

Safeguarding Children Policy

Last Updated: April 2026

Statement of Commitment

At Fulfill Football Coaching, the safety and wellbeing of every child and young person involved in our club is our highest priority.

We are fully committed to providing a safe, positive, and inclusive environment where all children can enjoy football, learn, and thrive.

We subscribe to The Football Association's (FA) Safeguarding Children Policy and Procedures and ensure safeguarding is embedded in everything we do.

We recognise that a child is anyone under the age of 18 and that safeguarding is everyone's responsibility, from our coaches and volunteers to our players, parents, and committee members.

1. Our Responsibilities

We acknowledge our responsibility to safeguard the welfare of every child and young person and are committed to creating a safe environment for all.

Fulfill Football Coaching endorses and adopts the following key principles:

- The welfare of the child is, and must always be, the paramount consideration.
- All children and young people have the right to be protected from abuse, regardless of age, gender, gender reassignment, sexual orientation, marital or civil partnership status, race, nationality, ethnic origin, colour, religion or belief, ability or disability, pregnancy, or maternity.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organisations, children, young people, and their parents/carers is essential to safeguarding.
- We commit to ensuring that every child in our club is able to participate in football in an enjoyable and safe environment, free from poor practice, inappropriate behaviour, or abuse.
- Children and young people will be listened to, their voices valued, and their opinions considered in club decisions that affect them.

2. Our Role

Fulfill Football Coaching has a duty to safeguard the welfare of all children and young people by protecting them from physical, sexual, or emotional harm, neglect, or bullying.

We fully adhere to The FA's Safeguarding Children Regulations, which apply to everyone in football, whether paid or voluntary, including coaches, managers, match officials, helpers, medical staff, and club officials.

3. Safer Recruitment

We endorse and adopt The FA's Safer Recruitment Guidelines to ensure that all individuals working with children and young people are suitable for their roles.

We will:

- Clearly define roles and responsibilities.
- Request and verify identification documents.
- Meet and/or interview applicants prior to appointment.
- Request and follow up on two references.
- Require an FA-accepted DBS Enhanced Check with Barred List for all eligible roles, in accordance with current FA Safeguarding Policy and Regulations.

We commit to managing DBS checks consistently for new and existing personnel.

If concerns arise regarding an individual's suitability, advice will be sought from the Kent FA Designated Safeguarding Officer (DSO).

We support The FA's aim to prevent individuals with relevant offending histories from working with children or influencing club policies or practices.

4. Club Welfare Officer (CWO)

Fulfill Football Coaching has appointed a Club Welfare Officer (Youth Teams) in line with The FA's Role Profile.

Club Welfare Officer: Joe Thomas

Contact: 07525 917051 | jt@fulfillfootballcoaching.co.uk

Our CWO has completed the required Safeguarding Children and Welfare Officer Courses and will receive ongoing training through The FA and/or Kent FA.

The CWO is the first point of contact for all safeguarding concerns and will:

- Liaise directly with the County FA DSO and follow all referral procedures.
- Promote awareness of respect, acceptable behaviour, and safeguarding best practice.
- Communicate their contact details clearly to all members, parents, and officials.

Where necessary, Assistant Club Welfare Officers may also be appointed to support the CWO and ensure strong safeguarding visibility across all teams.

5. Bullying

We acknowledge and endorse The FA's definition of bullying as a category of abuse. Bullying of any kind is not tolerated at Fulfill Football Coaching.

All players, parents, and carers will have access to our Anti-Bullying Policy and understand how incidents are handled.

All reports of bullying will be investigated by the CWO, and in cases of serious or repeated bullying, the matter will be escalated to the County FA DSO.

6. Acceptable Behaviour When Working With Young People

Every child has the right to be treated with dignity and respect.

All adults working or volunteering with children within our club must act appropriately and responsibly at all times.

Fulfill Football Coaching adopts The FA's Acceptable Behaviours Guidance (5.7) and enforces clear Codes of Conduct for:

- Players
- Parents/Spectators
- Coaches and Managers
- Club Officials

Breaches, repeated misconduct, or serious behaviour issues will be dealt with promptly by the club and, where required, referred to the County FA for further action.

7. Reporting Concerns

Safeguarding is everyone's responsibility and inaction is not an option.

If anyone is concerned about a child's welfare, they must report their concern to the CWO (Joe Thomas). The CWO will manage lower-level concerns and consult the County FA DSO when necessary.

For serious concerns, the CWO will contact the CFA DSO, Police, or Children's Social Care immediately.

If urgent medical care is needed, emergency services will be called, and the situation will be identified as a child protection concern.

If the CWO is unavailable or the matter is urgent, any member may:

- Contact the County FA DSO directly
- Email Safeguarding@TheFA.com
- Contact the Police or Children's Social Care
- Call the NSPCC Helpline on 0800 800 5000, text 88858, or email help@nspcc.org.uk

8. Whistleblowing

Fulfill Football Coaching fully supports The FA's Whistleblowing Policy, which allows any adult or young person to report concerns about a person in a position of trust.

Reports can be made to:

- The FA Safeguarding Team via Safeguarding@TheFA.com
- The FA Case Manager, Wembley Stadium, PO Box 1966, London SW1P 9EQ
- The Police, Children's Social Care, or the NSPCC

We encourage all members to understand and use the Whistleblowing Policy whenever necessary.

9. Our Commitment

As an England Football Accredited Club, the Fulfill Football Coaching Committee collectively accepts responsibility for adhering to this Safeguarding Children Policy and ensuring safeguarding remains a permanent agenda item at all meetings.

We commit to sharing our safeguarding policies and CWO contact details with all members, promoting a culture of openness, respect, and accountability, and ensuring every child can enjoy football in a safe, inclusive, and positive environment.

CWO: Joe Thomas | 07525 917051 | jt@fulfillfootballcoaching.co.uk