



L.F.C.

Foundation

# Safeguarding Adults' Policy

# Foreword

“The LFC Foundation are committed to providing a world class safe environment for children and adults at risk. Safeguarding the welfare of every young person and adult is our priority. Through our vision, culture, and day to day operation, we want every young person and adult who access our programmes to enjoy their contact with Liverpool FC Foundation, feel safe, have a voice, and develop into good citizens. We want every participant to have an excellent experience”.

**Matt Parish CEO, LFC Foundation**



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# Policy

# Policy statement

This policy reflects LFC Foundation's safeguarding vision, values and strategy.

At LFC Foundation we want all adults to be happy and safe. We believe that their welfare is paramount and that everyone has the right to take part in Club activities in an environment that is safe and free from any risk of abuse.

We are committed to making sure that every adult who engages with the Foundation whether through football, education, community programmes or matchday experiences feels safe, supported and welcome.

**This policy works alongside our Safeguarding Children Policy, focusing on safeguarding adults and outlining key responsibilities and procedures.**

Our objective is to build and maintain a culture that is positive, warm and inclusive, where safeguarding is part of everyday life and everyone plays a role in keeping others safe.

LFC Foundation believe that it is always unacceptable for anyone, in particular adults at risk to experience abuse of any kind and recognises its responsibility in taking every reasonable step to make it as difficult as possible for any form of abuse to happen, whether in person or online.

**Safeguarding is part of our culture and values.**

**At LFC Foundation we're part of a team.  
We have a culture like no other –The Liverpool Way.**

**One where Safeguarding is at the heart of everything that we do.**



# Introduction

## We seek to safeguard adults by ensuring;

- ✓ That adults are valued, listened to and respected
- ✓ Safeguarding guidance and best practice is adopted through implementation of safeguarding policies and procedures
- ✓ Safer recruitment of colleagues and all those who work with adults at risk by ensuring relevant vetting checks are made
- ✓ Sharing information about safeguarding and best practice
- ✓ That we work with appropriate statutory and football agencies to share information in a confidential manner.
- ✓ Provide effective training, support and supervision via the Safeguarding Workforce development plan.

All colleagues and volunteers have a responsibility to ensure the safety and welfare of all adults, including taking appropriate steps (including those set out in this policy) to ensure that suspicions and allegations of abuse and poor practice are taken seriously and reported immediately and appropriately.

NB: If in doubt, or if you have any questions about this policy or what you should do in a specific situation, you should immediately contact a member of the Safeguarding Team for guidance. Do not delay - it is far better to report a concern which later turns out to be unfounded than to assume that someone else will raise the issue.

### Definition:

**An adult at risk is** someone over 18 who has care and support needs, is experiencing or at risk of abuse/neglect, and, because of those needs, cannot protect themselves from harm



# Purpose & aims

## **The purpose of this policy is to;**

Provide protection for all adults who receive services from LFC Foundation or its partners.

- to inform all stakeholders of LFC Foundation (the 'Club', 'our', 'we') of safeguarding requirements and processes.
- To provide guidance on procedures that should be adopted if an adult may be experiencing, or be at risk or harm

We've created these guidelines to help provide support to you so that we can ensure that all adults enjoy a first-class experience of LFC Foundation. It is important that you do not assume a safeguarding concern is not your problem.

**We live by the mantra that 'it could happen here'.**

This policy aims to enable and empower all employees and relevant stakeholders with the necessary information to carry out their moral, legal and regulatory responsibilities, which contribute to the protection and wellbeing off all adults that engage with LFC Foundation. Application of this policy ensures;

- timely and appropriate action to safeguard and promote the welfare of adults
- that everyone working with the LFC Foundation understands their safeguarding responsibilities.
- training and support is provided so staff and volunteers feel confident in recognising and responding to safeguarding issues.
- a safe, inclusive and person-centred environment where people feel heard, respected and protected.
- Safeguarding is embedded into the values, culture and everyday practices of LFC Foundation.

# What is adult safeguarding?

Adult Safeguarding refers to the process of protecting an adult's right to live safely, free from abuse, neglect and exploitation.

It is a statutory duty under the Care Act 2014 and applies to adults at risk who are defined as those who;

Has care and support needs (whether or not these are being met)

Is experiencing, or at risk of abuse or neglect

Is unable to protect themselves because of those needs

People can have a need for care and support for a variety of reasons, for example they may have a learning disability, a physical disability, a chronic health condition or have a mental health issue. Such conditions may bring with them additional vulnerabilities, however having care and support needs does not mean that people are automatically adults at risk and need safeguarding.

## Other vulnerable people

LFC Foundation also considers adult safeguarding to include any adults where situational or contextual circumstances makes them vulnerable.

This includes all elite athletes at the boys and girl's academies who are over 18 but still within the Academy, AXA or Melwood.



**Appendix 1 – explains the different types of abuse and safeguarding concerns.**



# How safeguarding concerns can arise

- A person tells you something directly, or you overhear a conversation.
- An adult at risk goes missing.
- A person working for LFC Foundation or partner organisation passes on information.
- You observe concerning behaviour or see actions or visible marks on a person.
- A report is made about behaviour that gives cause for concern, indicates poor practice or a breach of the Code of Conduct.
- Low-level concerns about someone in a position of trust.
- Apart from direct reporting, concerns can be expressed:
  - Via past or present team members
  - Via social media
  - Anonymously via text, letters emails or telephone calls

**Appendix 1 – explains the different types of abuse and safeguarding concerns.**

# Guiding principles

## **Person-Centred Approach**

The safety, welfare, and wellbeing of adults is our priority in every decision and action.

