academy's Policies or Codes of Conduct have been broken they should follow the procedures below.

1. They should report the matter to the Child welfare Officers, Academy Manager or a member of the coaching staff.

The report should include:

- Details of what, when, and where the occurrence took place
- Any witness statement and names
- Names of any others who have been treated in a similar way
- Details of former complaints made about the incident, date, when and to whom made
- A preference for a solution to the incident.

2. The Academy's Management Committee will sit for any hearings that are requested.

3. The Academy's Management Committee will have the power to:

- Warn as to future conduct
- Suspend from membership
- Remove from membership

any person found to have broken the academy's Policies or Codes of Conduct.

If the complaint is with regard to the Academy's Management Committee the member has the right to report the discrimination directly to the Jersey FA.

Jersey Bulls FC Academy Whistleblowing Policy

1. Purpose of the Policy

Jersey Bulls FC Academy is committed to maintaining a safe, respectful, and transparent environment for all players, staff, and volunteers. This policy provides guidance on how to report concerns about wrongdoing, misconduct, or unsafe practices within the Academy.

2. What is Whistleblowing?

Whistleblowing is when someone reports a concern about:

- Unsafe or harmful behaviour towards children or young people
- Bullying, harassment, or discrimination
- Criminal activity or serious breaches of Academy rules
- Misuse of Academy resources or facilities
- Any action that puts players, staff, or the Academy at risk

Whistleblowing is not the same as making a complaint or raising a personal grievance. It is about reporting serious concerns that affect others.

3. Who Can Raise a Concern?

Anyone involved with the Academy can raise a concern, including:

- Players
- Parents or guardians
- Coaches and staff
- Volunteers
- Visitors
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4. How to Raise a Concern

Concerns can be raised in the following ways:

- **Speak to a trusted adult** at the Academy (e.g., coach, welfare officer(s), or Academy manager(s))
- **Email or write** to the Academy's Lead Club Welfare officer – Andy Moon on Andrew.moon@stgeorgesprep.co.uk

Concerns can be raised anonymously, but providing your name helps us follow up and offer support.

5. What Happens Next?

Once a concern is raised:

- It will be taken seriously and treated confidentially
- The Club Welfare Officer or senior staff will investigate the issue promptly
- Appropriate action will be taken based on the findings
- You will be kept informed (if appropriate and safe to do so)

6. Protection for Whistleblowers

Jersey Bulls FC Academy will:

- Support anyone who raises a genuine concern
- Ensure whistleblowers are not treated unfairly or face retaliation
- Take disciplinary action against anyone who tries to intimidate or silence a whistleblower.

7. Safeguarding First

If the concern involves the safety or wellbeing of a child or young person, it will be handled under the Academy's **Safeguarding Policy** and may be referred to external agencies such as The Children and Families Hub or the Police.