

# BURTON ALBION FC

## Safeguarding Adults at Risk Policy

### Introduction

- The Board of Burton Albion FC and Burton Albion Community Trust (Burton Albion) acknowledges and accepts it has a statutory obligation and responsibility for the wellbeing and safety of all adults at risk who are under Burton Albion's care, utilising Burton Albion's facilities, or in its employment. Everyone working at Burton Albion has a "duty of care" to safeguard adults at risk by creating an environment that protects them from harm.
- The wellbeing of adults at risk is paramount, and all staff must make themselves aware of Burton Albion's Safeguarding Adults Policy. The following guidelines will be supplemented by in-service training and additional guidance accordingly.

### Definitions

- Under the Care Act 2014, the safeguarding adults procedures apply to anyone aged 18 or over who is in need of care and support and is at risk of or is experiencing, abuse or neglect, and is unable to keep themselves safe from significant harm or exploitation because of their care and support needs.
- Abuse is the harming of another individual usually by someone who is in a position of power, trust or authority over that individual. The harm may be physical, psychological or emotional, or it may be directed at exploiting the vulnerability of the victim in more subtle ways (for example, through denying access to people who can come to the aid of the victim, or through misuse or misappropriation of his or her financial resources). The threat or use of punishment is also a form of abuse. In many cases, it is a criminal offence.
- "Capacity" refers to the ability to make a decision at a particular time, for example when under considerable stress. The starting assumption must always be that the individual has the capacity to make a decision unless it can be established that they lack capacity as defined in the Mental Capacity Act 2005.
- "Consent"- adults at risk should be provided with the support and information to empower the individual to make their own decisions. We recognise that adults have a right to independence, choice and self-determination including control over information about themselves. To this aim, staff are expected only to provide accessible information to the individual so that they may make informed decisions about the risks, benefits and consequences. Staff are not expected to support the Adult at Risk to make a decision, and as such should refer to the Safeguarding Officer. The Safeguarding Officer may determine that explicit consent is not required under the following circumstances;

*If other people appear to be at risk of harm (adults or children)  
If there is a 'legal restriction' or an overriding public interest*



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*If the person is exposed to life threatening risk and they are unreasonably withholding their consent  
If the person has impaired capacity or decision making in relation to the safeguarding issues and  
the withholding of consent.*

## Rules and Regulations

- **In the management of its programmes, the discharge of its functions, and in implementing this policy and procedure, Burton Albion will remain mindful of its' duty of care and other legal obligations such as those set out in the Health and Safety at Work Act 1974, Data Protection Act 2018, Equality Act 2010 and Protection of Freedoms Act 2012.**

**In the case of adults at risk, Burton Albion is also mindful of its responsibilities under the following legislation and guidance;**

- **The Care Act 2014**
- **Care and Support Statutory Guidance (updated March 2024)**
- **Sexual Offences Act 2003**
- **Safeguarding Vulnerable Groups Act 2006**
- **Mental Capacity Act 2005**
- **Serious Crime Act 2015**
- **Counter Terrorism and Security Act 2015 (Prevent Strategy)**
- **The Prevent Duty Guidance for England and Wales (2023)**
- **Human Rights Act 1998**
- **Domestic Violence, Crime and Victims Act 2004**
- **Premier League and English Football League Rules and guidance. Burton Albion is fully committed to ensuring that the best practice recommended by these bodies is employed throughout Burton Albion.**

**Burton Albion also recognises its responsibility to work with other agencies, including the Local Safeguarding Adults Board to protect adults at risk from harm and to respond to safeguarding concerns.**

## Review

**This policy will be reviewed annually or if there is a statutory legislative or organisational change, or following a safeguarding incident, concern or allegation whereby the policy is found to be in need of revision to ensure the aims and key principles are met. All policy documents and reviews will be submitted to the Board for approval.**

## Aims and Key Principles

**The aims of Burton Albion's Safeguarding Adults Policy are:**

- **To safeguard all adults at risk who interact with Burton Albion;**



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- To demonstrate best practice in the area of safeguarding adults at risk;
- To positively reflect and promote Burton Albion values in regard to safeguarding;
- To develop a positive and pro-active welfare programme to enable all adults at risk to participate in an enjoyable and safe environment;
- To promote high ethical standards throughout Burton Albion.
- We are committed to our 3 Pillars of Safeguarding, Safe People – Safe Places – Safe Practices

The key principles underpinning this policy as defined in The Care Act are:

- Empowerment – people being supported and encouraged to make their own decisions and informed consent;
- Prevention – it is better to take action before harm occurs;
- Proportionality – the least intrusive response appropriate to the risk presented;
- Protection – support and representation for those in greatest need;
- Partnership – local solutions through services working with their communities;
- Accountability – accountability and transparency in delivering safeguarding.