## **Shared Responsibility**

Safeguarding is everyone's responsibility. All staff, volunteers, and partners must actively contribute to creating a safe environment

## **Prevention First**

We take a proactive approach to identify risks early and implement measures to prevent harm, abuse, neglect, or exploitation.

## **Empowerment and Voice**

Adults in our sessions should feel encouraged, listened to, and supported to express their views and concerns.

## **Safe Environments**

We ensure all LFC Foundation activities and spaces are physically and emotionally safe, inclusive, and respectful.

## **Continuous Improvement**

We regularly review and update safeguarding practices to maintain the highest standards and comply with legislation and best practice.

## **Transparency and Accountability**

All safeguarding concerns are taken seriously, reported promptly, and managed in line with clear procedures.

# Legal & policy framework

Our policy and procedures are reviewed and updated on an annual basis, or sooner in accordance with legislation and statutory guidance:

## **Legislation & Statutory Guidance (England)**

- The Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- The Human Rights Act 1998
- Mental Capacity Act – MCA 2005
- Domestic Abuse Act 2021
- Equality Act 2010
- Modern Slavery Act 2015 & Home Office Statutory Guidance
- Safeguarding Vulnerable Groups Act 2006
- Rehabilitation of Offenders Act 1974
- UK GDPR & Data Protection Act 2018

## **Football Authority Requirements**

- Premier League Safeguarding Standards 2025 2026
- Safeguarding section of The Premier League Rules
- The FA safeguarding policy and regulatory framework
- The FA Charter Standard Safeguarding Policy and Procedures

## **Local Safeguarding Partnership Policies and Procedures:**

- Any referral and subsequent action to safeguard and promote an adult's welfare will be carried out in line with Local Safeguarding Adults Board (LSAB) policies and procedures.
- As part of the multi-agency process, we work in partnership with Adult social care, health services and other agencies.

## **Our practice is underpinned by;**

- Ensuring our safeguarding policies and procedures remain aligned to football authority regulations, legislation, statutory guidance and current best practice.
- Embedding a safeguarding ethos, culture and vigilance at the heart of everything we do, with leadership oversight and continuous improvement.



# Definitions

**Abuse:** Any form of harm or maltreatment of an adult or adult at risk.

**Adult:** means anyone over the age of 18 years.

**Adult at risk:** means any person aged eighteen or over who has needs for care and support (whether or not the local authority is meeting any of those needs) and is experiencing, or at risk of, Abuse or Neglect, and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of Abuse or Neglect. This may include people with learning disabilities, sensory impairments, mental health needs, older people and people with a physical and/or mental impairment. It may also include people who are affected by the circumstances, for example, experiencing domestic violence.

An adult's level of vulnerability to harm may vary over time depending on circumstance and their needs at that time;

**Capacity:** the ability to make a decision at a specific time. A person has capacity if they can understand, retain and weigh up relevant information and communicate their decision. It is decision specific and may change over time.

**Designated Safeguarding Lead (DSL):** The individual responsible for overseeing safeguarding practices, receiving concerns, and ensuring appropriate action is taken.

**Disclosure** – when an adult shares information that they are being harmed, have been harmed in the past, or are worried that somebody else is being harmed. This can happen through words, actions, drawings or behaviour.

**Disability:** A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out day to day activities.

**Extremism** - is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. It also includes calls for the death of members of the armed forces, whether in this country or overseas.

**Radicalisation** - Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups

**Safeguarding:** The action taken to promote the welfare of adults and adults at risk to protect them from harm, abuse, and neglect.

**Whistleblowing:** The act of reporting concerns about wrongdoing or risks of harm in the workplace, including safeguarding concerns.



# Scope

This policy applies to all adults who work for or on behalf of LFC Foundation including but not limited to; those who are contracted as permanent or fixed term, casual, agency, contractors, volunteers, interns, host families and people undertaking work experience regardless of their role.

The policy applies to all LFC Foundation workers and participants wherever they are deployed across the world, though recognise that there will be differing legal and regulatory conditions in non UK territories which may impact some of the policy obligations.

Where LFC Foundation enters a commercial or contractual relationship with third parties, including commercial partners, licence holders, contractors, consultants and guarantees, those organisations and/or individuals are also required to uphold the requirements and principles presented in this policy. In addition, LFC Safeguarding Due Diligence Policy must be followed.

The workforce is required to implement the requirements contained in this policy in conjunction with LFC Foundation Safeguarding Code of Conduct.

In addition to this policy there are other Safeguarding Policies and procedures in place to protect children and other vulnerable groups. This list includes, but is not limited to;

- LFC Children Safeguarding Policy
- LFC Allegations Policy
- LFC Low Level Concerns Policy
- LFC Recording Policy
- LFC Safeguarding Due Diligence Policy
- LFC Safer Recruitment Policy
- LFC Code of Conduct
- LFC Domestic Abuse Support Policy
- LFC Relationships at work policy
- LFC Social Media Policy
- LFC Acceptable Use Policy
- LFC Equality, Diversity and Inclusion Policy
- LFC Respect in the workplace policy
- Premier League Safer Working practices

**For further information please contact LFC Safeguarding Team.**

# EDI Statement & additional vulnerabilities

LFC Foundation believes that the safety and well being of all adults is our priority. Every adult has an equal right to be protected from harm, regardless of the following protected characteristics as outlined by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation .

We acknowledge that some adults may have additional vulnerabilities that increase their risk of abuse or neglect. These may include, but are not limited to:

- Adults with disabilities or special educational needs;
- Those from ethnically diverse communities;
- Individuals who identify as LGBTQ+;
- Individuals living in households affected by domestic abuse, mental health issues, or substance misuse;
- Adults at risk of radicalisation or exploitation;
- Adults who frequently go missing

The presence of these factors does not mean abuse will occur, but they should be considered alongside any other safeguarding concerns. Staff must use professional judgment to assess risk and apply additional safeguards where necessary.

