







SAFEGUARDING POLICY AND PROCEDURE

Creating and Maintaining a Safer Culture
for Children, Young People and Adults at Risk

SEASON 2025/26

Review Date: 05.03.26

CONTENTS

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing

Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Referral and Escalation
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts
External Contacts

SCOPE:

	Staff Group	Casual Workers
Everton Football Club	☑	☑
Everton Women	☑	☑
Everton in the Community	☑	☑
Everton Free School	☐	☐

References in this Policy to "the Club" shall be construed as referring to the relevant entity within the Everton Family for which the employee in question works.

POLICY



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

OUR COMMITMENT

Everton Football Club is committed to providing a positive, inclusive experience for all individuals who engage with the Everton Family.

We expect everybody who works with children, young people and adults at risk to share our commitment to safeguarding, demonstrating a **'NIL SATIS'** approach in everything we do.

In combination with our safeguarding procedures, this Policy provides clear, robust safeguarding standards for everyone involved with the Everton Family to protect children, young people and adults at risk.



Angus Kinnear
Chief Executive Officer Everton Football Club

Everton in the Community is committed to providing a positive, inclusive experience for all individuals who engage with the charity.

Everton in the Community uses the power of sport to motivate, educate and inspire people in our local communities to improve their life chances.

Clear, robust safeguarding procedures are core to our best practice approach in protecting the children, young people, and adults at risk who we work with.



Sue Gregory
Chief Executive Officer
Everton in the Community

Nothing is more important to us than the protection of children, young people and adults at risk who engage with Everton Football Club and the Everton Family - whether you are a player, employee, participant, volunteer or fan, you have the right to feel safe and protected when you interact with us.

We have invested to ensure that we have the right safeguarding people, processes and systems in place to systematically monitor and minimise the risks to our stakeholders, and to respond rapidly and effectively to safeguarding issues as they occur. This policy sets out how our safeguarding framework achieves this, in line with Premier League best practice.



Alison Haynes
Senior Safeguarding Lead
Everton Football Club

Our Family and Authentic values are core to our approach to safeguarding across the Club and Charity.

Any disclosure by a child, young person or adult at risk will be listened to and treated with the respect it deserves.

The Safeguarding Team will act with integrity and humility, and use their professional expertise to support any child, young person or adult at risk who has made a disclosure.

Policy

Procedures

i. Case Management Procedure
- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

SAFEGUARDING AT EVERTON

WHAT IS SAFEGUARDING?
The term safeguarding is a shortening of the phrase:

> **SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK**

A safeguarding programme broadly includes:

- the creation of a positive, safe and inclusive environment for all programme participants and the workforce;
- protecting children from maltreatment, including the protection of all children, young people and adults at risk from abuse, harm or exploitation;
- preventing impairment of children's health or development, ensuring that children and young people are healthy and supported to develop, learn and grow;
- ensuring children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes;
- ensuring that all members of the workforce comply with applicable law, regulations and recognised safeguarding good practice;
- providing clear, accessible and confidential ways for individuals, including children, young people, parents/carers and staff, to report concerns and know they will be listened to and taken seriously; and
- maintaining a clear and robust framework of safeguarding strategies, policies and procedures to ensure we meet and uphold our safeguarding commitment

WHO WILL WE WORK WITH TO KEEP SAFE?
Across the Club and Charity we work with a range of children, young people and adults at risk.

A child or young person is anyone aged under 18.

An adult at risk is any adult aged 18 years and older who:

- has a need for care and support (whether or not the Local Authority is meeting any of those needs);
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

Where young people (aged 18 or over) are still receiving the support of children's services and a safeguarding issue is raised, the matter should be dealt with through adult safeguarding arrangements.

EQUALITY AND DIVERSITY
All children, young people and adults at risk, regardless of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion and/or sexual orientation (defined as Protected Characteristics within the Equality Act 2010) have the right to equal protection from all types of harm or abuse.

Policy

Procedures

i. Case Management Procedure
- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

- Supporting Procedures and Standards
- Allegations Against Staff Flowchart
- Non-recent Allegations of Abuse Flowchart
- Safeguarding Risk Criteria
- Types of Abuse
- Additional Safeguarding Issues
- Internal Contacts

ABUSE AND POOR PRACTICE

ABUSE
Abuse is an action or series of actions intended to harm, or be to the detriment of, another person (Appendix: Types of Abuse).

POOR PRACTICE
Poor practice is a failure to provide a good standard of care and support. Persistent poor practice can cause harm and can become abuse.

This Policy is designed to protect the people most vulnerable to abuse: **children, young people and adults at risk.**

POSSIBLE SIGNS AND INDICATORS OF ABUSE

- Unexplained bruises or injuries;
- Lack of medical attention or treatment to injuries;
- A person's belongings or money going missing;
- No longer attending or enjoying a session;
- Not responding to communications;
- Sudden weight gain or loss;
- Unkempt appearance;
- Lack of suitable kit for the activity;
- A deterioration in hygiene;
- A change in behaviour or confidence;
- Becoming quiet and withdrawn;
- Self-harm;
- Fear of a particular individual or group of people;
- A parent or carer always speaking on the person's behalf; and
- You may be told the person is being abused, by them or otherwise.

If you recognise any of these indicators in children, young people or adults at risk, you must act upon it and record it on My Concern.

You can seek guidance from any member of the Safeguarding Team by telephone or via safeguarding@evertonfc.com.

Policy

Procedures

i. Case Management Procedure
- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CREATING A SAFE ENVIRONMENT

A SAFE ENVIRONMENT

We seek to create a safe and welcoming environment, where our safeguarding practice is widely understood and openly discussed, and where the workforce recognises the role they play in keeping children, young people, adults at risk, themselves and their colleagues, safe from harm.

To achieve and develop this safe environment, we:

- have a robust suite of clear policies, protocols and guidance to enable the delivery of best safeguarding practice;
- provide training, advice and support to all employees working with children, young people and adults at risk;
- have a strong Safer Recruitment Procedure, underpinned by Disclosure and Barring Service (DBS) checks;
- respond to complaints, concerns and allegations seriously, with all investigations led by dedicated safeguarding professionals;
- work with relevant football governing and regulatory bodies, statutory agencies and other welfare bodies to meet and comply with all safeguarding regulations and standards;
- promote safeguarding in our staff base through the Everton Values and Behavioural Framework; and
- encourage the review and challenge of our processes and procedures to achieve best practice.

Our Safeguarding culture is underpinned by compliance with:

- Government legislation:
- Keeping Children Safe in Education 2025;
- Working Together to Safeguarding Children 2023;
- Children's Act 2004;
- Counter-Terrorism and Security Act 2015; Care Act 2014;
- Data Protection 2018

- the Affiliated Football Safeguarding Framework;
- the FA Safeguarding Regulations;
- the Premier League Rules;
- the Premier League Safeguarding Standards; and
- the Premier League Charitable Fund Safeguarding Standards.