Safeguarding Senior Manager

The Designated Safeguarding Senior Lead (DSSL) has overall responsibility for the safeguarding of all at Burton Albion. The SSL will;

- Report to the Board on recommendations for changes to the Safeguarding Policy and Procedures taking into account legislative changes;
- Undertake regular monitoring and assessments of activities involving adults at risk or will designate this task to an appropriate and trained individual;
- Ensure they undertake regular and appropriate training for the role.

The Designated Safeguarding Senior Lead is Tony Brittan –[tony.brittan@burtonalbionfc.co.uk](mailto:tony.brittan@burtonalbionfc.co.uk)

Safeguarding Officer

Burton Albion has a number of Safeguarding Officers (DSO) these has responsibility for the safeguarding of adults at risk at Burton Albion, and the Academy. The DSO will;

- Make the decision to investigate any allegations or concerns of abuse;
- Address any immediate protection issues;
- Make the decision to refer to an appropriate statutory agency (Police or Social Services);
- Liaise with the local Safeguarding Adults Board;
- Ensure staff are trained on Club safeguarding procedures;
- Ensure they undertake regular and appropriate training for the role;
- Source appropriate external training for safeguarding;
- Undertake regular monitoring and risk assessments of activities involving adults at risk or will designate this task to an appropriate and trained individual.



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**Anybody with a concern about an adult's welfare should contact the SSM or DSO direct, or their line manager for advice in the first instance. Contact details can be found at the end of this policy.**

The Safeguarding Officers are James Lloyd – Suzanne Syston – Jayne Gidman – Lisa Allen and Ben Webster

**All employees, contractors and volunteers are expected to;**

- **Be alert to signs of abuse and radicalisation and take responsibility for referring concerns to the Safeguarding Officer;**
- **Be prepared to listen to and take seriously the concerns of adults at risk;**
- **Abide by the codes of conduct for employees and volunteers;**
- **Promote the health, safety and welfare of adults at risk;**
- **Maintain records as necessary;**
- **Set a good example to others by their own behaviour.**

## Human Resources and Disclosures

### Recruitment

**Burton Albion follows Safer Recruitment guidelines as detailed in our Safeguarding Children and Young People Policy, and Recruitment Policy, and as such it is applicable to safeguarding adults at risk.**

### Staff Training & Awareness

**This policy and procedure is issued to all employees at induction and is also available to all employees on the Intranet. The DSO holds specific Safeguarding qualifications relevant to the role. The Disability Officer is also trained specifically in relation to Safeguarding Adults at risk.**

### Disclosure and Barring Service

**Burton Albion is registered with the Disclosure and Barring Service (DBS) to carry out criminal record checks on individuals who work for Burton Albion, including the Burton Albion Community Trust. Enhanced DBS, plus barred list check where appropriate, enable Burton Albion to undertake more thorough recruitment and selection procedures for positions which involve working with Adults at risk.**

## Process for Disclosure and Barring Service (DBS) Checks

### New Appointments

**All staff who are offered a position which involves working with Adults at risk will be required to complete a Self-Declaration Form and also undertake an Enhanced DBS with a barred list check where appropriate. All offers of work are subject to the outcome of the screening process and where applicable, this is set out in the initial job advertisement and the applicant's offer of work. Until such time as a satisfactory DBS check has been received, the member of staff will not be permitted to work with Adults at risk.**

**Should a positive DBS check be received, a risk assessment will be carried out by the Safeguarding Senior Manager, or relevant Head of Department, with the Chief People Officer**



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and, where applicable the Safeguarding Officer, to assess the information contained within the DBS check. The member of staff may also be asked to attend an interview prior to a recruitment decision being made. The Rehabilitation of Offenders Act and Protection of Freedoms Act should be considered in all cases before a final decision is made.

