



SAFEGUARDING STRATEGY

HARTLEPOOL UNITED

THREE YEAR STRATEGIC PLAN

The strategic plan for Hartlepool United Football Club is designed to ensure that the key principles of the Clubs Safeguarding Policy are brought to life, are clearly communicated and understood by all those that interact with our Club. We believe that by doing so will support the Clubs strategic goals.

Our Strategic plan is also designed to support the English Football League (EFL) “Three year safeguarding strategic aims”



KEY PRINCIPLES

The key principles of our Safeguarding Policy are;

- To safeguard all children and young people who interact with the Club;
- To demonstrate best practice in the area of safeguarding children;
- To positively reflect and promote the club values in regard to safeguarding children;
- To develop a positive and pro-active welfare programme to enable all children and young people to participate in an enjoyable and safe environment;
- To encourage parents and other members of the child or young person's family to be involved in a relationship with the Club;
- To ensure that Coaches, parents and other adults who come in to contact with children and young people provide good role models of behaviour;
- To promote high ethical standards throughout the Club.

STRATEGIC AIMS

Aim 1: Prevention & Protection



Objective

Robust leadership across the organisation. All activity contributes to safeguarding and is everyone's business regardless of role and responsibility.

Transparent and accountable governance arrangements and organisational structures in relation to safeguarding.

Continue to develop robust procedures in relation to safer recruitment and selection of all staff and volunteers within our clubs.

Actions

- Clear leadership structure for safeguarding across HUFC
- Safeguarding to be implicit and unified throughout all documentation of HUFC wherever appropriate and possible .

- Defined specific governance arrangements across all entities whilst providing explicit and clear reporting, escalation and whistleblowing procedures for the individual entities for internal and external stakeholders alike, whilst ensuring collaboration and communication across the group.

Continue to embed and train recruiting managers across all business entities on safer recruitment procedures so that it becomes second nature when recruiting and selecting individuals to work.

STRATEGIC AIMS

Aim 2: Monitoring Performance

Objective	Actions
Progress the Safeguarding by holding regular meeting with all staff	<ul style="list-style-type: none"> • Have regular meetings to focus on best practice, lessons learnt (not just within our own organisation) and continuous improvement.
Ensure the current system for reporting is robust and fit for purpose.	<ul style="list-style-type: none"> • Annual review and assessment of market alternatives.

STRATEGIC AIMS

Aim 3: Training & Development

Objective

Ensure the skills and knowledge of those with specific safeguarding responsibilities within HUFC are aligned, and individuals receive the appropriate support and guidance.

To further strengthen relationships with external parties to provide CPD opportunities for DSOs and Leads.

Actions

- Develop a skills/knowledge assessment with the DSO and Leads to identify gaps to determine the required support, guidance, training and CPD.
- Ensure the Board representatives have appropriate training in Safeguarding (EFL training).

- Ensure regular meetings with external parties, including invitations to attend club events on an annual basis as a minimum.
- Identify relevant CPD opportunities provided by external parties.

STRATEGIC AIMS

Aim 4: Policy & Procedure



Objective

Streamline policies and procedures across HUFC to provide all those involved with clarity and consistency to simplify cross business unit communication and working.

Ensure our policies and procedures are informed by young people, adults at risk, and their parents and carers.

Actions

- Review HUFC policies and procedures and provide HUFC documents in the interim where required.
- Review and map all policies and procedures and publish combined versions for 2021/22 season.
- Communicate any changes to all staff within HUFC.

- Provide opportunities for young people, adults at risk, and their parents and carers to provide feedback on our safeguarding policies, procedures and practices.
- Ensure the feedback is incorporated into the annual review of our policies and procedures.