OUR EXPECTATIONS

All employees, casual workers, volunteers, contractors and partners are expected to:

- act in the best interests of children, young people and adults at risk;
- familiarise themselves with this Safeguarding Policy and associated procedures;
- know who the Safeguarding Team is and how to contact them;
- know how to make a referral when they have a concern about a child, young person or adult at risk; and
- maintain an attitude of vigilance and a belief that 'it could happen here'.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

REGULATORY FRAMEWORK

ENSURES EFFECTIVE POLICIES, LEADERSHIP AND SCRUTINY



Alison Haynes
Senior Safeguarding Lead

FOOTBALL

Catherine Wright
Director of Women's Football Operations

SAFEGUARDING

Paul Cuthbert
Head of Safeguarding

Gary Featherstone
Safeguarding and Player Care Manager

Julie Lloyd
Safeguarding Manager, EitC

Hayley Yates
Academy Safeguarding Manager

Daisy Carpenter
Business Support

CLUB

Dave Lewis
Head of Security and Stadium Safety Officer

Scott McLeod
Director of Engagement and Communications

Sarah Tempera
Head of People

Sue Gregory
Chief Executive Officer, EitC

COMMUNITY

Mike Salla
Deputy Chief Executive Officer

SAFEGUARDING CHAMPIONS NETWORK

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

PROCEDURES



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CASE MANAGEMENT PROCEDURE



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CASE MANAGEMENT PROCEDURE

CONCERNS ABOUT POOR PRACTICE
Staff should feel able to raise concerns about poor or unsafe practice.

Any concerns about poor practice must be reported immediately to their relevant Head of Department or the Safeguarding Team.

Reports can also be made to the dedicated confidential reporting hotline on 0151 808 1272 or confidential.reporting@evertonfc.com.

Repeated incidents of poor practice will be referred to the Football Association Safeguarding Team.

CONCERNS EXTERNAL TO THE CLUB OR CHARITY
Concerns about the welfare of a child, young person or adult at risk outside of the Club or Charity setting should be reported to the Safeguarding Team immediately.

REPORTING A CONCERN
Any and all safeguarding concerns should be reported using 'My Concern'

Safeguarding referrals must be made within 24 hours of a disclosure.

CONCERNS ABOUT A COLLEAGUE
If a concern is raised involving a member of staff, the HR Team will be notified by the Safeguarding Team, and an investigation performed in line with the Allegation Against Staff Policy.

If a concern raised involves a member of the Safeguarding Team, the Senior Safeguarding Lead must be contacted immediately.

Abuse can take many forms. Concerns about the welfare of a child, young person or adult at risk within a Club or Charity setting should be reported to the Safeguarding Team immediately.

NON-RECENT ALLEGATIONS OF ABUSE
Allegations concerning staff who no longer work at the Club, or historical allegations will be reported to the Local Authority Designated Officer, the FA and the Police by the Safeguarding Team. (Appendix: Non-recent Allegations of Abuse Flowchart)

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CASE MANAGEMENT PROCEDURE

NOTIFYING PARENTS, CARERS OR FAMILY MEMBERS

In the event of a safeguarding concern, suspicion or disclosure, a member of the Safeguarding Team will make contact with the parents, carers or appropriate family members of the child, young person or adult at risk.

Any concerns will be discussed sensitively and factually.

If the Safeguarding Team believe that notifying parents, carers or family members could increase the risk to the child, young person or adult at risk, advice will first be sought from the relevant Social Care body/authority.

RECORD-KEEPING

Accurate and timely record-keeping of concerns raised and the actions taken in relation to them is essential. It assists the Club to identify causes for concern at an early stage, and to monitor and manage safeguarding practices.

To support case reporting, a dashboard of key case metrics is provided to the SLT and the Charity Trustees.

EXTERNAL AGENCIES

Where there is concern about the immediate safety of a child or adult at risk, and it is deemed either inappropriate or not possible to follow internal referral procedures, information may be shared directly with the Police, Local Authority, Social Services and/or other appropriate external organisations.

Where the concern is an adult at risk, it is important to obtain consent of the adult prior to sharing the information.

The Head of Safeguarding must be notified as soon as practicable on the actions taken by that individual.

DELIVERY TO AN EXTERNAL PARTNER

Any safeguarding concern arising from activities working with organisations external to the Club or Charity should be reported to both the relevant external organisation and the Safeguarding Team.

The relevant external organisation's safeguarding policy and procedures will take the lead in the management of any concern.

The Head of Safeguarding may decide to make a referral to other agencies and will advise the external organisation when this course of action has been taken.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CASE MANAGEMENT PROCEDURE

PREVENT DUTY

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on specified authorities, including education providers and organisations working with children and young people, to have due regard to the need to prevent people from being drawn into terrorism. All agencies working with children, young people and adults at risk must adhere to the prospect of preventing radicalisation.

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Staff should be alert to any changes in an individual's behaviour, which could indicate that they may be in need of help or protection.

If there is any concern that a child, young person or adult at risk is at risk of extremist ideology and radicalisation, the first point of contact is the Safeguarding Team.

Alternatively, Merseyside Police can be contacted via the 101 system, you can call on 0151 777 8311 or email msoc.prevent@merseyside.police.uk

HEALTH AND WELLBEING

'Health and Wellbeing' includes both physical and mental health and wellbeing.

The Club or Charity may, in the course of its activities, identify a child, young person or adult at risk where their physical or mental health and wellbeing is a cause for concern.

In such circumstances, the Safeguarding Team should be notified in the first instance who will follow the required referral and escalation procedure.

ZERO TOLERANCE ON BULLYING

Bullying is a behaviour intended to hurt someone physically or emotionally and is a repeated pattern. It can happen anywhere. Everton Football Club and Everton in the Community have a zero-tolerance approach to bullying.

Any incidents of bullying of a child, young person or adult at risk must be reported to the Safeguarding Team immediately via the Club's approved safeguarding reporting systems, including 'My Concern' and 'My Voice.'