**New Appointments who already have an FA DBS Check**

**If a new member of staff has been subject to an FA DBS check by their previous employer, Burton Albion will still require a further check.**

**If a new member of staff has been subject to a non-FA DBS check by their previous employer, Burton Albion will still require a further check.**

Equal Opportunities

**Burton Albion is committed to providing equal opportunities for all staff, players and supporters. Burton Albion's policy on equal opportunities can be found in the Employee Handbook.**

## Whistleblowing

**Whistle-blowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or within an independent structure associated with it.**

**It can be used as an early-warning system or when it is recognised that appropriate actions have not been taken. This approach or policy is adopted in many different walks of life.**

**Any individual with concerns about a colleague's conduct towards an Adult at Risk can also use whistle-blowing by calling 0800 169 1863 and asking for The FA's safeguarding team, or via email to: [safeguarding@TheFA.com](mailto:safeguarding@TheFA.com).**

## Recognition – Signs of Abuse

**The following lists of possible indicators and examples of behaviour are not exhaustive, and people may be subject to a number of abuse types at the same time. Should you have any concern that abuse is occurring you should contact the Safeguarding Senior Manager or Safeguarding Officer immediately.**

**Physical abuse – includes hitting, slapping, pushing, kicking, misuse of medication, restrain or inappropriate physical sanctions**

**Domestic violence or abuse – includes psychological, physical, sexual, financial, emotional abuse; 'honor' based violence (crimes committed to protect or defend the honor of the family and/or community) which includes Female Genital Mutilation (FGM) and forced marriage**

**Sexual abuse – includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented to, could not consent to, or was pressured into consenting**

**Psychological or emotional abuse – includes Emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable or unjustified withdrawal from services or support networks**

**Financial or material abuse – includes theft, fraud, exploitation, internet scamming, coercion in**



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**relation to an adults financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits**

**Modern slavery – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment**

**Discriminatory abuse – includes hate crime, forms of harassment, slurs or similar treatment because of the individuals’ race, sex, gender identity, age, disability, sexual orientation, religion or belief, pregnancy or marital status**

**Organisational or institutional abuse – includes neglect and poor care practice within an institution or specific care setting such as a hospital or care home for example, or in relation to care provided in one’s own home. It can range from one-off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes, and practices within an organisation**

**Neglect or acts of omission – includes ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition, and heating**

**Self-neglect – includes neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding**

## Responding to a Report or Suspicion

**A Safeguarding Officer or the Safeguarding Senior Manager should be contacted as early as possible and within 24 hours in any circumstance, however it is recognised that an individual may need to respond to a situation immediately. With this in mind the following guidelines offer help and support in responding to abuse or a suspicion of abuse or poor practice.**

### Do:

- **Ensure the individuals immediate safety; if emergency medical treatment or protection from a perpetrator is needed, call the emergency services immediately;**
- **Reassure the individual that any allegations will be taken extremely seriously;**
- **Reassure the individual that they are right to tell you;**
- **Be honest about your own position, who you have to tell and why;**
- **Tell the individual what you are doing and when, and keep them up to date with what is happening;**
- **Take further action – you may be the only person in a position to prevent future abuse;**
- **Write down everything said and what was done (handwritten is preferable) and sign and date the notes. An Incident Report Form should be used where possible and, in any case, a referral must be made to Burton Albion within 24 hours of the incident taking place**

### Don’t:

- **Make promises you cannot keep or to keep secrets/confidentiality;**



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- Interrogate the individual - it is not your job to carry out an investigation – this will be up to the local authority/Police who have experience in this;
- Cast doubt on what is being said, don't interrupt or change the subject;
- Say anything that makes the individual feel responsible for the abuse

DOING NOTHING IS NOT AN OPTION; IT IS YOUR RESPONSIBILITY TO ACT.

**Make sure you tell a Safeguarding Officer immediately, they will know how to follow this up and where to go for further advice.**

## Recording Allegations or Suspicions

**The Safeguarding Officer will immediately report any allegation to the Safeguarding Senior Lead, who will ask for a written factual statement from the person making the report. An Incident Report Form must be completed and submitted within 24 hours to the Safeguarding Officer and Safeguarding Senior Lead.**

**Any statement made by the Adult at Risk should be reported in their own words. These reports should be confined to facts. Any opinion, interpretation or judgement should be clearly stated as this, questions kept to a minimum, and where used, they should be of an open format (TED questions; 'tell me', 'explain', 'describe'). No suggestion of who the perpetrator was or how any concern or incident happened should be suggested.**

**Investigations into possible abuse will require careful management. In these cases, the Safeguarding Officer or Safeguarding Senior Lead will first seek the advice of the Local Safeguarding Adults Board, Social Services, a Local Authority Designated Officer (LADO), the Police, or the Premier League/Football Association / EFL Safeguarding Team, before setting up an internal inquiry.**

**In any case of suspected abuse, as soon as the Local Authority or the Police have been informed, Burton Albion must provide a report to the Premier League or EFL Head of Safeguarding and inform Burton Albion's Chief Executive Officer. Any external local authority provision will naturally take the lead on any case.**

