



**Premier
League**

**A young person's guide to understanding
our safeguarding policy**

Season 2019/20

Introduction

Protecting the safety and welfare of the children and young people we work with is important to us and we work hard to make them feel safe, valued and respected. We expect everyone involved with the Premier League to help us achieve this and to follow our safeguarding policy.

This guide explains:

- What we do to keep children, young people and adults at risk safe from harm and being mistreated;
- What we expect from people who work for us and what you can expect from them;
- What abuse, bullying and safeguarding concerns mean;
- What we will do if we find out that a child, young person or adult at risk has been abused or mistreated; and
- What you should do if you are feeling worried or unsafe, or if you are worried about someone else.

To help you understand our policy, it is important to know what these words mean:

Safeguarding is the work we do to look after your welfare and keep you safe from harm.

Child, children and young people means anyone who has not had their 18th birthday yet.

Adult at risk means someone who is aged 18 years or over who is not able to take care of themselves, or keep themselves safe. This could be for many different reasons like having a disability or mental health issue, or living in a difficult situation, like domestic violence.

Why is this guide important

It is important that you know:

- You have a right to be kept safe
- What we are supposed to do to keep you safe
- How to protect yourself and stay safe
- How you can get help if you need it

How do we keep you safe?



Safeguarding is everyone's responsibility. We also have a Safeguarding Team to support and advise you.



Making sure people who work for us understand our safeguarding policy and their responsibilities.



Empowering everyone to protect themselves and others.



Creating a safe environment to ensure that you have an enjoyable experience.



We make sure that we only work with people and organisations who also believe in keeping children, young people and adults at risk safe.



Taking action when we find out that anyone has been abused, bullied or mistreated.

If you attend any of our club activities, you should know that we have rules in place that clubs must follow to keep you safe. Each club has their own safeguarding policies and procedures.

They also have their own safeguarding staff you can talk to for advice or if you have any concerns about your safety and welfare or if you are worried about someone else.

What we expect

Our policy expects all people who work for us to:

- Know how to keep you safe and protect your rights.
- Know and understand their safeguarding responsibilities.
- Make sure activities are safe.
- Behave in a responsible way and set a good example.
- Respect the differences between everyone.
- Always treat everyone fairly, with respect and in the same way.
- Listen to children, young people and adults at risk and respect their views and wishes.
- Know what abuse, poor practice and safeguarding concerns are, and what to do if they find out it is happening.

The people who work for us must **never**:

- Threaten, frighten, embarrass, humiliate, mistreat or bribe anyone.
- Develop personal relationships with the children, young people and adults at risk they work with. They must be a friendly and professional.
- Make arrangements to meet you anywhere without your parents or carers knowing and without a parent or carer being there.
- Invite you to their home, or the home of someone else they know (like family, a friend or work mate).
- Send you personal emails or text messages, make personal calls to you or chat to you online.
- Share personal information about themselves with you or ask you to share personal information about yourself with them.
- Have 'favourite' children or people. It is unfair to others when the same person is always chosen for special things. Everyone must be treated the same all the time.
- Give you personal gifts. Staff can give rewards for things like good behaviour or great achievements but this can only happen with others around and the reasons for the reward must be clearly explained to everyone.
- Help you with doing things like going to the toilet, washing, showering, dressing or looking after your body. Everyone needs respect and private space to do these things.
- Touch your body, especially anywhere private. There are times when touch is ok, like a high five when you've done well, to help you if you have had an accident or injury, or to show you how to do something safely. You should never feel uncomfortable.
- Take or share photos or videos of you without your and your parents' or carers' permission.

What does abuse and bullying mean?

It is important for you to understand what abuse and bullying are so that you know if it is happening to you or someone else. It is also important to tell someone if abuse, bullying or any other safeguarding concerns explained in this section are happening to you or someone else.

Abuse, bullying and other safeguarding concerns

Physical abuse is when someone hurts or injures you or another person on purpose.

Sexual abuse is when someone is forced, pressurised or tricked into taking part in any kind of sexual activity with another person, for example, being forced to have sex, do something sexual, watch someone having sex or doing something sexual, being touched in a way you don't like or without your permission, someone exposing themselves to you in person or online, sexting or being forced to look at sexual pictures or videos. It can also include sexual exploitation which is when a child or young person is pressured into sexual activity with someone in return for getting things like gifts, money, affection, alcohol or drugs.