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CASE MANAGEMENT PROCEDURE

REFERRAL TO GOVERNING BODIES

FOOTBALL AUTHORITIES

A referral must be made to the Football Association within 24 hours where the following thresholds are met:

Any information received by a Professional Club or CCO regarding the abuse, harm or exploitation of a Child or Adult at Risk by an individual who is or has previously been involved in football related activity in any capacity. This includes any current, prospective or a former employee, volunteer, consultant, player (including academy players as defined in the Premier League and EFL Youth Development Rules), third party contractor and casual worker of any Professional Club or CCO whether the evidence relates to their performance, a recent or a non-recent allegation. This also includes any referrals made to external agencies;

- Any information received by a Professional Club or CCO regarding an allegation of a sexual offence of any nature, against anyone (irrespective of whether that person is a child or an adult at risk), by an individual who is or has previously been involved in football related activity in any capacity. This includes any current, prospective or a former employee, volunteer, consultant, player (including academy players as defined in the Premier League and EFL Youth Development Rules), third party contractor and casual worker of any Professional Club or CCO and whether the evidence related to a recent or a non-recent allegation. This also includes any referrals made to external agencies; and
- A third (or subsequent) incident or allegation of low-level concerns (as defined the FA safeguarding policies and procedures), whether similar in nature or otherwise, in relation to a Child or Adult at Risk involving the same Associated Person

CHARITY COMMISSION

A referral should be made to the Charity Commission where the following thresholds are met:

- any incident that results in significant harm to children, young people and/or adults at risk;
- a breach of Everton in the Community's policies or procedures that puts children, young people and/or adults at risk, at risk of harm;
- failure to carry out checks which would have identified that a person is disqualified in law, under government legislation, from working with children, young people or adults at risk; or
- any allegation of abuse of a child, young person and/or adult at risk while under the care of Everton in the Community, or by someone connected to Everton in the Community (e.g. a Trustee, employee, volunteer, consultant or other person who comes into contact with Everton in the Community through their work).

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ALLEGATIONS AGAINST STAFF (1 of 2)

We must accept that some professionals do pose a serious safeguarding risk and we must act on every allegation.

In circumstances where the Club is notified of a safeguarding concern against a member of staff or volunteer where they have:

- behaved in a way that has, or may have, harmed a child, young person or adult at risk;
- possibly committed a criminal offence against, or related to a child, young person or adult at risk;
- behaved in a way that indicates they may pose a risk of harm to children, young person's and adults at risk, which can include behaviour in their personal life that raises safeguarding concerns, and/or;
- behaved, or may have behaved, in a way that indicates they may not be suitable to work with children, young people or adults at risk. This includes behaviour that may have happened outside of working arrangements, known as 'transferable risk'.

Three types of investigation can be instigated:

- a criminal investigation led by the Police;
- an investigation led in a multi-agency approach by the Local Authority; and/or
- a disciplinary, misconduct or internal investigation led by Everton Football Club, which may also involve Regulatory Authorities.

Any allegations against staff must be reported immediately to the Head of Safeguarding. The Head of Safeguarding will consult with the Local Authority Designated Officer [LADO] or relevant safeguarding authority in line with local safeguarding partnership procedures.
(Appendix: Allegations Against Staff Flow Chart)

Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress.

The People, Culture and Workplace Wellbeing Team will be notified of the allegation and will conduct an internal investigation.

Staff will be supported by the HR People Partner during any investigation.

It is extremely important that when an allegation is made, every effort is made to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

Any member of the workforce who feels it is not possible or appropriate to raise their concerns within the Club internally should contact the Local Authority Designated Officer directly.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ALLEGATIONS AGAINST STAFF (2 of 2)

SAFEGUARDING	The Safeguarding Team will conduct an internal investigation. The Head of Safeguarding will notify the Local Authority Designated Officer, or Adult Social Care Manager, the relevant Head of Department, and the Senior Safeguarding Lead within 24 hours of disclosure.	Allegations against staff will be classed as 'High Risk' in the Case Management Procedure and the Senior Safeguarding Lead and other senior internal stakeholders will be notified, as required.	If the allegation is made against a member of the Safeguarding Team, the Head of Operational Governance will assume the duties ordinarily performed by the Head of Safeguarding.
PEOPLE SERVICES	The People Services Team will conduct an internal investigation.	This investigation will only by conducted following agreement with the Local Authority Designated Officer, to ensure that any internal procedures do not compromise any external investigations.	
LOCAL AUTHORITY	The Local Authority Designated Officer provides support to the Club to agree where the matter can be managed internally.	Where there is evidence of serious safeguarding risk or criminality the Local Authority Designated Officer leads an interdisciplinary investigation and provides actions to be taken by the Club.	
GOVERNING BODIES	Governing Bodies include the Premier League, the Football Association and the Charities Commission.	Referrals will be made to these authorities.	
POLICE	The Police will be involved if the allegation involves any element of criminality or criminal behaviour.		

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

RESPONDING TO DISCLOSURES, ALLEGATIONS AND CONCERNS



Policy

Procedures

i. Case Management Procedure

- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

- Supporting Procedures and Standards
- Allegations Against Staff Flowchart
- Non-recent Allegations of Abuse Flowchart
- Safeguarding Risk Criteria
- Types of Abuse
- Additional Safeguarding Issues
- Internal Contacts

RESPONDING TO DISCLOSURES, ALLEGATIONS AND CONCERNS

In the event that a child, young person or adult at risk makes an allegation or a disclosure of abuse, it is important to:

LISTEN

- Give your full attention to the person disclosing.
- Respect pauses and don't interrupt the person disclosing.
- Limit any questioning to the minimum necessary to seek clarification only. When seeking clarification, use the language of the person disclosing to show that it is their experience.

REASSURE

- Provide reassurance that the person disclosing is being taken seriously and that they are not to blame.

VIEWS AND WISHES

- Engage the person disclosing as far as possible about how best to respond to their safeguarding situation.

TAKE ACTION

- Always act in the best interests of children, young people and adults at risk.
- Explain to the person disclosing what action you will be taking and that you will support them through the process.
- **Report the incident on My Concern.**
- **You must make a written record of the incident in detail as soon as possible, or at least within 24 hours of being made aware.**

