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**Chelsea Football Club is committed to ensuring the safety and well-being of all the individuals and communities with whom we engage, and therefore our aim is for the golden thread of safeguarding to run through every element of the club's work.**

**Through the application of this policy, we will develop a positive and proactive welfare programme to enable all children and young people to participate in an enjoyable and safe environment, a programme which applies equally to the safety and security of those working with and responsible for activities involving the young.**

**Bruce Buck**

**Bruce Buck  
Chairman**

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# WHAT IS 'SAFEGUARDING'?

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## OUR AIMS

At Chelsea FC we put the safety and well-being of all children and young people at the centre of everything we do. We aim to create an environment where children and young people feel encouraged, listened to and able to reach their full potential.

**We call it 'safeguarding' and it's really important to us because we want to make sure all our players are safe and happy.**

You have the right to be safe wherever you are:  
at home, school, out and about and at football.

Everyone at Chelsea FC has a responsibility to make sure that the well-being of children and young people is put first.

**That means:**

- **Listening to children and young people**
- **Making sure children and young people are safe**
- **Taking action when needed.**



# WHO IS THIS POLICY FOR?



## THIS POLICY IS FOR YOU TO LEARN MORE ABOUT:

- What we do at Chelsea FC to keep young people safe and well
- Where you can go if you are worried about something
- What we do if we are worried about your safety or well-being.

## CREATING A SAFE ENVIRONMENT...

**It's really important that everyone at Chelsea FC feels safe and happy. We make sure that:**

- We have an open environment where you feel comfortable to tell someone in authority if something worries you
- What you say is taken seriously
- Our staff have special training and clear guidelines that explain the best way to work.

## WHO IS CONSIDERED A CHILD OR A YOUNG PERSON?



**ANYONE UNDER 18 IS CONSIDERED A CHILD OR YOUNG PERSON**

## WHO IS RESPONSIBLE FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE AT CHELSEA?

# EVERYONE

**All staff working with children and young people at Chelsea FC are trained to look out for the young people they work with.**

We also have specialist people whose job it is to make sure that the things you say are listened to and acted on. They are specially trained and know how best to deal with any worries about your safety and well-being. We want you to feel safe, happy and comfortable talking to us no matter what the worry.

**Talk to an adult you trust.**

### BOARD SAFEGUARDING COMMITTEE:

**BOARD SAFEGUARDING LEAD**  
BRUCE BUCK  
CHELSEA FC CHAIRMAN

**GENERAL COUNSEL**  
JAMES BONINGTON

**FOUNDATION TRUSTEE**  
JOHN DEVINE

**INDEPENDENT MEMBER  
& FORMER TRI-BOROUGH LADO**  
JANE FOSTER

### SAFEGUARDING HUB:

**HEAD OF SAFEGUARDING**  
EVA BARI

**SAFEGUARDING MANAGER**  
DANI TAYLOR

**SAFEGUARDING CO-ORDINATOR**  
NANCY NICHOLAS

### SAFEGUARDING LEADS:

**WOMEN'S TEAM/GIRLS RTC**  
SARAH CHARKER

**STADIUM**  
CHRIS BAKER  
WILLS PAYNE

**TOURS & MUSEUM**  
ADAM BURRAGE

**ACADEMY**  
JACK FRANCIS

**EDUCATION (ACADEMY)**  
SIMON KNIGHT

**FOUNDATION**  
PHIL HASTINGS  
DANIEL JACQUART

**INTERNATIONAL**  
MICHAEL CORNALL

**EDUCATION**  
SAM GASKIN-KEMP

**HOTEL**  
JADE BLASSE

**SCOUTING**  
DARREN GRACE  
SCOTT MCLACHLAN



# GETTING IT RIGHT AT CHELSEA FC

**At Chelsea FC, we want staff who respect young people and are safe to be around. We make sure that every person you work with is safe by:**

- Checking their background before they start working with young people
- Interviewing them to make sure they have values that fit with Chelsea FC and put children first
- Getting references to make sure the person is able to do their role at Chelsea FC well.

## ACCOMMODATION:

Young players in Chelsea Academy sometimes live in accommodation that we arrange - these are referred to as 'host families'. This can be for many reasons but is most common when a player's family lives far away from the training ground at Cobham. Living nearby makes the player's life easier.