Emotional abuse Some examples of emotional abuse are when someone always puts you down, shouts at you, ignores you, says or does things that make you feel bad about yourself, tries to control you or put pressure on you to do things you're not ready to do, stops you from having friends or when someone is aggressive and violent to other people in your family and you keep seeing it.

Neglect is when you don't get the help and care you need from someone who is supposed to be looking after you and keep you safe, for example, not getting important things you need at home like love, care and attention, warm clothes, enough to eat and drink, or medicine when you are ill.

Bullying is repeated negative behaviour that is intended to make someone feel upset, uncomfortable or unsafe. Some examples of bullying are being called names, being teased, being put down or humiliated, having money and other stuff taken, having rumours spread about you, being ignored and left out, being physically hurt, threatened or intimidated.

Cyber bullying is when a person or a group of people use their phones or other online methods to send nasty and upsetting messages, to start or share rumours, to share embarrassing photos or videos, to threaten, tease, upset or to humiliate someone else. Some examples of how this can happen is through mobile phone calls and messaging, emails, social media, blogs or online gaming.

Discrimination is when someone treats you differently or unfairly because you are different to them. You should be treated in the same way as everyone else - no matter who you are, where you come from, who you love or what you believe in.

Grooming is when someone builds a relationship with another person, and sometimes their family, to gain their trust to take advantage of them or abuse them. Grooming can happen online and in person.

Hazing (also sometimes called initiation) is a challenge that a person is given so that they can join or be accepted into a group or team. These challenges are unacceptable as they can be harmful, upsetting and humiliating.

Radicalisation is when someone starts to believe or support extreme views. Anybody, from any background can become radicalised. Some examples of how this can happen is by viewing online videos and photos, reading or listening to extremist literature or speakers. Believing in something different or having a different view doesn't mean that someone is radical. The concern is when somebody with an extreme view acts or intends to act upon their views in a way that is harmful to themselves or others.

Gangs A gang can be a group of mates who hang around together. Hanging out with your friends can be a good way to get to know each other and share hobbies and interests. But it can become dangerous if you join a gang that does illegal things. Sometimes gangs are violent and might fight other gangs, carry weapons, carry or sell drugs. People join gangs for lots of different reasons. Some of these

include: fitting in with friends and other gang members having the same interests as other people like sports or music, feeling respected and important, to be protected from bullying or from other gangs, making money from crime or drugs, gaining status and feeling powerful. Speak to a trusted adult if you are being forced to join a gang or do something for a gang that makes you feel unsafe or uncomfortable.

Children and young people can be taken advantage of or harmed by adults and by other children and young people. No one has the right to abuse or mistreat you and you should never feel pressured or forced to do anything that you don't want to do, that hurts you, makes you feel upset or unsafe.

Visit www.childline.org.uk/info-advice/bullying-abuse-safety to find out more about abuse, bullying or other things that may be worrying you and what you can do about it.

Getting help and support



It is important to get help and support if you are feeling worried or unsafe, or if you are worried about someone else. Get in touch with us if you need to talk to someone. You can also speak to an adult you trust, for example, someone at home, school or your football club.

Our Safeguarding Team can be contacted by calling [0207 864 9173](tel:02078649173) or by emailing safeguarding@premierleague.com for advice, to raise a concern or to help you get in touch with your club's safeguarding team.

What will happen if I tell someone at the Premier League?

You will be listened to and taken seriously and we will get you the help you need.

We work together with lots of other organisations to keep children, young people and adults at risk safe, for example the Police, Children's Services and The FA's Safeguarding Team. So, depending on what you tell us, we may need to talk to them to protect you and anyone else who may be in danger. If we need to tell anyone else, we will explain this to you and support you through this process.



You can contact Childline to get help and advice about anything from abuse and bullying to exam stress and relationships. They are available any time, day or night. You can contact them by phone, by email or through their 1-2-1 counselling or chat service. Childline is a free and confidential service for children and young people up to their 19th birthday.

Visit www.childline.org.uk for advice, support or to get help.

You should contact the Police by calling **999** if you or anybody else is in any sort of danger.



Visit www.childrenscommissioner.gov.uk/publication/working-together-to-safeguard-children/ to find out more about how we all work together to keep children and young people safe.



Visit www.thinkuknow.co.uk for advice and guidance on safe surfing and staying safe online for example when using mobile phones, blogs, social media, chatting, online gaming and emailing.

You can also contact them confidentially if something has happened online which has made you feel unsafe, if you are worried about someone else or to report online abuse.



Remember abuse and bullying is never ok and is never your fault!

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