By fostering an inclusive and vigilant environment, LFC Foundation aims to ensure that everyone is protected and supported, regardless of their circumstances.

# EDI Statement & additional vulnerabilities

## We will:

- ✓ Promote inclusive equitable and rights respecting practices
- ✓ Provide services based on fairness and equal opportunity
- ✓ Recognise, promote and celebrate diversity
- ✓ Ensure equality and diversity are considered in all safeguarding work
- ✓ Challenge discrimination, harassment and victimisation
- ✓ Deliver effective training so staff understand their responsibilities around equality and diversity



# Your voice

## Participant and Fan Voice

LFC Foundation is committed to ensuring that everyone's voices, opinions, and concerns are heard across all areas of the club, especially those of adults and adults at risk.

To address this, LFC Foundation actively seeks participant and fans views on matters that affect them, including policies, staff recruitment, and changes to facilities.

We deliver this commitment through feedback sessions, surveys, and participant forums, supported by staff training to create safe spaces for discussion. These measures ensure that everyone feels empowered to share their thoughts and raise their concerns.

## Stakeholder Engagement and Feedback

LFC Foundation is committed to listening to and acting on feedback from all safeguarding stakeholders, including children, parents, staff, and external partners. We recognise that open communication is essential to maintaining trust and improving safeguarding practices.

LFC Foundation engages stakeholders through a range of methods, including regular forums, surveys, consultation meetings, and feedback sessions. These opportunities allow stakeholders to share views on policies, procedures, and operational changes.

Feedback is reviewed by the Safeguarding Team and informs continuous improvement, ensuring that safeguarding measures remain effective, inclusive, and responsive to the needs of those we support.

