

Birmingham Impact Football Club (BIFC) – Safeguarding Policy

Effective Date: 01/01/2018

Last Review Date: Sep 10, 2025

Responsible Officer: Rico G-Blake

1. Purpose

Birmingham Impact Football Club (BIFC) is committed to creating a **safe, inclusive, and positive environment** for all children and young people who participate in our programs. This policy ensures that all members, staff, volunteers, and coaches understand their responsibilities in protecting children from harm and promoting their well-being.

2. Scope

This policy applies to:

- All children and young people under the age of 18 participating in BIFC activities
 - All staff, coaches, volunteers, contractors, and anyone acting on behalf of the club
 - All club activities, including training sessions, matches, holiday camps, and community events
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3. Core Principles

BIFC commits to:

1. **Prioritizing the welfare of children** above all else.

2. **Recognizing the rights of children** to be protected from harm and abuse.
 3. **Maintaining a safe environment** where children can participate in football safely.
 4. **Encouraging a culture of openness**, where concerns can be raised safely and appropriately.
 5. **Complying with national safeguarding standards**, including FA Safeguarding Framework and local authority guidelines.
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4. Types of Harm

All staff, volunteers, and coaches should be alert to the signs of:

- **Physical abuse:** deliberate physical harm or neglect
 - **Emotional abuse:** persistent maltreatment impacting emotional development
 - **Sexual abuse:** inappropriate sexual contact or exploitation
 - **Neglect:** failure to provide basic needs, supervision, or protection
 - **Bullying or discrimination:** verbal, physical, or online harassment, including gender, race, or disability-based abuse
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5. Staff and Volunteer Safeguards

- **Recruitment:** All staff and volunteers undergo thorough recruitment checks, including references and DBS (Disclosure and Barring Service) checks.
 - **Training:** All staff, coaches, and volunteers receive regular safeguarding training, including child protection, first aid, and anti-bullying.
 - **Code of Conduct:** Staff and volunteers must follow BIFC's Code of Conduct, ensuring respectful and professional interactions with children.
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6. Safer Environment

- **Facilities:** All training and match venues are risk-assessed and maintained to ensure safety.
 - **Supervision:** Children are supervised at all times by qualified adults.
 - **Transport:** Safe transport arrangements are made for off-site activities.
 - **Online Safety:** Digital platforms used by the club (e.g., social media, WhatsApp groups) are monitored and used safely, with parental consent obtained where necessary.
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7. Reporting Procedures

1. **Immediate Concern:** If a child is in immediate danger, contact the **police or emergency services**.
2. **Internal Reporting:** Any safeguarding concern should be reported immediately to the **Club Welfare Officer**.
3. **External Agencies:** If necessary, concerns will be referred to **local safeguarding authorities, social services, or the FA safeguarding team**.

Confidentiality: All reports are handled confidentially and only shared on a “need-to-know” basis.

Contact Details:

- **Club Welfare Officer:** Rico G-Blake
 - **Email:** enquiries@birminghamimpactfc.co.uk
 - **Phone:** 07932357478
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8. Whistleblowing

Staff, volunteers, and players are encouraged to raise concerns about unsafe or unethical behavior. BIFC will support anyone who reports safeguarding issues in good faith and **protect them from retaliation**.

9. Parent/Guardian Responsibilities

Parents and guardians are expected to:

- Provide accurate information about their child's medical and personal needs
 - Communicate any concerns regarding their child's safety
 - Respect and support BIFC's safeguarding policies and procedures
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10. Children's Rights & Participation

- Children are encouraged to voice their opinions, concerns, or suggestions about club activities.
 - Children are educated about their rights, online safety, and how to report concerns in age-appropriate ways.
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11. Policy Review

- This safeguarding policy is reviewed **annually** or following any major incident, change in legislation, or guidance from the FA.
 - The Club Welfare Officer is responsible for ensuring updates are communicated to all staff, volunteers, and relevant stakeholders.
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12. Key Documents & References

- [FA Safeguarding Children Policy](#)
 - [FA Protecting Children in Football: Guidance for Clubs](#)
 - [FA Anti-bullying Policy](#)
 - [DBS \(Disclosure and Barring Service\) guidelines](#)
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Statement of Commitment

Birmingham Impact Football Club is dedicated to ensuring that every child who participates in our programs is **safe, supported, and able to thrive**. We take safeguarding seriously and expect all staff, volunteers, and partners to uphold this commitment.