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

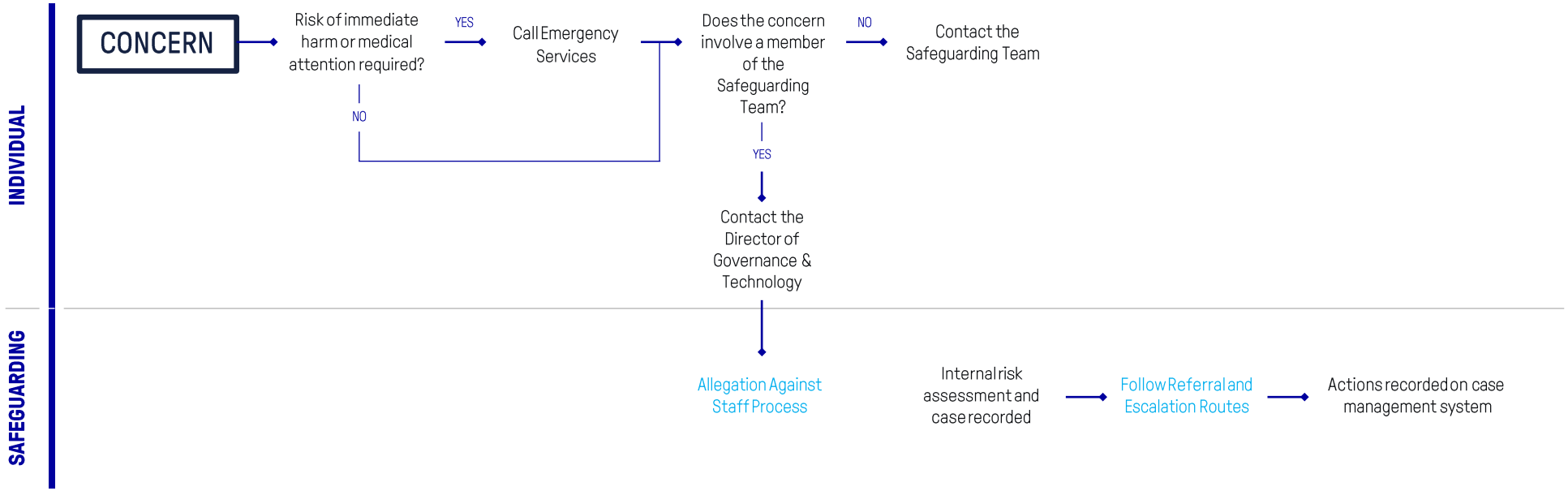
Types of Abuse

Additional Safeguarding Issues

Internal Contacts

RESPONDING TO A CONCERN

IF YOU HAVE A SAFEGUARDING CONCERN



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

SAFER RECRUITMENT PROCEDURE



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

SAFER RECRUITMENT PROCEDURE

SAFER RECRUITMENT

The Club and Charity operate rigorous recruitment and selection processes to ensure the most suitable candidates are selected.

When recruiting for a position that involves significant contact with children, young people or adults at risk, the Club ensures that every prospective member of the workforce is suitable and safe to do so by:

- requiring the completion of a Self-Disclosure Form declaring any unspent convictions;
- verifying applicants' identity and their eligibility to work in the UK;
- the completion of screening checks via the Disclosure and Barring Service;
- requiring two references, including one from an individual at the applicant's most recent post working with children, young people or adults at risk;
- verifying professional qualifications and their experience;
- ensuring interview questions include relevant safeguarding questions

In the event that any of the pre-employment checks identify an issue, a risk assessment interview will be convened with at least two members of the Safeguarding Team.

An offer of employment or casual work may be withdrawn if the outcome of the assessment fails to satisfy the interviewers of the individual's suitability to work with children, young people or adults at risk.

TRAINING

It is important that staff receive training and awareness to enable them to recognise the possible signs of abuse, neglect and exploitation and to know what to do if they have a concern.

All employees will complete the following:

- Safeguarding Induction
- Premier League E-Learning module
- Localised [area specific] safeguarding induction
- FA Safeguarding Course [staff working in football environments]

All new employees will also receive a copy of the Club's Safer Working Practice Guidance during the onboarding process, and will also receive a colleagues' Handbook, which provides further safeguarding information. Employees and casual workers will receive additional safeguarding training depending on the nature of their role.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

MATCHDAY PROCEDURE



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

MATCHDAY PROCEDURE

SAFEGUARDING ON A MATCHDAY
Everton Football Club is committed to providing a positive experience for all matchday attendees.

We have a designated Matchday Safeguarding Team, consisting of a Senior Safeguarding Lead, a Head Safeguarding Steward, a Deputy Head Safeguarding Steward and a team of up to twenty Safeguarding Stewards to on duty for all senior fixtures.

Any supporter who has a safeguarding concern whilst attending a match at Hill Dickinson Stadium, Goodison Park or any other Club site, should notify the nearest steward who will notify a member of the Safeguarding Team.

The Club will abide by the Safeguarding Matchday Operating Standard, which sets out the Club's arrangements in detail. This is reviewed annually.

Alternatively, matchday attendees can report a safeguarding concern to safeguarding@evertonfc.com.

Matchday attendees at Goodison Park can also text **HELP** to **60030**.



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

RESIDENTIAL ACCOMMODATION PROCEDURE



Policy

Procedures

i. Case Management Procedure

- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

- Supporting Procedures and Standards
- Allegations Against Staff Flowchart
- Non-recent Allegations of Abuse Flowchart
- Safeguarding Risk Criteria
- Types of Abuse
- Additional Safeguarding Issues
- Internal Contacts

RESIDENTIAL ACCOMMODATION PROCEDURE

RESIDENTIAL ACCOMMODATION

The Club or Charity may, in the course of its activities, be required to provide both short and long-term accommodation for children, young people or adults at risk.

Wherever such situations arise, the highest level of diligence is applied to the arrangements, with a safeguarding and health and safety risk assessment completed in advance.

All host families are subject to a rigorous assessment process and recruited in compliance with the Safer Recruitment Procedure and the Club's Host Family Policy. The process will include a detailed assessment of the family by the Head of Safeguarding.



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

CONFIDENTIALITY AND INFORMATION SHARING PROCEDURE



Policy

Procedures

i. Case Management Procedure

- Concerns
- Prevent Duty
- Mental and Emotional Wellbeing
- Anti-Bullying
- Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

- Supporting Procedures and Standards
- Allegations Against Staff Flowchart
- Non-recent Allegations of Abuse Flowchart
- Safeguarding Risk Criteria
- Types of Abuse
- Additional Safeguarding Issues
- Internal Contacts

CONFIDENTIALITY AND INFORMATION SHARING PROCEDURE

CONFIDENTIALITY

The Club keeps a record of all incidents and concerns reported to the Safeguarding Team. All information collected and stored, whether verbal or written, will be treated with the utmost sensitivity and handled in accordance with the Data Protection Act 2018 and UK GDPR.

The Data Protection Act and the Club's Data Protection Policy permits staff to share information with relevant agencies, where that information may help to protect a child, young person or adult at risk.

Data protection legislation allows an identifiable individual to request access to information held about them – this is called Subject Access. All Subject Access requests should be referred to the Data Protection Officer at the earliest opportunity and prior to disclosure of any information to the individual.

INFORMATION SHARING

Data protection laws permit information sharing with relevant agencies for safeguarding purposes when an individual has a genuine concern about an individual's welfare or believes the individual may be suffering from harm.

Consent is not required when sharing for safeguarding purposes. The individuals should be informed, however, unless informing individuals would place an individual at greater risk of harm, or otherwise prejudice the purpose of information sharing.