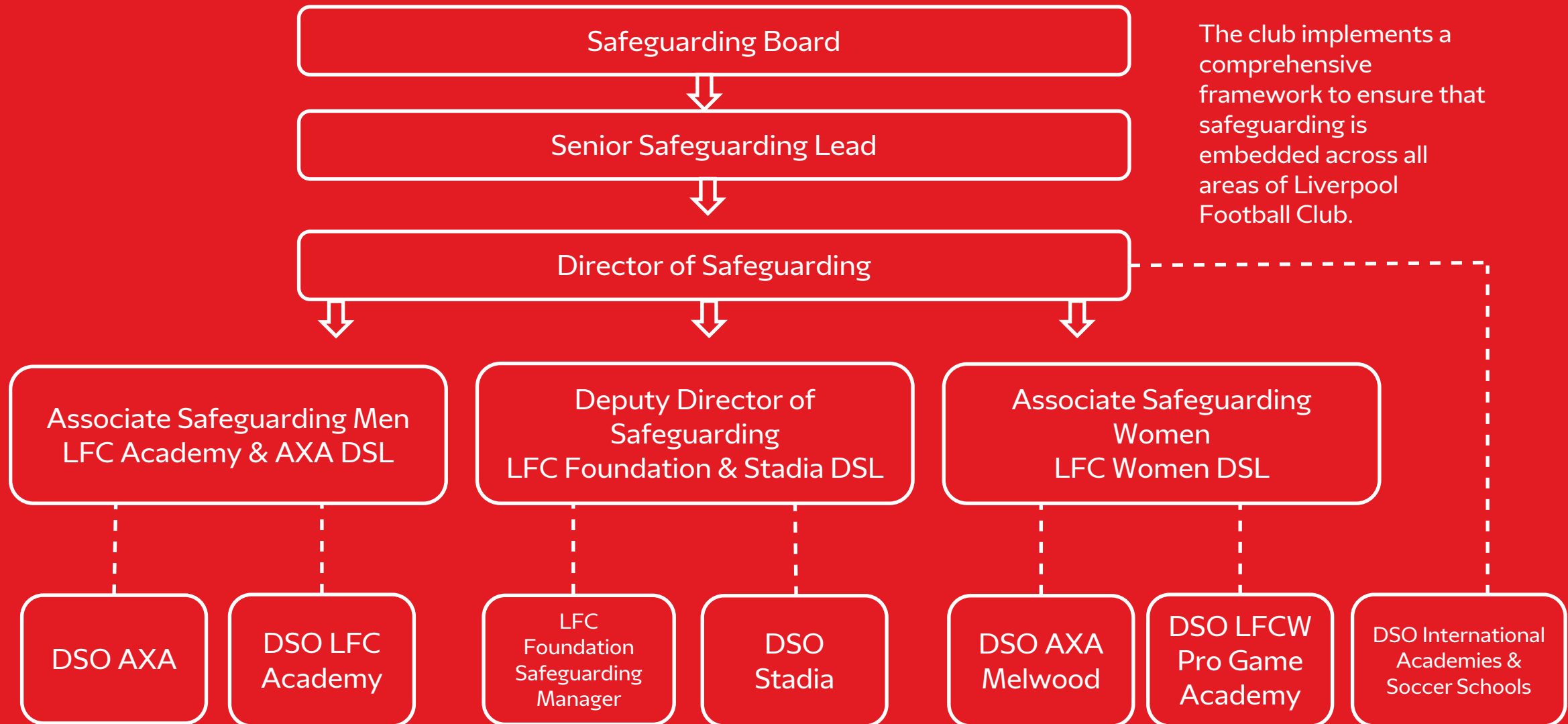


# Safeguarding framework

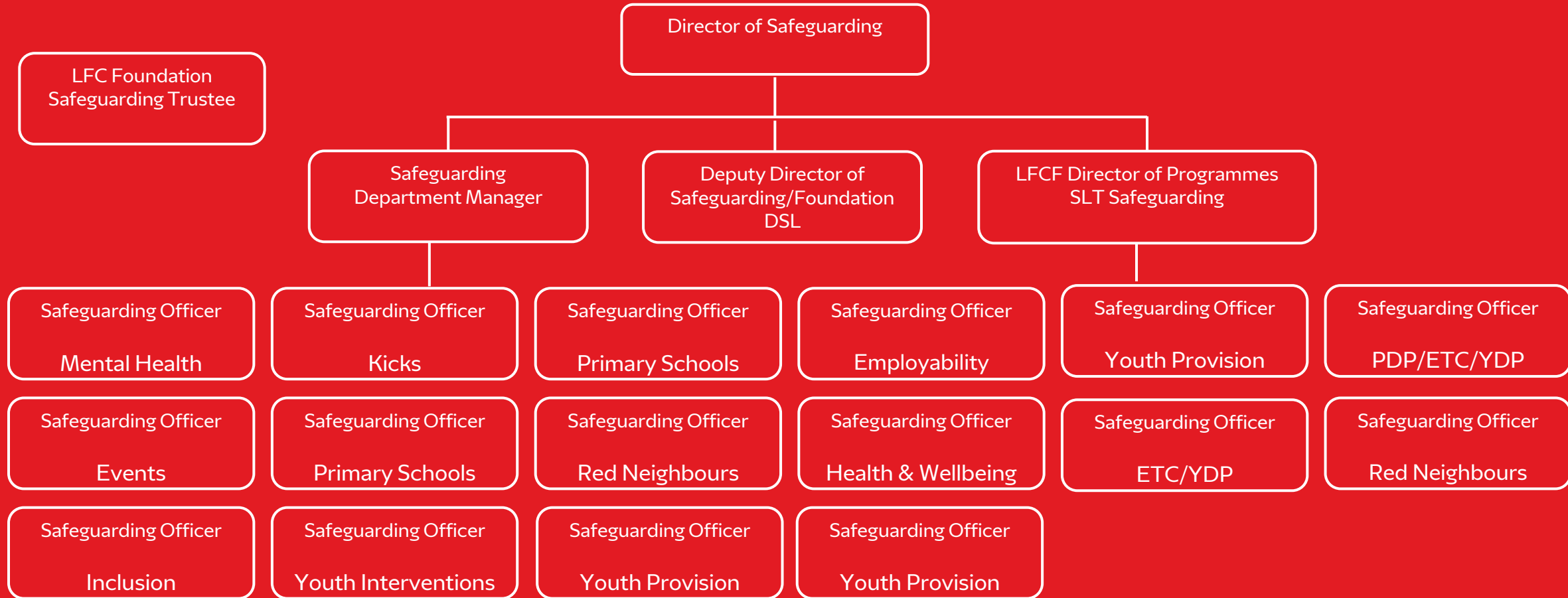
# Safeguarding framework



The club implements a comprehensive framework to ensure that safeguarding is embedded across all areas of Liverpool Football Club.



# LFC Foundation Safeguarding Structure



# Safeguarding responsibilities



## SENIOR SAFEGUARDING LEAD

Jonathan Bamber (LFC Chief Legal & External affairs Officer) is the Senior Safeguarding Lead (SSL) for the club. The SSL is responsible for leading the Club's Safeguarding Board and overseeing the Safeguarding Framework. This includes ensuring safeguarding is embedded within the club's leadership, governance, and culture, and championing safeguarding across all levels of the club.



## DIRECTOR OF SAFEGUARDING

Nicola Fryer is LFC Director of Safeguarding who is responsible for the overall development and implementation of the safeguarding strategy, safeguarding policies, safeguarding risk register, case management and safer recruitment across the club.

# Safeguarding responsibilities



## **DEPUTY DIRECTOR SAFEGUARDING**

The Designated Safeguarding Lead for LFC Foundation and LFC ETC is Lorna Duckworth, who reports directly to LFC Director of Safeguarding.

LFC Foundation DSL is also LFC Deputy Director of Safeguarding.

The DSL has strategic oversight for Safeguarding at LFC Foundation and is responsible for staff safeguarding.

[Lorna.duckworth@liverpoolfc.com](mailto:Lorna.duckworth@liverpoolfc.com)

07841629809



## **LFC FOUNDATION SAFEGUARDING MANAGER**

The LFC Foundation Safeguarding Manager is Stephen Hale.

The LFC Foundation Safeguarding Manager deals with all LFC Foundation operational casework and is the first point of contact for LFC Foundation Safeguarding concerns.

[Stephen.hale@liverpoolfc.com](mailto:Stephen.hale@liverpoolfc.com)

07785646368



# Our responsibility to keep everyone safe

Everyone who works or volunteers at LFC Foundation has a duty to help keep everyone safe. This means always acting in ways that protect people's rights, safety, dignity, and wellbeing. All colleagues and volunteers should ensure that they read this policy and understand their responsibilities to ensure the safety and wellbeing of adults at risk and vulnerable groups.

This includes:

## **Creating a Safe Environment**

Always make sure the places where we work, play, and learn are safe. Be alert and speak up if you think something might put someone at risk.

## **Working Safely and Respectfully**

Follow safe working practices and respect personal and professional boundaries. This means behaving in a way that sets a good example and keeps everyone feeling safe and respected.

## **Speaking Up About Concerns**

If you see or hear something that worries you, like someone being hurt, treated unfairly, or not being looked after properly you must take it seriously and report it (Please refer to LFC Recording Policy) at all times.

There are also more specific roles who have specified duties in relation to safeguarding who can support you.