**Providing it is appropriate to do so the Safeguarding Senior Lead will maintain constant dialogue with all parties involved with the allegation until such time as the matter has reached a reasonable outcome, taking the lead from the external agency. Escalation to inform Board level will take place at the Safeguarding Senior Leads earliest opportunity.**

## Specific information regarding allegations against members of staff

**If the report involves an allegation about any member of Burton Albion staff (whether full time, part time, paid, unpaid, contracted, engaged, voluntary etc.) and Burton Albion believes that the report could demonstrate that the member of staff in question has:**

*behaved in a way that has harmed an Adult at Risk, or may have harmed an Adult at Risk; possibly committed a criminal offence against or related to an Adult at Risk; or behaved towards an Adult at Risk in a way that indicates he or she is unsuitable to work with Adults at Risk*

**then the Safeguarding Senior Manager or Safeguarding Officer shall immediately inform the**



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**Local Authority Designated Officer (LADO) where the alleged incident took place so that he or she can consult with the Police and Local Authority Social Care colleagues as appropriate. Where the Safeguarding Senior Manager or Safeguarding Officers are unsure as to whether the report meets the criteria stated above, the advice of the LADO shall still be sought.**

**The member of staff in question may be asked to write a brief report, as may any other person that is deemed to have an involvement in the allegation. The member of staff in question will be asked to stay away from activities pending the conclusion of any investigation. This process would only be carried out once the advice of the above-mentioned external bodies had been sought and only then in consultation with the Safeguarding Senior Manager or Safeguarding Officer. Providing it does not contradict with any advice received from the LADO, any internal investigation will be carried out in line with Burton Albion's Management and Human Resources Policies and either general or department-specific Grievance Procedures as they are applicable.**

## Relevant policies

**This policy should be read in conjunction with the Safeguarding Children and Young People policy, Whistleblowing policy, and Grievance Procedure.**

## APPENDIX ONE - Safeguarding contacts and further information sources

### Internal Safeguarding Contacts

#### **Designated Safeguarding Lead**

**Tony Brittan [tony.brittan@burtonalbionfc.co.uk](mailto:tony.brittan@burtonalbionfc.co.uk)**

#### **Disability Liaison Officer**

**Jodi Carter - [Jodie.Carter@burtonalbionfc.co.uk](mailto:Jodie.Carter@burtonalbionfc.co.uk)**

**If something needs to be done immediately to protect someone from abuse or harm, call the emergency services number 999 (24 hours).**

### External Resources

Sources of legislation, further information and advice:

[Health & Safety at Work Act 1974](#)

[Data Protection Act 2018](#)

[Safeguarding Vulnerable Groups Act 2006](#)

[Equality Act 2010](#)

[Care Act 2014](#)

[Care and Support Statutory Guidance 2014](#)



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[Sexual Offences Act 2003](#)

[Domestic Violence, Crime and Victims Act 2004](#)

[Domestic Abuse Act 2021](#)

[Mental Capacity Act 2005](#)

[Serious Crime Act 2015](#)

[Protection of Freedoms Act 2012](#)

[DBS barring referral guidance](#)

[Police Act 1997](#)

[Counter-Terrorism and Security Act 2015](#)

[Counter-Terrorism and Security Act 2015 - Part 5](#)

[Home Office: Criminal Exploitation of children and vulnerable adults](#)

[Female Genital Mutilation Act 2003](#)

[Home Office: Mandatory Reporting of FGM](#)

[The Right to Choose: Statutory guidance for dealing with forced marriage](#)

<https://thecpsu.org.uk/help-advice/topics/safer-recruitment/>

<http://www.nhs.uk/conditions/social-care-and-support-guide/pages/vulnerable-people-abuse-safeguarding.aspx>