We know that getting this arrangement right is very important. Therefore, we make sure that every host family has been carefully selected and checked.

## TO DO THIS WE:

- Have a detailed application form to make sure potential host families have the qualities that make them a good fit with young people.
- **Visit** the family at their home. We check that the house is comfortable and appropriate for a young person.
- **Interview** the family. We use an independent agency to make sure the assessment is thorough.
- **Do** detailed background checks to make sure they are safe people.
- **Listen** to children and young people to make sure that decisions take your perspective.

If you live with a host family, you will have regular catch-ups with our staff to make sure it's the right fit. You will have someone allocated to you who is responsible for checking in with you about any issues, thoughts or worries you might have.



## DATA PROTECTION: WHAT INFORMATION DOES CHELSEA FC HOLD ABOUT ME?

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**If you have ongoing contact with The Club, for example, attending training or events, it's likely that we would ask for your personal details. Things like: name, address, date of birth and, where applicable, details of parents or carers. This is so we know who you are and can make contact if we need to.**

We might also ask if it's okay to take your picture. Sometimes this is to celebrate an event or achievement. Other times we take pictures to look at your football techniques as part of a training programme. Either way we ask for your or your parent/carer's permission to do this.

Normally if you give permission once, we apply it to all situations where photographs may be taken.

### **YOU ALWAYS HAVE THE OPTION TO OPT OUT**

This means that you, or the people who look after you, no longer give consent or permission for your image to be taken. This is your choice and you can opt out at any time.

**We store all your information and images in line with data protection law. This means that all information is:**

- Collected with you and your parent/carers consent
- Stored safely
- Deleted within the correct timescales.





# WHAT IS ABUSE?

Abuse is anything another person does that could cause harm.  
Abuse can happen in families, school or anywhere.

There are different types of abuse:

## PHYSICAL ABUSE

**When someone is hurting you.**

**Things like:**

- Hitting, smacking and slapping
- Scalding or burning you
- Spitting or throwing things at you
- Shaking or suffocating you.

## SEXUAL ABUSE

**This is when someone:**

- Touches you
  - Says things...
  - Makes you watch...
  - Makes you take part in...
- ...things that make you feel uncomfortable.

## EMOTIONAL ABUSE

**When a person intentionally makes you feel bad about yourself, ignores you or puts you down.**

**Some examples are:**

- Putting you in a dangerous situation
- Calling you names
- Being aggressive and violent to other people in your family.

## BULLYING

**Means different things to different people.**

Generally, it's when you are made to feel bad or humiliated by name calling, pushing or pulling or being threatened. This can happen anywhere - online or offline.

## NEGLECT

**When you don't have the things you really need to be well. Things like:**

Food, clean clothes, medicine. It also includes things like protection from harm and dangerous people.

**ABUSE IS NEVER OKAY. IT'S NOT YOUR FAULT. YOU ARE NOT ALONE - THERE ARE PEOPLE WHO CAN HELP.**

**CHILDLINE 0800 1111**

[www.childline.org.uk](http://www.childline.org.uk)



# WORRIED ABOUT SOMETHING?

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## **How to report a concern and what we do with the information.**

We hope that Chelsea FC is a place where you can reach your goals and have fun. But we understand that it also needs to be a place where you can share any worries or concerns you might have. This could be about something happening at home, school or at Chelsea FC.



# WE WILL LISTEN

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**It can be difficult to share some things. You might wonder whether what's happening is wrong or you might struggle to find the words to explain it. Either way, adults at Chelsea FC will listen and give you the time you need to talk.**

There are times when you may not feel able to tell anyone what is happening. Sometimes, people who know you well can spot when things aren't quite right. They may notice a change in your behaviour or see something that makes them worry about your safety.

If this happens, or you tell a member of staff something that makes them concerned about your safety, they have a responsibility to act on this and help to make sure you are safe.



# REPORT A CONCERN

1

## WHY MIGHT YOU GET IN TOUCH?

### Talk to a member of staff about:

- Anything that worries or frightens you
- Concerns about another young person
- Something that doesn't feel right.

Grown ups may also speak to a member of staff if they are worried about the safety of a young person.



Our staff will tell you what's going to happen next **when it's safe to do so**.

The people at our Safeguarding Hub are trained and experienced to look at your concerns and **make decisions that put your best interests first**.

