



SAFEGUARDING CHILDREN POLICY

Useful Numbers and contacts;

HCLFC Safeguarding Champion: Sue Altass – 07801 836235 / Hullcityladieswelfare@gmail.com

HCLFC Welfare Officer: Kirsty Eastwood – 07709 848049 / admin@hclfcsupporters.com

HCLFC Club Chair: Rachel Gay - 07738 918593 / rachelgay1974@icloud.com

HCLFC Club Secretary: Alex Robinson - 07865 797371 / Alex.Robinson@hullcityladies.com

East Riding County FA Designated Safeguarding Officer: Steve Lazenby - 07795 690491 / Steve.lazenby@eastridingfa.com

FA Safeguarding: 0800 169 1863 / safeguarding@TheFA.com

NSPCC helpline: 0808 800 5000

Police: 999 or 101 / Childline: 0800 1111

Hull City Ladies Football Club – Safeguarding Children Policy

1. Policy Statement

Hull City Ladies Football Club recognises its responsibility to safeguard the welfare of every child and young person entrusted to its care. We are committed to providing a safe, supportive, and inclusive environment for all participants.

For the purposes of this policy, a *child* or *young person* is defined as anyone under the age of 18 engaged in any club football activity.

We fully subscribe to The Football Association's (The FA) **Safeguarding Children Policy and Procedures**, and we endorse and adopt the Policy Statement contained within that document.

2. Key Principles

We support and promote the core principles of The FA's Safeguarding Children Policy:

- The welfare of the child is, and must always be, the paramount consideration.
- All children and young people have a right to protection from abuse, regardless of age, gender, disability, race, sexual orientation, faith, or belief.

- All allegations or suspicions of abuse will be taken seriously and responded to swiftly and appropriately.
- Effective partnership with children and young people, their parents/carers, and relevant organisations is essential for safeguarding.

Hull City Ladies Football Club believes every child involved in football should enjoy their experience in a safe and positive environment, free from poor practice and abuse. This responsibility is shared by every adult within our club.

3. Our Role in Safeguarding

Hull City Ladies has a duty to protect children and young people from physical, sexual, or emotional harm, neglect, and bullying.

We acknowledge and accept that The FA's **Safeguarding Children Regulations** (as detailed in The FA Handbook) apply to everyone involved in football, whether in a paid or voluntary role. This includes:

- Volunteers
- Match officials
- Coaches and Managers
- Tour helpers
- Club officials
- Medical and support staff

4. Safer Recruitment

We fully endorse and implement The FA's **Responsible Recruitment** practices when appointing staff or volunteers:

- Clearly define roles and responsibilities
- Request appropriate identification documents
- Conduct informal or formal interviews where possible
- Obtain and follow up two references before appointment
- Require an **FA accepted Enhanced DBS with Barring List Check**, in line with current FA policy

All individuals in eligible roles (including managers and coaches) must:

- Hold an in-date FA Enhanced DBS with Barring List check
- Complete The FA Safeguarding Children Course

If concerns arise regarding any individual—either currently involved with or seeking to join the club—we will seek advice from The FA. All decisions regarding suitability will align with legislation and be made in the best interests of children. The FA works to prevent individuals with relevant and significant offending histories from engaging with or influencing children in football, thereby reducing the risks of harm or grooming.

5. Whistleblowing

Hull City Ladies supports and promotes The FA's **Whistleblowing Policy**. Anyone with concerns about a person in a position of trust in football should report it. This includes both adults and young people. (please see separate policy on Whistle blowing)

Contact Options:

- **The FA Safeguarding Team:** 0800 169 1863
- **In writing:** The FA Case Manager, Wembley Stadium, PO Box 1966, London SW1P 9EQ
- **Email:** Safeguarding@TheFA.com
- **External agencies:** Police, Children's Social Care, or the NSPCC (0808 800 5000)
- **Contact and report concerns to East Riding Children's Social Care, with the support of East Riding Safe Guarding officer Steve Lazenby**

We encourage all members to be aware of and use The FA's Whistleblowing Policy when necessary.

6. Club Welfare Officers

Hull City Ladies FC has appointed **Sue Altass** and **Kirsty Eastwood** as Club Welfare Officers, in line with FA requirements. They have completed the relevant FA Safeguarding Children and Welfare Officer training.

Hullcityladieswelfare@gmail.com

Their responsibilities include:

- Acting as the first point of contact for concerns
- Liaising with the East Riding FA Welfare Officer (Steve Lazenby)
- Raising awareness of safeguarding, respect, and poor practice
- Supporting and guiding club members on welfare matters
- Liaising with East Riding Children's Safe Guarding Team

7. Bullying

We recognise and endorse The FA's identification of bullying as a form of abuse. Bullying of any kind is not tolerated.

If bullying is reported, it will be addressed promptly and seriously. Serious cases may be referred to the County FA Welfare Officer.

8. Respect Codes of Conduct

We have implemented **Respect Codes of Conduct** for:

- Players
- Parents/Spectators
- Officials
- Coaches

The club has clear procedures in place to address repeated or serious breaches. We acknowledge that County FA sanctions may apply in more serious circumstances.

9. Reporting Concerns (please see attached document)

Safeguarding is everyone's responsibility. If you are concerned about a child's welfare, **do not ignore it**—take action:

i. Report your concern to the Club Welfare Officer. Hullcityladieswelfare@gmail.com

ii. If it involves poor practice, the Welfare Officer may:

- Address the issue directly
- Seek advice from the County FA Welfare Officer

iii. For more serious concerns (e.g. potential abuse):

- Contact the County FA Welfare Officer, Police, or Children's Social Care immediately

iv. If urgent medical attention is needed, take the child to A&E or call an ambulance—inform medical staff it is a child protection concern

v. If the Welfare Officer is unavailable or the concern is urgent:



- Contact the County FA Welfare Officer directly
- Call The FA Safeguarding Team on 0800 169 1863
- Contact Police, Children's Services, or the NSPCC (0800 800 5000, text 88858, or email help@nspcc.org.uk)

Further guidance and referral flowcharts are available on The FA's Safeguarding portal:

www.TheFA.com/footballrules-governance/safeguarding – see "Raising Awareness – Best Practice Downloads".

10. Key Contacts



Club Welfare Officer (Safeguarding Lead):

- *Sue Altass*
 -  07801 836235
 -  altass.sue@gmail.com

County FA Welfare Officer:

- *Steve Lazenby*
 -  01482 221158
 -  CountyWO@steve.lazenby@eastridingfa.com

FA Safeguarding Contact:

-  0845 210 8080
-  Safeguarding@TheFA.com

Disclosure & Barring Service (DBS) Updates

Please note: The FA's policies on DBS checks are subject to updates. The latest guidance can be found here:

 [DBS and Safer Recruitment - The FA](#)