Information sharing is guided by the following principles: the information is necessary and proportionate; relevant; adequate; accurate; timely and secure.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

APPENDICES

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

SUPPORTING PROCEDURES AND STANDARDS

Internal Safeguarding Policies and Procedures

- DBS and Safer Recruitment Policy and Procedure
- Allegations Against Staff Procedure
- Host Family Policy and Procedures
- Anti-Bullying Policy
- Case Management Procedure
- Non-recent Allegations
- of Abuse Procedure
- Whistleblowing and Confidentiality Procedure
- Safer Working Practice Guide

Safeguarding Operating Standards

- U18 Playing Up
- Showers and Changing Rooms
- Remote and Online Delivery
- Trips, Tours and Tournaments
- Loans and Trials

Safeguarding Risk Management

- Partnership Safeguarding Due Diligence
- Safeguarding Risk Assessment Template
- Health and Safety Risk Assessment

Matchday

- Stewards' Handbook
- Matchday Safeguarding Operating Standard
- Mascot Procedures

People Policies

- Employee Disciplinary Policy
- Recruitment Policy
- Social Media Policy

External

- Premier League Safeguarding policies, procedures and standards
- Keeping Children Safe in Education 2025
- Working Together to Safeguarding Children 2023
- Premier League Charitable Fund Safeguarding Policy

Other Relevant Company Policies

- Data Protection Policy
- Health, Safety and Environment Policy and Management System Handbook

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

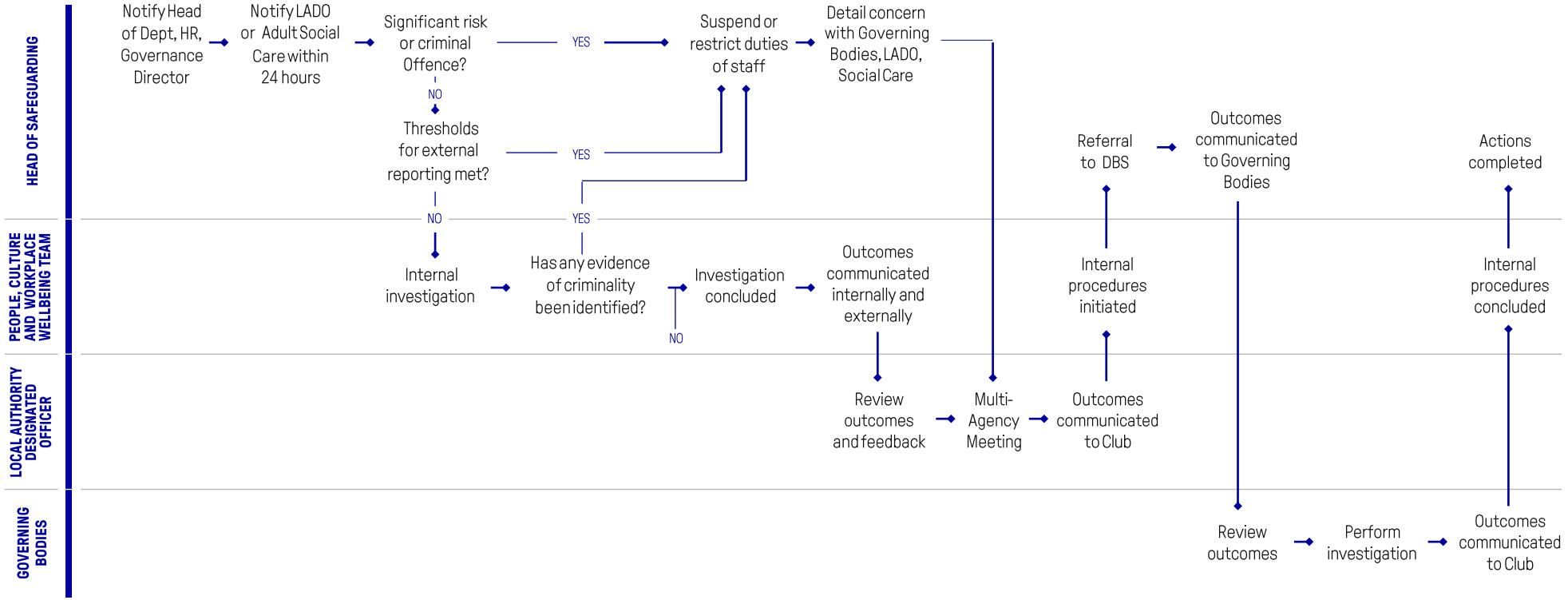
Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ALLEGATIONS AGAINST STAFF

IF AN ALLEGATION IS MADE AGAINST A MEMBER OF THE WORKFORCE



NB: If an allegation is made against a member of the Safeguarding Team, the Head of Operational Governance will assume the duties of the Head of Safeguarding.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

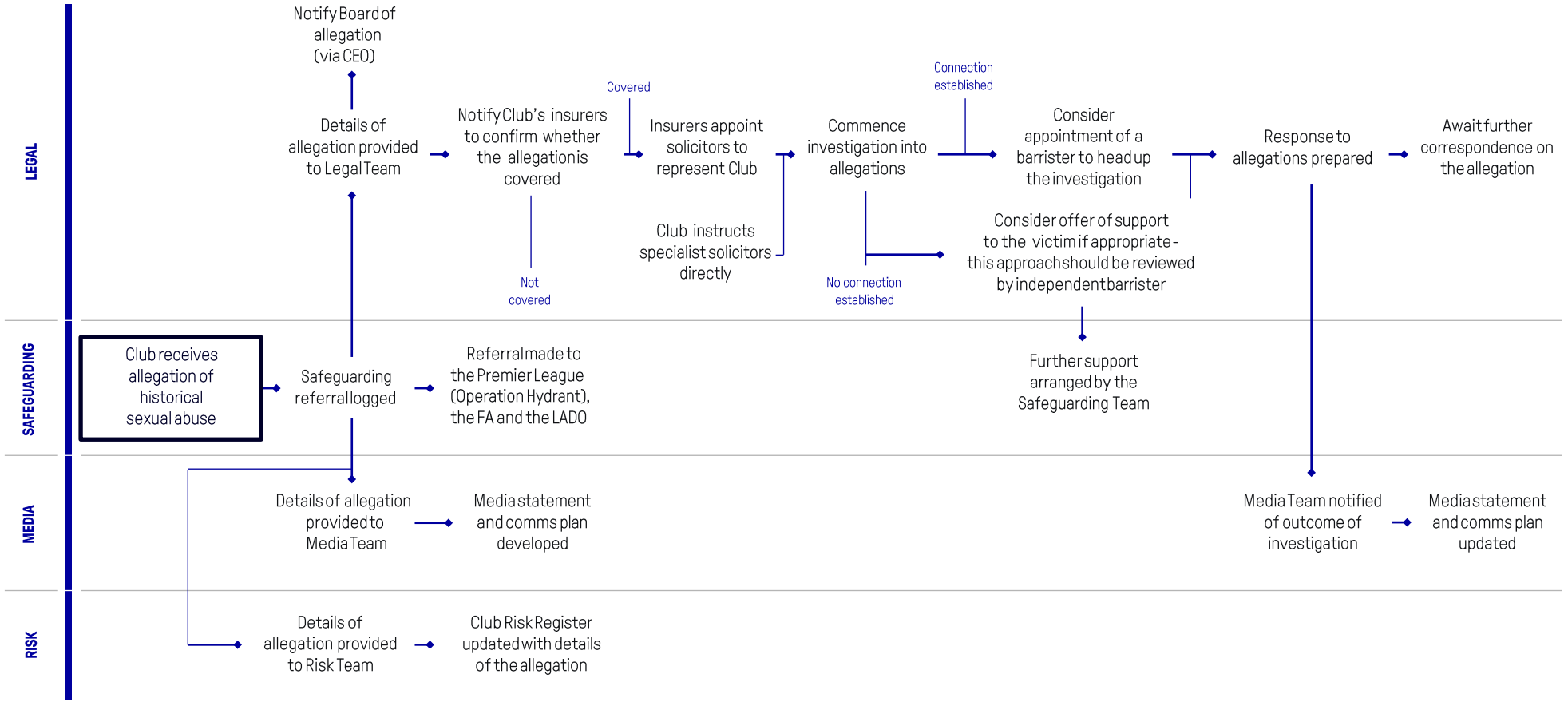
Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

