



## **Welfare & Safeguarding Strategy**

Oxford United's Welfare & Safeguarding strategy consists of a range of policies, documents and procedures outlining and detailing the general support for the well-being, happiness and health of all its young players.

All staff hold a current enhanced Criminal Records Bureau (CRB) check, complete a self-declaration form and the Club seek references from previous (and current) employers on staff suitability to work with young people. All records of such are held in secure files within the Academy.

Further, staff will continue to receive updated child protection, training facilitated by the HEW (and delivered by The FA). This is in keeping with advice and guidelines instructed by The Football League which operates as the specialist advisor to the Club (and all Clubs) in this particular domain.

Policies, practices and procedures are supplied and communicated to all staff, parents and players and are designed in conjunction with guidance from the Premier League, Football league and the FA. These cover the various aspects of education, welfare and safeguarding.

Within this, the role of the Academy Designated Safeguarding Officer (ADSO) is to uphold all Policies, Practices and Procedures to the very best of their knowledge and ability. The Academy Safeguarding Officer (ASO) is an experienced member of staff who is trained for the role and participates annually in Football League Safeguarding workshops. In addition they will undertake other Safeguarding training opportunities as identified by The Football League as part of their continuous professional development (CPD) and the Academy's commitment to Safeguarding Children and Young People. The ASO is the first point of contact for any concerns or disclosures regarding abuse or poor practice at the Academy. Any concern or disclosure reported to any member of the Academy staff will be reported to the ADSO. The ADSO will inform the Senior Safeguarding Manager of any serious issue and this will be referred to the appropriate statutory agency and The FA.

These policies, practices, documents and procedures include:

- Accommodation Plans
- An Anti-bullying policy
- A Welfare & Safeguarding philosophy
- Codes of Conduct for staff, parents and players
- An Education philosophy
- A Complaints procedure
- A Disclosure policy
- An Emergency and Missing persons protocol
- A safe recruitment and the staff/volunteer training programme
- A tours and travelling with young people policy

The aforementioned documents are given to all staff, parents and players during inductions at the start of their time here At Oxford United Football Club. The Documents are also displayed visually in facilities used for coaching and matches and are available on the youth and community website.