# Safer recruitment & training

LFC Foundation recognises the critical importance of safer recruitment in protecting adults at risk. The Club follows government guidance outlined in *Keeping Children Safe in Education (2025)* to ensure that all recruitment processes are robust, consistent, and prioritise safeguarding.

This commitment applies to all individuals who may come into contact with adults at risk, whether in a paid role or voluntary capacity. LFC Foundation also has a duty to ensure that any third-party professionals working on behalf of LFC Foundation including but not limited to host families, teachers, interpreters, and mental health practitioners have completed an appropriate safer recruitment process.

## Training

To maintain these standards, specific training is provided to staff involved in recruitment. Our safer recruitment process includes thorough checks, clear safeguarding responsibilities, and a commitment to creating a safe environment across all areas of the Club.

Staff are also provided with 'annual safeguarding training' in addition to bespoke training outlined in the Safeguarding Workforce development plan.

**Recertification – It is an expectation of all LFC Foundation staff who work with children and adults at risk to keep their certificates up to date, including; DBS, F.A. Safeguarding and First Aid, and any role specific safeguarding certification.**

**Please refer to [LFC Safer Recruitment Policy and Workforce Development Plan](#) for further details (access via [The Source](#))**

# Procedures

# Safeguarding behaviours we expect from LFCF colleagues - good practice

Always put the welfare of the adult / adult at risk first.

Be a role model and display high standards of behaviour and appearance

Make the activity fun, promote fairness and challenge bullying.

Only LFC Foundation club approved communication should be used. Do not share personal numbers or social media

Know LFC Foundation policies and procedures for safeguarding

Always use language that is appropriate and socially acceptable.

Avoid unnecessary physical contact and be aware of personal space.

Treat everyone equally and with respect and dignity regardless of protected characteristics

Always act in the best interest of all children and adults.

Never promise that you will keep a secret.

If physical support is required, this should be in an open environment with the person's consent.

For further details please refer to the Premier League's publication: **Guidance on Safer Working Practices.**

For further details on reporting concerns please refer to **LFC Recording Policy.**

# Poor practice

Poor practice takes place when colleagues or volunteers do not adhere to LFC Foundation's standards or code of conduct in their working practice.

An individual may not be aware that poor practice is taking place and may deem their behaviour as 'acceptable'. If poor practice is allowed to continue and is not addressed, this can cause harm and result in abuse.

It is therefore vital that all staff report any incidents of poor practice before the behaviour results in abuse.

Poor practice is unacceptable and will be treated seriously and with the appropriate action, ranging from training and support to disciplinary action where appropriate.

Poor practice can become a low-level concern if it involves an adult's behaviour toward an adult at risk that could indicate a breach of professional boundaries or early warning signs of harm.



# Poor practice examples

this list is not exhaustive

Continued and unnecessary preferential treatment

Allowing hazing practices to go unreported

Putting performance over the safety of players / participants

Failure to report welfare or Safeguarding incidents

Allowing abusive or concerning practices to go unreported (e.g., a coach who ridicules and criticises players who make a mistake during a match)

Placing others in potentially compromising, uncomfortable situations with adults (e.g., unprofessional language by a coach on social media with participants)

Ignoring health and safety guidelines (e.g. not wearing seat belts in club transport, ignoring guidance relating to the weather)

When insufficient care is taken to avoid injuries (e.g., by excessive training or inappropriate training for the age, maturity, experience, and ability of players)

Taking advantage of or pursuing a situation that has a power imbalance

Using foul and abusive language to adults at risk or other adults (e.g., abusive language towards match officials)

Being alone in changing rooms, toilets or any private spaces used by participants

For further details please refer to [LFC Low Level Concerns Policy](#) and [LFC Allegations Policy](#).

# Low level concerns

A low-level concern is any concern about an adult's behaviour, no matter how small, and even if no more than a 'nagging doubt.' It is a sense of unease as to the adult's behaviour particularly towards or around adults at risk.

A Low-level Concern is where an adult has acted in a manner that:

- Is not consistent with the LFC Foundation values or Safeguarding Policies and Procedures
- and/or relates to their conduct outside of work which, even if not linked to a particular act or omission, has caused a sense of unease about that adult's suitability to work with adults at risk.
- meets the thresholds as defined by The FA Safeguarding concerns in the professional Game, Referral and Threshold document.

**For further details please refer to LFC Low Level Concerns Policy and LFC Allegations Policy.**

Low Level concerns are part of a spectrum of behaviour including;

- Inadvertent or thoughtless behaviour
- Behaviour that may look or be considered as inappropriate
- Behaviour that is intended to enable abuse

## **Allegations against staff**

Where an allegation of abuse or poor practice is raised against a staff member or volunteer, this must be reported to the Director of Safeguarding or Deputy Director of Safeguarding or via My Concern selecting the DSL notification group.

Internal policies including but not limited to LFCF Safeguarding policy, LFCF allegations policy, LFC Low level concerns policy and People and Culture policies will be followed.

**LFC expects adults to report concerns about their own behaviour or that of other adults (colleagues, contractors, volunteers). Self referrals are encouraged to create a culture of transparency, openness and trust.**

# Self referral

LFC Foundation expects adults to report concerns about their own behaviour or that of other adults (colleagues, contractors, volunteers). This may be when poor practice is identified

All colleagues and volunteers have a responsibility to maintain the highest standards of conduct when working with children and adults at risk. If you identify any aspect of your own practice that may fall short of LFC Foundation Code of Conduct standards, or could reasonably be questioned, you must **self refer** to your line manager or the Safeguarding Team without delay. This proactive approach supports LFC Foundations commitment to creating a safe and positive environment for everyone.

Self reporting is encouraged to create a culture of transparency, openness and trust.