NON-RECENT ALLEGATIONS OF ABUSE



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

SAFEGUARDING RISK CRITERIA

HIGH 4	MEDIUM 3	LOW 2	VERY LOW 1
Serious harm or risk of harm to a child, young person or adult at risk perpetrated by an adult in a position of trust or a member of the workforce.	Potentially serious matters that relate directly to the categories of abuse.	Low level mildly abusive type behaviour or bullying that may be one off, accidental or non-malicious.	Minor concern where a risk of harm does not exist.
Likely or actual criminal activity. Fits into one or more categories of abuse or, there is a serious reputational risk to the business.	Risk of significant but not necessarily serious harm; may include serious bullying type behaviour.	Little risk of harm or actual harm to a child, young person or adult at risk.	Mistaken concerns or confusion over an issue.
Any matter of a sexual nature is usually categorised as 'high'. Matters referred to the Police will almost certainly be 'high'.	Has the potential to be criminal or be a regulatory breach.	Breach of Club or Charity Policy.	Matters that do not fit into the Safeguarding framework but involve a child, young person or adult at risk.
	Likely to have a risk of reputational damage and media interest.	Minimal reputational risk.	No risk of reputational damage.
	May include some sexual matters but unlikely to be criminal (e.g. underage consensual sex between two children).		

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

TYPES OF ABUSE

Children and Young People

Adults at Risk



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

TYPES OF ABUSE – CHILDREN AND YOUNG PEOPLE

NEGLECT, PHYSICAL ABUSE, SEXUAL ABUSE, EMOTIONAL ABUSE AND BULLYING

NEGLECT

Neglect takes place if adults fail to meet a child or young person's basic physical needs, for example, their needs for food, warmth and clothing, or emotional needs such as attention and affection.

PHYSICAL ABUSE

Physical abuse occurs if people physically hit, burn, poison, shake or in some way hurt or injure children and young people, or fail to prevent these injuries from happening.

In sport, physical abuse could happen where training methods are inappropriate for the developmental age of the child or young person.

SEXUAL ABUSE

Sexual abuse occurs when children or young people are used to meet another person's sexual needs. This includes but is not limited to:

- any form of sexual behaviour with a child or young person (by an adult or another child or young person);
- use of sexually-explicit language and jokes;
- inappropriate touching; and/or
- exposure to pornographic material and content.

EMOTIONAL ABUSE

Emotional abuse can be inflicted by other children and young people as well as by adults. Children and young people who are being abused or bullied will also experience emotional abuse. This includes but is not limited to:

- frequent threatening, taunting or sarcastic behaviour;
- withholding affection;
- being extremely over-protective;
- racist or sexist behaviour; and/or
- demeaning initiation ceremonies.

BULLYING

Bullying is a behaviour which hurts another child or young person physically or emotionally. Bullying can involve, but is not limited to, coercing, requiring, forcing or tolerating any humiliating, unwelcome or dangerous activity.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

TYPES OF ABUSE – ADULTS AT RISK (1 of 2)

PHYSICAL ABUSE
Physical abuse of an adult at risk can include, but is not limited to, assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.

SEXUAL ABUSE
Sexual abuse of an adult at risk occurs in the event of sexual acts to which the adult in question has not wilfully consented. This can include but is not limited to:

- rape;
- sexual exploitation;
- indecent exposure;
- sexual harassment or assault;
- inappropriate looking or touching;
- sexual teasing or innuendo;
- sexual photography;
- sexting and revenge porn;
- subjection to pornographic material and content; and
- witnessing sexual acts without consent.

DISCRIMINATORY ABUSE
Discriminatory abuse occurs when an act or act of omission occurs, which discriminates based on a person's religion, ethnicity, sex, gender, age, disability or sexual orientation or any of the protected characteristics of the Equality Act. It may constitute hate crime and could include, but is not limited to:

- providing meals not suitable for religious or cultural needs;
- inappropriate aids or adaptations;
- verbal abuse; and/or
- bullying or degrading treatment.

DOMESTIC VIOLENCE OR ABUSE
Domestic violence or abuse occurs where there is controlling, coercive or threatening behaviour, violence or abuse between those who are or have been intimate partners or family members, regardless of gender or sexuality.

This includes but is not limited to so called 'honour' based violence, female genital mutilation (FGM) and forced marriage. Victims are not confined to one gender or ethnic group.

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

TYPES OF ABUSE – ADULTS AT RISK (2 of 2)

ORGANISATIONAL OR INSTITUTIONAL ABUSE
Occurs when there is neglect and poor care practice within an institution or specific care setting, such as a hospital or care home, or in relation to care provided in one's own home.

NEGLECT OR ACTS OF OMISSION
Neglect or acts of omission in relation to adults at risk can include, but is not limited to:

- ignoring medical, emotional or physical care needs;
- failure to provide access to appropriate health, care and support or educational services; and/or
- the withholding of the necessities of life, such as medication, adequate nutrition and heating.

FINANCIAL OR MATERIAL ABUSE
This occurs through the unauthorised use or theft of money or property and can include, but is not limited to:

- theft;
- fraud;
- exploitation (e.g. pressure in connection with wills, property, inheritance or financial transactions);
- misuse or misappropriation of property, possessions or benefits; and/or
- depriving a person of access to their money, property or assets.

