

ACE Development Academy CIC Safeguarding Policy

1. Policy Statement

ACE Development Academy CIC is committed to ensuring that all children, young people, and vulnerable adults who participate in our programmes have a safe and positive experience. We will: - Provide a safe environment where participants feel respected and valued. - Protect children and young people from harm, abuse, neglect, bullying, or exploitation. - Ensure all staff, coaches, and volunteers understand their responsibilities for safeguarding. - Follow The Football Association's (FA) Safeguarding Children Policy and statutory UK legislation (Children Act 1989 & 2004, Working Together to Safeguard Children 2018).

2. Scope

This policy applies to: - All staff, coaches, contractors, volunteers, board members, and anyone working on behalf of ACE Development Academy. - All participants in our programmes, including players, parents, and spectators.

3. Roles & Responsibilities

- Designated Safeguarding Officer (DSO): Responsible for dealing with safeguarding concerns, reporting to statutory agencies where necessary, and ensuring staff training. - Coaches & Staff: Must follow safeguarding procedures, complete FA safeguarding training, and immediately report any concerns. - Parents/Carers: Encouraged to raise safeguarding concerns and support the safeguarding ethos of the academy.

4. Safer Recruitment

All staff and volunteers working with children will be subject to: - Enhanced DBS checks. - Reference checks. - Verification of qualifications and experience. Staff will receive induction and ongoing safeguarding training.

5. Code of Conduct

All staff, volunteers, players, and parents are expected to: - Treat others with respect and dignity. - Put the welfare of the child first. - Maintain appropriate professional boundaries. - Never use abusive, threatening, or discriminatory language or behaviour. - Avoid being alone with a child where possible (follow "two-adult rule").

6. Recognising Abuse

Abuse may include: - Physical abuse - Emotional abuse - Sexual abuse - Neglect - Bullying (including online/cyberbullying) Staff should be alert to signs of abuse and take concerns seriously.

7. Reporting Concerns

- If a child is in immediate danger, call 999. - Concerns should be reported to the Designated Safeguarding Officer immediately. - The DSO will record concerns and, if necessary, refer to the Local Authority Designated Officer (LADO), police, or NSPCC. - Confidentiality will be maintained, but safeguarding concerns will always override privacy where necessary to protect a child.

8. Whistleblowing

ACE Development Academy supports staff who raise genuine safeguarding concerns. - Concerns about the conduct of staff should be reported to the DSO or the Director. - If necessary, concerns can be reported directly to the FA or statutory agencies.

9. Photography & Social Media

- Parental consent will be obtained before using photographs or videos of children. - Images will only be used for academy purposes and will not include personal details. - Staff will never share personal contact details with players.

10. Review

This policy will be reviewed annually by the Board of Directors and updated in line with FA guidance and legislation. Adopted by: ACE Development Academy CIC Date: [Insert Date] Next Review Date: [Insert Date, one year later] Signed: Director / Designated Safeguarding Officer

31/08/2025

Allana Francis Ashmeil - Founder and Director