<http://www.forwarduk.org.uk/>

<http://www.karmanirvana.org.uk/>



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## USEFUL CONTACTS

EFLT Safeguarding & Incident Manager	<a href="mailto:tlawson@efltrust.com">tlawson@efltrust.com</a> 07964905652
EFLT Safeguarding Officer	<a href="mailto:lburch@efltrust.com">lburch@efltrust.com</a>
EFLT Health & Safety Officer	<a href="mailto:Eknox@efltrust.com">Eknox@efltrust.com</a>
The Football Association	<a href="http://www.thefa.com/safeguarding">www.thefa.com/safeguarding</a>
The FA Safeguarding Case Management Team	<a href="mailto:Safeguarding@TheFA.com">Safeguarding@TheFA.com</a>
The FA CRB Unit	<a href="mailto:FAChecks@TheFA.Com">FAChecks@TheFA.Com</a> 0845 210 8080
Ann Craft Trust Leading UK charity safeguarding adults at risk	<a href="http://www.anncrafttrust.org">www.anncrafttrust.org</a>
Anti-Bullying Alliance	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
The Mix	<a href="http://www.themix.org.uk/">http://www.themix.org.uk/</a>
Charity Commission	<a href="http://www.charitycommission.gov.uk">www.charitycommission.gov.uk</a> 0845 3000 218
Disclosure & Barring Service DBS	<a href="http://www.gov.uk/government/organisations/disclosure-and-barring-service">www.gov.uk/government/organisations/disclosure-and-barring-service</a>
Karma Nirvana Supporting victims of honour-based abuse and forced marriage	<a href="http://karmanirvana.org.uk">karmanirvana.org.uk</a>
The Money Advice Service	<a href="http://www.moneyadviceservice.org.uk">www.moneyadviceservice.org.uk</a>
Citizens Advice	<a href="http://www.citizensadvice.org.uk">www.citizensadvice.org.uk</a>



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## APPENDIX C

### Useful organisations

Action on Elder Abuse (AEA)

[www.elderabuse.org.uk](http://www.elderabuse.org.uk) Telephone 080 8808 8141

(free phone) Mon-Fri 9am-5pm

**Works to protect and prevent the abuse of vulnerable older adults. Their helpline is confidential and provides information and emotional support.**

Action Fraud

<https://www.actionfraud.police.uk/> Telephone 0300 123 2040

**National fraud reporting centre, providing advice and information about fraud and scams.**

Care Quality Commission

[www.cqc.org.uk](http://www.cqc.org.uk) Telephone 03000

616 161 (free call)

**Independent regulator of adult health and social care services in England, covering NHS, local authorities, private companies or voluntary organisations and people detained under the *Mental Health Act*.**

Citizens Advice

[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

Telephone 0344 411 1444

**National network of advice center's offering free, confidential, independent advice, face to face or by telephone.**

Court of Protection

[www.gov.uk/courts-tribunals/court-of-protection](http://www.gov.uk/courts-tribunals/court-of-protection)

Telephone 0300 456 4600

Equality Advisory Support Service

[www.equalityadvisoryservice.com](http://www.equalityadvisoryservice.com)

Telephone helpline 0808 800 0082 Mon-Fri 9am-7pm, Sat 10am-2pm

**Funded by the Equality and Human Rights Commission, the helpline gives information and advice about the *Equality Act 2010* and human rights.**

Local Government and Social Care Ombudsman

[www.lgo.org.uk](http://www.lgo.org.uk)

Telephone Advice Team 0300 061 0614

**Final stage for local authority complaints. Deals with complaints about care providers when services are privately purchased.**



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National Centre for Domestic Violence  
[www.ncdv.org.uk](http://www.ncdv.org.uk) Telephone 0207 186 8270 or  
0800 970 2070

**Provides a free emergency injunction service and information and advice, for example on local authorities, health centers, refuges, Women's Aid Centre's, local support groups and other services.**

Office of the Public Guardian  
[www.gov.uk/government/organisations/office-of-the-public-guardian](http://www.gov.uk/government/organisations/office-of-the-public-guardian) Telephone 0300  
456 0300

Police

**If there is a danger an older person may be in imminent risk of harm and the situation warrants immediate attention, the police can be called. The number of the local police station is in the telephone directory. In an emergency, call 999.**

Public Concern at Work  
[www.pcaw.co.uk](http://www.pcaw.co.uk)  
Telephone 020 3117 2520

**Charity promoting 'whistleblowing' in the public interest.**

Samaritans  
[www.samaritans.org](http://www.samaritans.org)  
Telephone 116 123 (24 hours)

**Provides emotional support for people who are experiencing feelings of distress or despair, including those which may lead to suicide.**

Victim Support  
[www.victimsupport.org.uk](http://www.victimsupport.org.uk) Telephone  
Victim Support line 08 08 16 89 111

**Charity for victims and witnesses of crime in England and Wales. It has offices across England and Wales.**

Women's Aid  
<https://www.womensaid.org.uk/>  
Telephone National Domestic Violence Helpline 0808 2000 247 (free phone 24 hours)

**Charity working to end domestic violence against women and children. Supports a network of over 500 domestic and sexual violence services across the UK.**