PSYCHOLOGICAL OR EMOTIONAL ABUSE
Psychological or emotional abuse of an adult at risk occurs through deliberate non-physical action intended to manipulate or hurt somebody mentally and emotionally. This can include, but is not limited to:

- threats of harm or abandonment;
- deprivation of contact or isolation;
- humiliation;
- blame;
- verbal abuse;
- bullying or cyber bullying;
- harassment or intimidation;
- coercive control (e.g. controlling or observing victim's daily activities);
- restriction of movement; and/or
- intercepting messages or phone calls.

SELF-NEGLECT
Self-neglect occurs when an individual neglects to care for their personal hygiene, health or surroundings and includes behaviour such as hoarding.

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES



Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (1 of 6)

The Club will refer to experts and professional organisations that are best placed to provide up-to-date guidance and practical support on specific safeguarding issues.

Additional Safeguarding Types of Abuse are based on Department for Education Statutory Guidance Keeping Children Safe In Education 2025 and Working Together to Safeguard Children 2023.

GROOMING

Grooming is when someone builds an emotional connection with an individual to gain their trust for the purposes of abuse or exploitation. This can include but is not limited to:

- offering advice or understanding;
- buying gifts;
- giving the individual attention;
- use of professional position or reputation;
- taking the individual on trips, outings or holidays; and/or
- using secrets and intimidation to control the individual.

RISK OUTSIDE OF THE HOME

Children, young people and adults at risk may be vulnerable to abuse or exploitation from outside their families. Such threats could arise at school and other educational establishments, from their peer groups, the wider community and/or online.

Such threats can take a variety of different forms and children can be vulnerable to multiple threats, including but not limited to:

- exploitation by criminal gangs;
- online abuse;
- sexual exploitation; and/or
- influences of extremism leading to radicalisation.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (2 of 6)

FEMALE GENITAL MUTILATION (FGM)
FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. A girl at immediate risk of FGM may not know what's going to happen, but she might talk about:

- being taken 'home' to visit family for a special occasion to 'become a woman';
- an older female relative visiting the UK; and/or
- she may ask a teacher or another adult for help if she suspects FGM is going to happen or she may run away from home or miss school.

A girl or woman who has had FGM may:

- have difficulty walking, sitting or standing;
- spend longer than normal in the bathroom or toilet;
- behave differently after an absence from school or college;
- be particularly reluctant to undergo normal medical examinations; and/or
- ask for help but may not be explicit about the problem due to embarrassment or fear.

PREVENT RADICALISATION (THE PREVENT DUTY)
Extremism is the vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism is an action that endangers or causes serious violence to a person/people. The use or threat is designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Signs of someone 'at risk' of extremism, radicalisation or committing a terrorist act:

- the individual may talk a lot about a new friend;
- the individual is 'out of character' or displays notable changes in behaviour or mood;
- a cluster of signs, such as: changes dress/appearance; behaviour; language; and peer relationships;
- secretive behaviour;
- loss of interest in friends and activities;
- showing sympathy for extremist causes;
- the glorification of violence; and/or
- the possession of illegal or extremist literature.

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (3 of 6)

TEENAGE RELATIONSHIP ABUSE
Abuse in teen relationships covers more than physical violence and can include pressuring a partner into having sex, controlling behaviour, unnecessary jealousy or anger at the partner.

MODERN SLAVERY AND TRAFFICKING
Human trafficking is a modern-day form of slavery involving the illegal trade of people for exploitation or commercial gain.

Modern slavery can involve exploitation, deception and coercion.
Child trafficking is child abuse.

The main forms of slavery are:

- forced labour;
- forced criminality;
- forced marriage;
- sexual exploitation;
- domestic servitude; and/or
- child slavery.

FORCED MARRIAGE
A marriage in which a female or male does not consent to the marriage but is pressured or bullied into it against their will. Children may be married at a very young age, and well below the age of consent in England and Wales.

In England and Wales, forced marriage is a criminal offence. A forced marriage is not the same as an arranged marriage - an arranged marriage will have the consent of the prospective spouses.

'HONOUR' BASED ABUSE
'Honour' based abuse is committed by those who aim to protect the reputation of their family or community. This can include but is not limited to physical assault, abduction and even murder.

HOMELESSNESS
Being homeless or being at risk of becoming homeless presents a real risk to an individual's welfare. Indicators that a family or an individual may be at risk of homelessness includes, but is not limited to:

- household debt;
- rent arrears;
- domestic abuse; and/or
- anti-social behaviour.

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (4 of 6)

HATE CRIMES
A hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's:

- race or perceived race;
- religion or perceived religion;
- sexual orientation or perceived sexual orientation;
- disability or perceived disability; and/or
- transgender identity or perceived transgender identity.

Hate crimes can include, but are not limited to :

- threatening behaviour;
- assault;
- robbery;
- damage to property;
- inciting others to commit hate crimes;
- harassment; and/or
- online abuse.

COUNTY LINES
County Lines describes gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas of the UK, using dedicated mobile phone lines or other form of "deal line".

Exploitation is integral to County Lines with children, young people and adults at risk being exploited in order to move drugs and money between locations.

Offenders will often use coercion, intimidation, violence, sexual violence and weapons to ensure the compliance of victims.

Children can be targeted and recruited at a number of locations including schools and educational institutions, children's homes and care homes.

CHILD SEXUAL EXPLOITATION
Child sexual exploitation occurs when an individual or group coerces a child or young person into engaging in sexual activity in exchange for something the victim needs or wants, and/or for financial advantage, and/or the increased status of the perpetrator or facilitator.

It can include both penetrative and non-penetrative acts and non-contact sexual activity such as sexually explicit pictures.

Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (5 of 6)

CHILD CRIMINAL EXPLOITATION

Child criminal exploitation occurs when an individual or group coerces a child or young person into engaging in criminal activity in exchange for something the victim needs or wants; and/or for financial advantage; and/or increased status of the perpetrator or facilitator.

A victim may have been criminally exploited even if the activity appears consensual.

The NSPCC identifies the following as indicators of child criminal exploitation:

- frequently absent from and doing badly in school;
- going missing from home, staying out late and travelling for unexplained reasons;
- in a relationship or hanging out with someone older than them;
- being angry, aggressive or violent;
- being isolated or withdrawn;
- having unexplained money and buying new things;
- wearing clothes or accessories in gang colours or getting tattoos;
- using new slang words;
- spending more time on social media and being secretive about time online;
- making more calls or sending more texts, possibly on a new phone or phones;
- self-harming and feeling emotionally unwell;
- taking drugs and abusing alcohol;
- committing petty crimes like shoplifting or vandalism;
- unexplained injuries and refusing to seek medical help; and/or
- carrying weapons or having a dangerous breed of dog.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

ADDITIONAL SAFEGUARDING ISSUES (6 of 6)

PEER-ON-PEER OR CHILD-ON-CHILD ABUSE

Children can abuse other children. This is generally referred to as peer-on-peer abuse and can take many forms:

- abuse within intimate partner relationships;
- bullying, including cyberbullying;
- physical abuse such as hitting, kicking, shaking, biting, or otherwise causing physical harm;
- sexual violence, such as rape, assault by penetration and sexual assault;
- sexual harassment, such as sexual comments, remarks, jokes,
- online sexual harassment, upskirting and sexting; and/or
- initiation/hazing type violence and rituals.

