



## CODE OF CONDUCT – SAFEGUARDING

### Introduction

Cambridge United Football Club acknowledges its responsibility to safeguard the welfare of every child, young person and vulnerable adult who has been entrusted into its care and is committed to working to provide a safe environment for all members.

The Club acknowledges that all children have the right to protection, and they may have additional needs and vulnerabilities which must be considered, including but not limited to; physical disabilities, mental health issues, special educational needs, and being a displaced or looked after child.

The Club's Safeguarding Children Policy aims to promote good practice to ensure that the Club:

- Provides children, young people and vulnerable adults with appropriate protection.
- Provide current and relevant safeguarding training to all staff and volunteers.
- Allow staff to make confident and informed decisions and responses to safeguarding concerns.
- Educate the parents and players to understand their role in safeguarding.

### Equality Statement

This Code of Conduct outlines a strong commitment from Cambridge United to the safeguarding agenda and the promotion of wellbeing. As per Cambridge United's Equality Policy all children and vulnerable adults have an equal right to protection by Cambridge United, and the Club are committed to providing equal opportunities for all staff, supporters, and other individuals with whom we engage.

### Obligations

It is our obligation that everyone will at all times act in the best interests of children and young people under the age of 18 and in accordance with Cambridge United FC's Safeguarding Children Policy and Procedures.

The welfare of children and young people must be paramount, and everyone should:

- Act in the best interest of children and young people and be guided by the principle that the welfare of the children and young people is paramount in all decisions.
- Undertake any safeguarding training when required.
- Read and comply with Cambridge United FC's Safeguarding Children Policy and Procedures.
- Obtain and maintain an FA in date DBS check, if necessary.
- Act in an appropriate way at all times when in contact with children and young people, whether face to face, via social media, phone or electronic communications.
- Recognise the importance of confidentiality when working with children, young people, their families, and their data.
- Promptly report any concerns about safeguarding or the protection of children or young people in football to the matchday Designated Safeguarding Officer or the General Manager.
- Be familiar with and use the Whistleblowing policy, summary below.
- Act with integrity at all times.
- Seek advice from the Designated Safeguarding Officer if you are unsure about any of the above or if you are unsure how to act in any given situation.

### Whistleblowing

Any whistleblowing by staff, volunteers and participants will be dealt with in accordance with Cambridge United's Whistleblowing Policy.

Cambridge United is committed to ensuring that no member of staff should feel at a disadvantage in raising legitimate concerns. Any concerns around safeguarding should be raised by staff under protection from the Whistleblowing policy.

Any adult or young person with concerns about a colleague can "whistle blow" by contacting The FA Safeguarding Team on 0844 980 8200 ext. 4787, or by writing to The FA Case Manager at The Football Association, Wembley



Stadium, PO Box 1966, London SW1P 9EQ or alternatively by going direct to the Police, Children's Social Care or the NSPCC.

## Social Media

- If any personal account is set to private, you must accept the official Cambridge United Football Club Twitter (@CambridgeUtdFC) as a follower/friend for monitoring purposes.
- All personal accounts will feature a disclaimer to state the comments made are the opinion of the individual and in no way represent the views of Cambridge United Football Club.
- You will not use any foul, offensive or derogatory language on any social media site.
- You will not post any inappropriate content, including images, to any social media site.
- You will remember that at all times they are a representative of Cambridge United Football Club and will act in a professional manner, both in person and via the internet.

## Key Contacts and Helpful Resources

### Cambridgeshire FA

- County FA Designated Safeguarding Officer- Diane Bradshaw: 01223 209021
- The FA CRC Unit: 0845 210 8080

<http://www.cambridgeshirefa.com/volunteer/safeguarding>  
[www.TheFA.com/footballsafesafe-](http://www.TheFA.com/footballsafesafe-) [footballsafesafe@TheFA.com](mailto:footballsafesafe@TheFA.com)

### NSPCC

- NSPCC 24-hour helpline for advice on 0808 800 5000
- Text 88858
- Email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

### Local Authority Designated Officer (LADO) team:

- Contact [LADO@cambridgeshire.gov.uk](mailto:LADO@cambridgeshire.gov.uk)

### Telephone contacts:

- 01223 727967;
- Out of Hours Emergency Duty Team: 01733 234724.

### Cambridgeshire and Peterborough Safeguarding Board:

<https://www.safeguardingcambspeterborough.org.uk/concerned/>

- CAMBRIDGESHIRE Children's Services: 0345 045 5203 /Adult Services: 0345 045 5202
- PETERBOROUGH Children's Services: 01733 864180 /Adult Services: 01733 747474
- Emergency Duty Team (Out of Hours): 01733 234724.

## Complaints and Appeals

Any staff, volunteers and participants who have any complaints regarding Cambridge United's safeguarding should refer to Cambridge United's Complaints and Appeals Policy. Cambridge United welcomes complaints that can support the organisation to safeguard children and adults at risk in the most effective way.

## Photography and Digital Images

Cambridge United FC utilises designated photographers within the Club to document activities and events. Parental consent must be obtained before any child or young person that is participating in a Club activity is photographed or filmed.



The exception to this, when written consent is not required, is when a child or young person attends the Abbey Stadium as a spectator (e.g. on a match day) whereby the parent/carer allowing their child to enter the Stadium they thereby provide consent for that child's image to be captured and used by the Club. This is in line with EFL Ground Regulations 25 and 27.

### Preventing Radicalisation and Extremism

Protecting children from the risk of radicalisation is part of Cambridge United's wider safeguarding duty. As with managing other safeguarding risks, staff should be alert to changes in behaviour in children and young people that may indicate they are in need of help or protection. You should use your professional judgement in identifying children who may be at risk of radicalisation and report any concerns to a member of the Safeguarding team. If the team are satisfied with the concern, they will then refer it to the Police and Children's Social Care. If there is immediate risk of a terror activity taking place, you must call 999 or the Anti-Terrorist hotline on 0800 789 321.

### Confirmation

Please sign and return a copy of this Safeguarding Code of Conduct to confirm your understanding and responsibility with regards to safeguarding children and young people. Please also keep a copy for your records.

Cambridge United FC's Safeguarding Children Policy and Procedures can be found in full on the Club website.

Breaches of the Code of Conduct are taken very seriously and may result in your involvement with Cambridge United being terminated.

|            |  |
|------------|--|
| Print Name |  |
| Position   |  |
| Signed     |  |
| Date       |  |

|               | Date           |
|---------------|----------------|
| Policy Update | September 2023 |