Any decisions are made with **you to make sure you're okay**.

Information is shared on a 'need to know' basis. **We keep your information safe and secure**.

Where it's safe to do so, we'll **ask for your permission** to speak to other services.

We might speak to services like: **Children's Services/ Health professionals/ Police**.

2

## WHO DO WE SPEAK TO?

The staff member or parent speaks to someone at the Safeguarding Hub. They will immediately think of ways to keep you or another child or young person safe.



3

## WHAT HAPPENS NEXT?

Depending on what's worrying you, the Safeguarding Hub might need to speak to other services outside of Chelsea FC to support you.

## WHAT HAPPENS IF YOU RAISE A CONCERN?

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1. The person you've told or someone who is worried about your safety will explain the concerns to a member of the Safeguarding Hub.
2. The Safeguarding Hub are specially trained to help. They will start thinking about how they can support you and keep you safe.
3. The Safeguarding Hub may need to talk to other adults about what you tell them to help keep you safe. These people could be Children's Services, the Police or health professionals.

**Your information is only shared with people who need to know to keep you safe. Anything you tell us will be stored securely.**



# ASKING FOR HELP

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**If you have a problem, or are worried about something, it's always best to speak to an adult you trust. It can be difficult to find the right words so here are some tips to help make it a bit easier...**

## START SOMEWHERE

You don't have to share everything all at once. Say what comes to mind – it is okay if it does not come out perfectly. Telling someone is the most important thing.

## CHOOSING THE RIGHT PERSON

**Speak with an adult you trust – someone that makes you feel safe and listened to. This could be:**

- A member of the Safeguarding Hub
- A family member
- A teacher
- A coach
- A school nurse or counsellor
- A close family friend.

## TRY TO THINK ABOUT WHAT YOU WANT TO SAY

Fears, worries and problems can be hard to put into words. You might feel nervous about what to say and how the other person might react. Don't worry, this is normal. Sometimes it's helpful to go over what you want to say beforehand. Practice aloud or just say the words in your head. Doing this can help you to feel less nervous about saying it to someone else.

At times, asking for help can mean saying words you would not normally say. Words that might be considered rude or embarrassing. That's okay. You can say the words and you won't get into trouble.

Some children and young people find it easier to write it down and share it with a trusted adult. The adult may need to ask you questions about what you have written down but remember this is because they want to make sure they understand clearly and it is not because they do not believe you.



Talk to us or get in touch with these organisations if you have any worries or concerns.

### Chelsea FC Safeguarding Hub:

#### HEAD OF SAFEGUARDING:

**Eva Bari**

Eva.bari@chelseafc.com  
01932 596 188

#### SAFEGUARDING MANAGER:

**Dani Taylor**

Dani.taylor@chelseafc.com  
01932 588 227

#### SAFEGUARDING CO-ORDINATOR:

**Nancy Nicholas**

Nancy.nicholas@chelseafc.com  
01932 596 145

### Local Authority Safeguarding:

#### SURREY COUNTY COUNCIL

csmash@surreycc.gcsx.gov.uk  
0300 470 9100

#### HAMMERSMITH AND FULLHAM

020 8753 6610

### Local Authority Designated Officers (LADOs):

Where you have a complaint about an adult who works with children.

#### SURREY COUNTY COUNCIL

LADO@surreycc.gov.uk  
0300 123 1650

#### HAMMERSMITH AND FULHAM

LADO@Ibhf.gov.uk  
0208 753 5124

In an emergency, where there is a threat to life, serious injury, or a crime in progress call: 999. For non-emergency calls or to report a crime call: 101.

#### CHILDLINE

0800 1111  
www.childline.org.uk

#### THINKUKNOW

www.thinkuknow.co.uk

#### YOUNG MINDS

youngminds.org.uk

#### STONEWALL

www.youngstonewall.org.uk

#### BROOK

www.brook.org.uk

#### BARNARDOS

www.barnardos.org.uk

#### NSPCC

www.nspcc.org.uk

#### PFA

www.thepfa.com

#### PREMIER LEAGUE HEAD OF SAFEGUARDING

Jessica Addicott Office:  
+44 (0) 20 7864 9000  
safeguarding@premierleague.com

#### FOOTBALL ASSOCIATION

www.thefa.com

