



## **Chatham Town Football Club Spectator Safeguarding Policy**

### **1. Introduction**

Chatham Town Football Club (CTFC) is committed to providing a safe and welcoming environment for all spectators. This safeguarding policy outlines the procedures and measures we have in place to protect the welfare of all individuals attending our events, particularly children, young people, and vulnerable adults.

### **2. Policy Statement**

CTFC believes that the welfare of spectators is paramount. We are committed to ensuring that all necessary steps are taken to protect spectators from harm, abuse, or exploitation. We aim to promote best practices in safeguarding and to ensure that all our staff, volunteers, and representatives are aware of their responsibilities.

### **3. Definitions**

- Child: Any person under the age of 18.
- Vulnerable Adult: Any person aged 18 or over who is, or may be, unable to take care of themselves or protect themselves against significant harm or exploitation.
- Safeguarding: Protecting individuals' health, well-being, and human rights, enabling them to live free from harm, abuse, and neglect.

#### 4. Responsibilities

- Club Welfare Officer (CWO): The CWO is responsible for implementing and overseeing the safeguarding policy. They ensure that all safeguarding concerns are handled appropriately and that staff are trained in safeguarding practices.
- Staff and Volunteers: All staff and volunteers have a duty to safeguard spectators and to report any concerns to the CWO.
- The board is responsible for ensuring that safeguarding is integrated into the club's policies and procedures.

#### 5. Code of Conduct

All staff, volunteers, and representatives of CTFC must adhere to the following code of conduct:

- Treat all spectators with respect and dignity.
- Avoid any behavior that could be interpreted as inappropriate or abusive.
- Report any concerns or incidents to the CWO/DWO immediately.
- Ensure that any interactions with children, young people, or vulnerable adults are conducted in a transparent and open manner.

#### 6. Safeguarding Procedures

##### 6.1. Recruitment and Training

- All staff and volunteers will undergo background checks, including a DBS where appropriate.
- Staff and volunteers will receive safeguarding training where applicable to recognise signs of abuse and understand how to respond to safeguarding concerns.

##### 6.2. Reporting Concerns

- Any concerns about the welfare of a spectator should be reported to the CWO immediately.
- The CWO will take appropriate action, which may include contacting relevant authorities or safeguarding bodies.

##### 6.3. Responding to Allegations

- Allegations against staff or volunteers will be taken seriously and investigated promptly.
- The club will work with local authorities and safeguarding bodies to address any allegations appropriately.

#### 6.4. Risk Assessment

- Regular risk assessments will be conducted to identify and mitigate potential safeguarding risks.
- Safety measures will be put in place to ensure a secure environment for all spectators.

#### 6.5. Communication and Awareness

- This policy will be communicated to all staff, volunteers, and spectators (through the club's website)
- The policy will be available on the CTFC website and at the club premises.

#### 7. Inclusion and Diversity

CTFC is committed to promoting an inclusive environment where all individuals feel valued and respected, regardless of age, gender, disability, race, religion, or sexual orientation.

#### 8. Review and Monitoring

This policy will be reviewed annually or in response to any significant changes in legislation or club practices. The DSO will monitor the implementation of the policy and report to the management team on its effectiveness.

#### 9. Contact Information

- Club Welfare Officer: Gary Hake- garyhake@chathamtownfc.com
- Deputy Welfare officer: Kelly Robinson- youth@chathamtownfc.com
- Local Authority Safeguarding Board: Medway Council

#### 10. Conclusion

By implementing this safeguarding policy, Chatham Town Football Club aims to create a safe and enjoyable environment for all spectators. We are dedicated to upholding the highest standards of safeguarding and ensuring the welfare of our community.

GH Feb 2027

Next review date: Feb 2027