



**CREWE ALEXANDRA
FOOTBALL CLUB**

STRATEGIC SAFEGUARDING PLAN

2023-2025



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Introduction

Everyone at Crewe Alexandra is invested in creating and providing an inclusive, safe and welcoming environment for all of those involved with the Club.

We fully recognise that it is imperative that the safety and wellbeing of everyone is paramount. All of those working for and representing the Club are committed to championing the rights of children, young people and adults at risk. We endeavour to create and sustain an environment where everyone feels safe, valued and respected and make it as difficult as possible for anyone to abuse others. We commit to use best practices in order to keep others safe and be able to thrive within the Club.

This two year Strategic Safeguarding Plan (2023-2025) has been designed to support the key principles of the Club Safeguarding Policy and ensure that Safeguarding remains a clear focus and priority at the Club. The delivery of this Plan will be influenced by the sharing of and interactions with our key stakeholders and partners. Our plan fully supports the English Football League (EFL) Safeguarding Standards. We hope that anyone reading this will clearly understand the principles, objectives and actions taken by the Club to ensure and maintain high standards of Safeguarding practice.



Safeguarding Principles 2023-2025

- 1. Safeguarding is a core component of the club and is ingrained into the leadership, governance and culture at the club, from Board level to backroom and support staff.**
- 2. Safeguarding is the responsibility of everyone and this is a shared view across the Club. We promote a listening and person centred culture.**
- 3. There are clear policies and procedures in place to ensure best and safe practice across the Club. These policies and procedures are reviewed regularly, approved at Board level and clearly displayed around the training ground and on the Club's website. Policies and procedures are reviewed following any safeguarding incidents.**
- 4. There is effective safeguarding training and practice at the club. Everyone should be equipped with safeguarding knowledge and skills.**
- 5. Any concerns, complaints or incidents are taken seriously, reported appropriately and investigated thoroughly, using a 'lessons learned' approach.**



Leadership, Structure and Governance

Principle 1: Safeguarding is a core component of the club and is ingrained into the leadership, governance and culture at the club, from Board level to backroom and support staff.

Objective	Action
All staff, from Board Directors to support staff to complete mandatory safeguarding training to ensure that are adhering and effectively contributing to the Club's Safeguarding Strategic Plan.	Staff training to be recorded and monitored by the Designated Safeguarding Officer. Any staff out of date training to be followed up by the Senior Safeguarding Manager.
Accountable organisational structures for safeguarding.	Communication across the Club providing clear organisational structure, detailing roles and responsibilities.
Incorporate all of the Club's Safeguarding Principles into all elements of the organisational business operations.	Ensure that all staff working across the Club have access to and have read the Safeguarding Strategic Plan.
To use learning from external scrutiny and challenge to review and enhance safeguarding culture within the Club.	Invite and be open to external scrutiny and challenge and willing to change practices to improve practice.



Roles, Responsibilities and Culture

Principle 2: Safeguarding is the responsibility of everyone and this is a shared view across the Club. We promote a listening and person centered culture.

Objective	Action
<p>The Club ensures that all staff, volunteers and players are equipped with the skills to understand the importance of safeguarding, how to spot signs of abuse and how to report concerns.</p>	<p>All staff complete regular mandatory safeguarding training and are informed of any changes to policies and practices.</p>
<p>The Club ensures that all staff understand their individual safeguarding responsibilities through effective management from the Designated Safeguarding Officer and Senior Safeguarding Manager.</p>	<p>Safeguarding responsibilities are listed on job descriptions and the raising of concerns, including the use of the reporting tool, MyConcern is reviewed and monitored through staff supervisions and appraisals.</p>
<p>The Club maintains a 'listening' culture which means that all concerns, no matter how serious are dealt with sensitively and care is taken to ensure the safety of all at the Club. Staff are approachable and will take time to listen to everyone's concerns.</p>	<p>There is a clear reporting procedure, as detailed in the Safeguarding Policy and staff, players and parents have a variety of staff that they can speak to. Everyone is encouraged to report concerns and all staff have access to the reporting tool, MyConcern.</p>



Policies and Procedures

Principle 3: There are clear policies and procedures in place to ensure best and safe practice across the Club. These policies and procedures are reviewed regularly, approved at Board level and clearly displayed around the training ground and on the Club's website. Policies and procedures are reviewed following any safeguarding incidents.

Objective	Action
To reduce the risk of harm towards others, we will maintain and develop robust procedures for safer recruitment and selection of all staff and volunteers within the club.	To communicate the Safe Recruitment policy to staff so staff are aware of the procedures to follow when selecting individuals for employment or volunteering at the Club.
Policies and Procedures are easily accessible to all and are written in plain and understandable language.	Policies and Procedures are reviewed by Steering Group and then Board Members before approval. Then are displayed on the Club's website and at the Club's training ground for the staff and general public to view.
Implement regular Quality Assurance (QA) checks on policies and procedures to ensure that they remain updated, relevant and fit for purpose. Policies are also reviewed following any safeguarding incidents	Designated Safeguarding Officer will perform QA checks and further spot checks are completed by the Senior Safeguarding Manager.



Training and Education

Principle 4: There is effective safeguarding training and practice at the club. Everyone should be equipped with safeguarding knowledge and skills.

Objective	Action
Staff, players and parents receive Safeguarding training throughout the season.	Training records are kept to monitor completion, any training gaps and non-compliance. This information is also used to complete training needs analysis.
Share best practice throughout the Club. Any poor practice to be highlighted and reviewed.	Case studies and Lessons Learnt function on MyConcern to be utilised to educate others and update knowledge. Examples of poor practice to enable changes to practice, policies and education to be delivered.
Safeguarding Steering Group to monitor themes of safeguarding concerns through reporting tool MyConcern.	Any themes uncovered to be used to inform the training needs analysis and education programme for staff, parents and players.



Protection within a Listening Culture

Principle 5: Any concerns, complaints or incidents are taken seriously, reported appropriately and investigated thoroughly, using a 'lessons learned' approach.

Objective	Action
<p>Ensure that all safeguarding and welfare concerns are reported and recorded promptly and action is taken to reduce risk and increase protection from harm.</p>	<p>All staff are trained to use the reporting tool, MyConcern and have easy access through mobile phones and laptops. Once a concern is reported, the Designated Safeguarding Officer or another member of staff with safeguarding responsibilities will investigate appropriately. Concerns are also shared with the Steering Group and discussed or reviewed.</p>
<p>Continuously review our Safeguarding practices and investigations, ensuring a transparent and learning attitude where practice was not of standard.</p>	<p>Through the use of peer review, supervision and appraisal as well external audits and EFL monitoring.</p>
<p>Embed understanding and practice of reporting low-level concerns in order to develop a no blame and listening culture where these have been identified.</p>	<p>Encourage staff, parents and players to report any concerns so that appropriate follow up can take place. Monitor trends and report themes through MyConcern.</p>
<p>Proactively seek feedback from stakeholders to strengthen practice and maintain a listening culture.</p>	<p>Regular player and parent voice events, surveys, anonymous feedback and invitation to communicate.</p>