



CODE OF CONDUCT – SAFEGUARDING

Introduction

Cambridge United Football Club acknowledges its responsibility to safeguard the welfare of every child, young person and adult at risk 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 that 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 and Adults at Risk Policy aims to promote good practice to ensure that the Club:

- Provides children, young people and adults at risk with appropriate protection.
- Provide current and relevant safeguarding training to all staff.
- 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 adults at risk 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.

Your 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 their welfare is paramount in all decisions.
- Undertake any safeguarding training when required.
- Read and comply with Cambridge United FC's Safeguarding Children and Adults at Risk Policy and Procedures.
- Obtain and maintain an FA in date DBS check, if necessary.
- Act appropriately at all times when in contact with children and young people, whether face to face, via social media, phone or electronic communications.
- Remember that their actions and comments across all social media platforms are reflective of them as individuals and their connection to the Club. Staff are requested to think before carrying out any actions online which may put their position at the Club at risk.
- 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 Designated Safeguarding Officers.
- 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.
- Always conduct themselves in a way that reflects credit upon Cambridge United Football Club.

Unacceptable practices

There are certain behaviours that are never permissible and could lead to dismissal from Cambridge United. These include but are not limited to:



- Using your position to intimidate, bully, threaten, discriminate against, coerce or undermine children and young people, adults at risk, volunteers or staff.
- Behaving or communicating with children and young people or adults at risk, either in person or via social media channels, that seeks to build inappropriate relationships.
- Engaging in or attempting to engage in sexual or inappropriate relationships with children, young people or adults at risk.
- Carrying out your duties whilst adversely affected by alcohol, drugs or solvents.
- Smoking, vaping or drinking alcohol whilst on duty.
- Encouraging or assisting others to break the law in any way.

Any breach of the safeguarding code of conduct may result in disciplinary action or dismissal. Following any investigations, if breaches of the code of conduct are found, these will be reported to regulatory bodies, the relevant local authorities and/or the police as appropriate.

Whistleblowing

Any whistleblowing complaints will be dealt with in accordance with Cambridge United's Whistleblowing Policy. Whistleblowing complaints will always be taken seriously and anyone who makes a whistleblowing complaint will be protected from detriment and dismissal. The victimisation or harassment of a whistleblower will be considered a disciplinary offence. However, anyone who knowingly makes a false accusation in accordance with the Whistleblowing policy could be subject to disciplinary action in accordance with the Club's Disciplinary Policy. Where the issue of concern is so serious that the person does not feel able to report it to an employee of the Club, s/he may obtain free, confidential advice from the independent charity Public Concern on 020 7404 6609.

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 you are a representative of Cambridge United Football Club and will act in a professional manner, both in person and via the internet.

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 Cledara 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.



For scoreboard announcements, the content is the sole responsibility of the sender and Cambridge United Football Club does not accept any responsibility for any errors or inaccuracies within it. Unless we receive a written request explicitly stating otherwise, all photos and messages submitted will be displayed on our SLO Facebook page and website with initial submission implying consent for publication.

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 - footballsafesafe@TheFA.com

NSPCC

- NSPCC 24-hour helpline for advice on 0808 800 5000
- Text 88858
- Email help@nspcc.org.uk

Local Authority Designated Officer (LADO) team:

- Contact 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

Anyone who has 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.

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 Designated Safeguarding Officer. The concern may then be referred 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, young people and vulnerable adults and to confirm that you have read and understood the club's Safeguarding Children and Adults at Risk Policy.



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 disciplinary action or dismissal from Cambridge United Football Club.

Print Name	
Position	
Signed	
Date	

	Date
Policy Update	31/05/2024