

Safeguarding & welfare

Adopted in line with The FA Safeguarding Children Policy and the club's FA Accredited One Star status. Reviewed annually.

Safeguarding children policy

Every child and young person who plays for Grimsby United has the right to enjoy football in a safe environment, free from harm.

- All coaches, managers and committee members working with under-18s hold an in-date FA DBS check (renewed every three years).
- All youth team staff complete FA Safeguarding Children and FA Introduction to First Aid in Football, and refresh every three years.
- The club appoints a qualified Club Welfare Officer who completes the FA Welfare Officer workshop.
- Concerns are recorded and referred to the County FA Designated Safeguarding Officer, and to police or children's social care where a child may be at risk.
- No adult should be alone and unobserved with a child. One-to-one coaching happens in sight of others with parental consent.

Reporting a concern

If something doesn't feel right, report it. It is never your job to investigate.

- Step 1 — Make sure the child is safe. If there is immediate danger, call 999.
- Step 2 — Tell the Club Welfare Officer the same day (details below). Write down what you saw or were told, using the child's own words, with the date and time.
- Step 3 — The Welfare Officer refers to Lincolnshire FA Safeguarding, and to the NSPCC Helpline (0808 800 5000) or children's social care where needed.
- Step 4 — Information is shared only with those who need to know. The person raising the concern is kept informed of the outcome as far as confidentiality allows.

Anti-bullying policy

Bullying of any kind — physical, verbal, emotional, cyber or exclusion — is unacceptable at Grimsby United.

- Bullying reported to any coach is passed to the Club Welfare Officer and treated as a welfare concern.
- Both the person bullied and the person bullying are supported; sanctions can include warnings, suspension or removal from the club.
- Online bullying between teammates is treated exactly as seriously as face-to-face bullying.

Missing child & late collection

Clear procedures for the two most common matchday welfare incidents.

- Missing child: search the immediate area, inform the Welfare Officer and the parent, and call police if the child is not found within 20 minutes.
- Late collection: two members of staff stay with the child, in an open area, until a parent or emergency contact arrives. Staff never take a child home alone.
- Repeated late collection is discussed with the family and recorded.

Changing rooms, showers & trips

Sensible boundaries that protect children and adults alike.

- Adults do not change or shower at the same time as children.
- Mobile phones, cameras and smart watches with cameras are not used in changing areas.
- Mixed-gender teams have separate changing provision and supervision from adults of the appropriate gender.
- Away trips and tournaments require written parental consent, a named lead and appropriate adult-to-child ratios.

Safeguarding contact: Club Welfare Officer — grimsbyunitedfootballclub@gmail.com · 07783565426. Immediate risk to a child: call 999. NSPCC Helpline: 0808 800 5000. Where a club policy is less strict than an FA, league or legal requirement, the FA, league or legal requirement always applies.