All colleagues and volunteers regardless of role must inform the Safeguarding Team promptly of any matter that could affect their suitability to work at LFC Foundation. This includes, but is not limited to:

- Reprimands, warnings,
- cautions, or convictions.
- Any investigation or enquiry by a statutory agency.

Upon notification, the Safeguarding Team will conduct a risk assessment and determine next steps. This may include updating criminal record checks, initiating an internal investigation, and liaising with statutory services where appropriate.



# Whistleblowing, complaints and reporting poor practice

## What is Whistleblowing?

Whistleblowing is the reporting of suspected malpractice, wrongdoing, or dangers in relation to the Club's activities.

LFC Foundation is committed to maintaining the highest standards of safeguarding and recognises that there is always a potential risk of things going wrong and poor practice occurring, whether knowingly or unknowingly.

We have a responsibility to identify such risk promptly and take proactive steps to reduce them.

A culture of openness, ability to speak up, and accountability is essential to prevent such situations or to address them if they do occur.

If you believe there is a need to raise a serious concern (whistleblowing), you must refer to LFC Whistleblowing Policy.

Our full Whistleblowing Policy can be accessed by staff via The Source in the 'Looking after our People Policies section'.

Formal complaints procedures can be accessed via the LFC Foundation website, complaints will be acknowledged within 3 working days of receipt and a full response within 21 days.



# Adults & criminal records

## Participants & Fans

### Decision-Making Regarding Membership for Adults With Criminal Records

LFC Foundation Club is committed to ensuring that decisions about participation, membership, and access to club activities are safe, fair, transparent, and compliant with UK legislation, including the Rehabilitation of Offenders Act 1974, the Safeguarding Vulnerable Groups Act 2006, and relevant national safeguarding guidance such as the NSPCC Child Protection in Sport Unit (CPSU) recommendations on managing individuals with criminal records.

#### 1. Compliance With the Rehabilitation of Offenders Act 1974

The Rehabilitation of Offenders Act 1974 applies to supporters, volunteers, and members. It states that entry / participation cannot be refused, restricted, or disadvantage anyone because of a *spent* caution or conviction.

#### 2. Situations in Which Criminal Information May Emerge

While routine criminal records checks are not required for fans or adult participants, information about an individual's criminal history may come to light through:

- Self-disclosure
- Reports from statutory agencies such as the Police
- Media or online reporting
- Word of mouth or third-party concerns



# Adults & criminal records

## Participants & Fans

### 3. Establishing Whether a Conviction Is Spent or Unspent

Where information arises, the Club will determine whether the offence is spent or unspent under the Rehabilitation of Offenders Act. This may be done through:

- A self-declaration process
- A supportive, non-judgemental face to face meeting

### 4. Requesting Criminal Record Confirmation

LFC Foundation may request a **Basic DBS Disclosure** to confirm whether any unspent convictions exist.

### 5. Safeguarding Risk Assessment for Unspent Convictions

If an unspent conviction is confirmed, LFC Foundation will undertake a Safeguarding Risk Assessment to determine participation or attendance, and if permitted any terms required. Safeguarding all children and adults will be at the centre of any decisions made.

## Staff

Any adults working for LFC Foundation must inform LFC safeguarding team of any reprimands, warnings, cautions, convictions or investigations that affects or might affect their suitability to work for LFC Foundation. LFC Safeguarding will liaise with The people and Culture Team.



# Safeguarding adults from being radicalised

**PREVENT** is part of the government's counter terrorism strategy, aimed at stopping people becoming terrorists or supporting terrorism. The strategy covers all forms of terrorism.

## Indicators

The following behaviours (not exhaustive) may indicate that a person is at risk of being radicalised. People working at LFC Foundation are asked to be alert to:

- Disclosures of exposure to extremist actions, views or materials of others outside the LFC Foundation, such as in their homes, place of work or community groups or online.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Accessing extremist material online, including social media sites.
- Reports or observations of changes in behaviour, friendships or actions and requests for assistance.
- Reports of issues affecting adults in the local area.
- Voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence

### LFC Foundation Policy Statement with regard to PREVENT

Liverpool FC Foundation will not tolerate extremist activity or any behaviour which creates an environment for the radicalisation of individuals, regardless of which extremist ideology it is based upon. LFC Foundation aims to protect vulnerable individuals from being radicalised or exposed to extremism, by identifying who they are and providing them with support. LFC Foundation supports the 'PREVENT' agenda in our commitment to ensure that safeguarding is everyone's responsibility.

Safeguarding from Radicalisation is no different to protecting from harm.

Staff must report concerns relating to Radicalisation and / or extremism to the Safeguarding Team immediately and within 24 hours.

OR

In an emergency call 999



# Liverpool FC PREVENT ethos and practice

## **Extremist Ideologies**

There is no place for extremist views of any kind at LFC Foundation, whether from internal or external sources. LFC Foundation recognises that extremism and exposure to extremist materials and influences can lead to poor outcomes and that if we fail to challenge extremist views, we are failing to protect everyone who works for LFC Foundation, players, participants and fans.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by anyone who works for LFC Foundation, fans or anyone engaging in LFC Foundation activities will always be challenged and where appropriate, dealt with in line with our internal Disciplinary Policy, Club guidelines or via a PREVENT referral.

## **Board Level Commitment**

If there are any concerns relating to radicalisation and extremism, these should be raised with the Director of Safeguarding or the Designated Safeguarding Leader for your area of the Club as per the Recording policy. The Director of Safeguarding will inform the Senior Safeguarding Lead (SSL) and provide monthly overviews of key safeguarding information.

## **Training**

All people who are employed full time, casual and volunteers who work with adults at risk at LFC Foundation FC will receive PREVENT awareness training appropriate to their role within LFC Foundation. This involves how to report any concerns that they might have if someone is showing extremist views or might have been radicalised” online or offline.