UPSKIRTING

The Voyeurism (Offences) Act came into force on 12 April 2019 making 'upskirting' a criminal offence.

'Upskirting' is where someone takes a picture under a person's clothing without their permission and/or knowledge, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or to cause the victim humiliation, distress or alarm.

SEXUAL VIOLENCE AND SEXUAL HARASSMENT BETWEEN CHILDREN

This can be between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

DOMESTIC ABUSE

Children, young people and adults at risk can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members.

Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts

KEY CONTACTS

SAFEGUARDING AND PLAYER CARE

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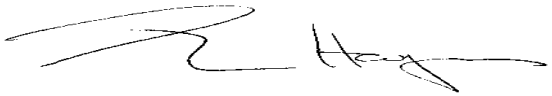
Daisy Carpenter
Safeguarding Business Support Officer
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Policy
Procedures
i. Case Management Procedure
Concerns
Prevent Duty
Mental and Emotional Wellbeing
Anti-Bullying
Allegations Against Staff
ii. Responding to a Disclosure
iii. Safer Recruitment Procedure
iv. Matchday Procedure
v. Residential Accommodation
vi. Confidentially and Information Sharing
Appendices
Supporting Procedures and Standards
Allegations Against Staff Flowchart
Non-recent Allegations of Abuse Flowchart
Safeguarding Risk Criteria
Types of Abuse
Additional Safeguarding Issues
Internal Contacts

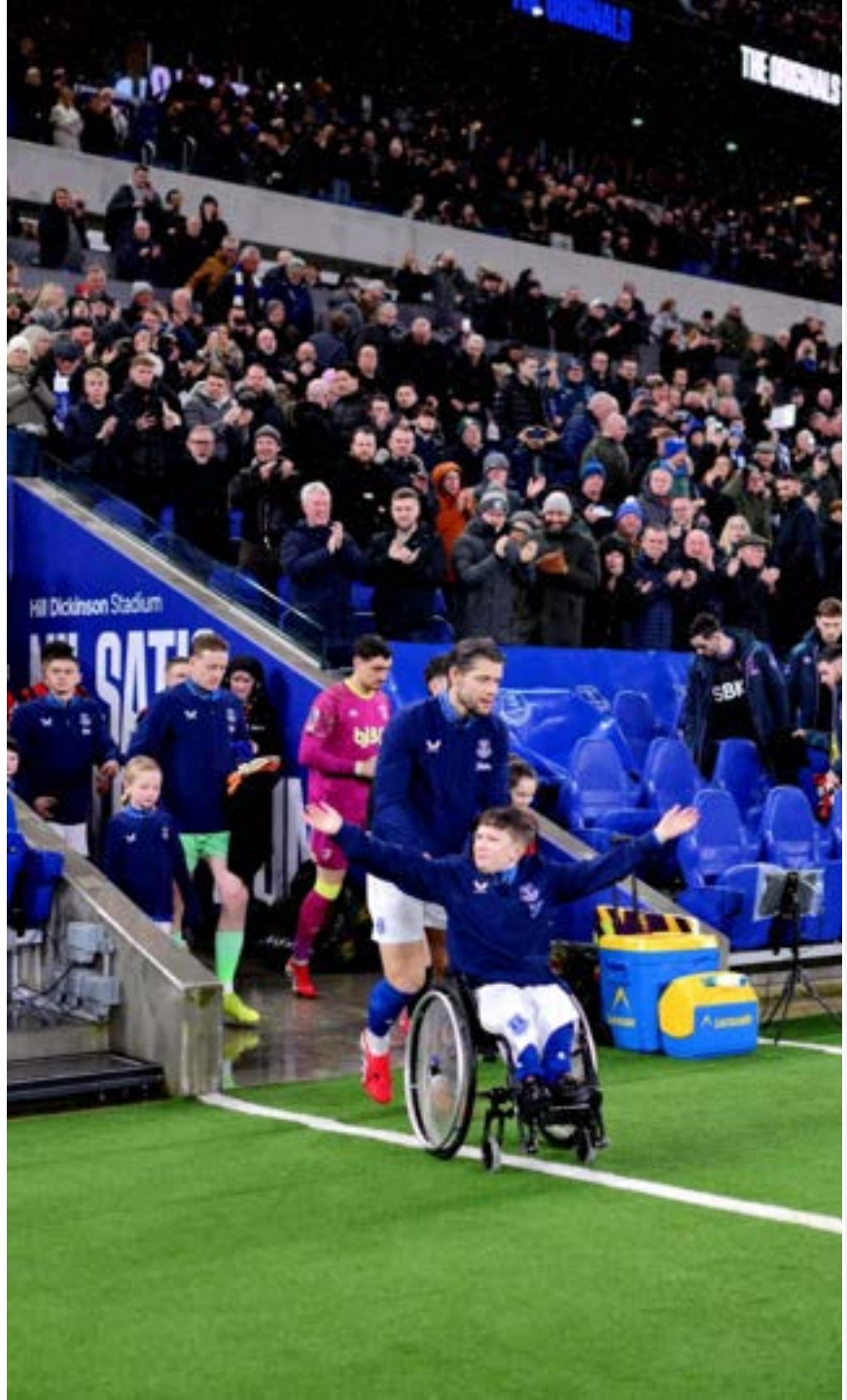
APPROVAL

- Alison Haynes, Senior Safeguarding Lead [on behalf of Everton Football Club], 05.03.26



- Paul Cuthbert, Head of Safeguarding, Everton Football Club and Everton in the Community, 05.03.26





Policy

Procedures

i. Case Management Procedure

Concerns

Prevent Duty

Mental and Emotional Wellbeing

Anti-Bullying

Allegations Against Staff

ii. Responding to a Disclosure

iii. Safer Recruitment Procedure

iv. Matchday Procedure

v. Residential Accommodation

vi. Confidentially and Information Sharing

Appendices

Supporting Procedures and Standards

Allegations Against Staff Flowchart

Non-recent Allegations of Abuse Flowchart

Safeguarding Risk Criteria

Types of Abuse

Additional Safeguarding Issues

Internal Contacts


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