All staff will receive annual briefings to inform them of current risks and to inform of any new information provided by the Local PREVENT Officer.

## **External Speakers**

LFC Foundation aim to protect from any extremist views being promoted within the Media Policy and ensuring that external speakers are either approved by The Premier league or are reviewed before delivery. The safeguarding team will be involved in checking materials and content before delivery, and a staff member who has completed PRVENT awareness training and / or a member of the safeguarding team will be present at the sessions.

# Liverpool FC PREVENT ethos and practice

## Online Safety

Social media is a common tool for sharing content associated with extremism. This is used to share propaganda, radicalise and recruit for their cause. Ensure that you follow the Social Media Policy, and monitor and look for behaviours that may be concerning if involved in activities that involve adults using social media via computers, ipads or mobile phones.

## Web Filtering

LFC and LFC Foundation use software to track access or attempted access to any inappropriate material accessed through club devices or networks. This will highlight any attempts to access extremist material.

## Acceptable Use IT

All people who are employed full time, casual and volunteers at LFC Foundation must follow the Acceptable Use Policy to reduce the risk of extremist views and content being distributed by LFC staff members.

## Reporting

All concerns relating to radicalisation and extremism must be reported as per all other Safeguarding concerns, as detailed on the next page.

# Procedures

Responding to disclosures, allegations and concerns

# The 5 r's - an easy way to remember how to deal with a disclosure

In the event that an adult makes a disclosure of abuse or an allegation, it is important to remember the below steps'

## RECOGNISE

Recognise signs of abuse or neglect, or behaviour that indicates abuse.

## RESPOND

Respond calmly and positively, reassuring the person that they have done the right thing in speaking to somebody.

## REPORT

To the Designated Safeguarding officer, Designated Safeguarding Lead or Director of Safeguarding

## RECORD

Record facts and observations clearly as per guidance in LFC Recording Policy.

Record on my concern, to DSL/ DSO or via the website.

## REFER

The DSL will refer to external agencies if required.

Please review and adhere to the LFC Recording Policy.

# What to do if you have a concern?

## WHAT

- If an adult is in immediate danger or at risk of significant harm, **call 999**
- **REPORT to the Designated Safeguarding Lead or Director of Safeguarding** – who will deal with all referrals that might need to be made to partner agencies and external bodies.

## WHEN

- Within **24 hours** or immediately if an adult is at risk of harm or there is an emergency situation

## HOW

- **My Concern** (if you have received access and training)
- Contact the **Designated Safeguarding Officer** for your area of the club as per the departmental safeguarding posters
- Website: **[Liverpool FC – Report A Safeguarding Concern](#)**

Please refer to LFC  
Recording Policy  
and LFC  
Safeguarding  
Handbook for  
further guidance



# Reporting concerns

While children and adults at risk may experience similar types of harm and causes, the key distinction lies in the adult's right to make their own choices.

For children, if there is a risk of serious harm or actual harm, statutory services will usually intervene regardless of parental consent. For adults at risk, there are situations where the individual may choose not to accept help or intervention.

This can create a safeguarding dilemma. In such cases, staff must consult with the LFC safeguarding team to ensure decisions strike the right balance between the duty to protect and respect in the adults' rights and wishes, in line with the Mental Capacity Act 2005.



# Mental capacity

While children and adults at risk may experience similar types of harm and causes, the key distinction lies in the adult's right to make their own choices.

For children, if there is a risk of serious harm or actual harm, statutory services will usually intervene regardless of parental consent. For adults at risk, there are situations where the individual may choose not to accept help or intervention.

This can create a safeguarding dilemma. In such cases, staff must consult with the LFC safeguarding team to ensure decisions strike the right balance between the duty to protect and respecting the adults' rights and wishes.

LFC Foundation recognises the importance of understanding mental capacity when safeguarding adults. It is not for the LFC Foundation, employees, casual workers, consultants or volunteers to decide if an adult may lack mental capacity, but it is useful to have an awareness of the principles set out in the Mental Capacity Act 2005.

Decisions about mental capacity are made by qualified medical or social care professionals.

Even when a person is assessed as lacking capacity, they must still be encouraged to participate in the safeguarding process.

# Mental capacity

## Key Principles:

- **Presumption of capacity:** Always assume an adult has capacity to make their own decisions unless it is established otherwise.
- **Decision-specific and time specific:** Capacity relates to a particular decision at a particular time. An adult may lack capacity for some decision but not others, and capacity can fluctuate (e.g. they may be able to decide what to eat but lack capacity to make complex decisions regarding health or finances).
- **Unwise decisions:** Adults have the right to make decisions others may consider unwise, provided they understand the implications.
- **Best interests:** If an adult is assessed as lacking capacity, any decision made on their behalf must be in their best interests and follow statutory guidance.
- **No assumptions:** Never assume lack of capacity based on age, appearance, condition or behaviour.

## What this means for LFC Foundation staff and those working in / at LFC Foundation venues or events:

- Do not attempt to formally assess capacity
- If you believe an adult may lack capacity in relation to a safeguarding concern, **consult the LFC Safeguarding Team immediately.**
- LFC Safeguarding will work with statutory partners (e.g. Adult Social Care) to ensure decisions comply with legal requirements and respect the adults' rights.

# Consent and capacity

LFC Foundation recognises that consent is a fundamental principle in safeguarding adults and is closely linked to the right to autonomy and choice. Wherever possible, safeguarding actions should be taken with the adults informed consent.

## Key principles of consent:

**Informed:** the adult must have all relevant information about what is proposed, why, and the possible consequences.

**Voluntary:** consent must be given freely, without coercion or undue influence.

**Capacity:** the adult must have the mental capacity to give consent for the specific decision at the time it is required.

When consent cannot be obtained, if the adult lacks capacity to consent, decisions must be made in their best interest, following the Mental Capacity Act 2005

If there is a risk of serious harm or risk to others, safeguarding action may proceed without consent, in line with the Care Act 2014 and statutory guidance.

If obtaining consent would increase risk to the adult (e.g. domestic abuse situations), action may be taken without consent, but this must be proportionate and documented.

## LFCF staff should :

- Always seek consent before sharing information or taking action, unless there is a lawful reason not to.
- Record whether consent was given, refused, or could not be obtained, and the reasons why.
- If unsure, consult LFC Safeguarding team before proceeding.



# Making safeguarding personal

Making Safeguarding Personal is a core part of how we work at LFC Foundation. It focuses on ensuring that any safeguarding response is shaped around the needs, wishes and lived experience of the adult involved.

It means taking time to have meaningful conversations with individuals so we understand what **they** want to happen, and how we can support them.

## Our approach to adult safeguarding as outlined in the Care Act 2014:

- **Empowerment** – Supporting individuals to make informed decisions.
- **Prevention** – Acting early to stop harm before it occurs.
- **Proportionality** – Responding appropriately to the level of risk.
- **Protection** – Safeguarding those in greatest need.
- **Partnership** – Working with local agencies and communities.
- **Accountability** – Being transparent in our safeguarding practices

What does the adult want to happen?

How can we support them to feel safe and in control?

Are we acting in their best interests if they lack capacity?

LFC Foundation's approach will be guided by the individuals' views, wishes and feelings, aiming to achieve outcomes that matter to them



# Referrals and confidentiality

LFC Foundation is committed to maintaining confidentiality for all parties involved. Any information shared will be strictly on a 'need-to-know' basis and handled in line with data protection and safeguarding best practice. All concerns are recorded on the club's secure case management system and are handled in accordance with the Data Protection Act 2018 and UK GDPR.

All colleagues and volunteers must ensure that confidentiality protocols are followed and that information is shared appropriately. However, no adult should promise to keep secrets when a disclosure is made.

When a safeguarding concern involving an adult at risk arises, LFC Foundation may share relevant information with The FA, statutory agencies, external organisations, or other football clubs where a trusted safeguarding professional is identified.

Such referrals will only be made when it is necessary to manage an ongoing risk to an individual or group effectively. Wherever possible, the Club will seek consent from the adult before making an external referral. However, if obtaining consent would increase the risk or potential harm to the adult, or they are at risk of immediate danger, consent will not be sought.



# Sharing information and data protection

**The welfare of the person is paramount:** LFC Foundation will support any team member who shares information in circumstances where the individual believes that by not sharing the information an adult would be put at risk of harm.

**Confidentiality matters:** Always handle personal information with care and respect. Do not share details casually or outside safeguarding protocols.

**Be clear and honest:** Never promise to keep secrets. Explain that some information must be shared to keep people safe.

**Follow guidance:** Information sharing must comply with:

- *Information Sharing: A Guide for Practitioners ( May 2024)*
- UK GDPR 2018 and Data Protection Act 2018

**Consent and transparency:** Seek consent wherever possible and explain:

- What will be shared and why
- Who will see it and how it will be used
- That consent can be withdrawn at any time

**Best practice principles:**

- Share only where there is a legal justification and what is necessary, relevant, accurate, and timely
- Keep records of what you share, with whom, and why (share only with relevant people)
- Share securely and proportionately - The system that LFC Foundation uses for this is My Concern.

**Safeguarding is everyone's responsibility:** No one should hold concerns alone. All concerns however seemingly minor must be reported to the Safeguarding Team, who may refer these concerns to The F.A., statutory, external agencies or other football clubs.

# Policy review and adaptation

## Commitment to Compliance

LFC Foundation is committed to ensuring that this Safeguarding Policy remains compliant with all relevant legislation, statutory guidance, and governing body requirements.

## Review Schedule

### The policy will be reviewed:

- **Annually**, at the end of each season;
- **Earlier if required**, following:
  - Changes in legislation or statutory guidance;
  - Updates to governing body rules;
  - A significant safeguarding incident or other major event

## Adaptability in Exceptional Circumstances

LFC Foundation recognises the need to adapt safeguarding practices in response to exceptional circumstances. For example, during the COVID-19 pandemic, processes were amended to reflect lockdowns and remote working arrangements. While LFC Foundation has now returned to standard working practices, we remain committed to ensuring safeguarding remains a priority. Should another pandemic, lockdown, or similar transformative event occur, our processes will be reviewed and adapted promptly to maintain robust safeguarding standards.

## Responsibility for Review

The designated leads for policy review are:

- Nicola Fryer
- Jonathan Bamber

They are responsible for ensuring that this policy is reviewed annually or sooner if legislative changes or significant events require immediate action.

# Appendices

# Appendix 1

Signs & types of abuse and safeguarding concerns

# Signs of abuse

If you recognise any of the below indicators of abuse, you should act upon it and record on my concern and discuss with your Designated Safeguarding Lead.

- Unexplained bruises or injuries
- Unkempt appearance
- Self-harm
- Sudden weight gain or loss
- A deterioration in hygiene
- A change in behaviour or confidence
- You may be told the person is being abused, by them or otherwise
- Becoming quiet and withdrawn
- Not responding to communications
- No longer attending or enjoying a session
- Lack of medical attention or treatment to injuries
- Fear of a particular individual or group of people
- A person's belongings or money going missing
- Lack of suitable kit for the activity
- A parent or carer always speaking on the person's behalf

**Refer to the LFC Handbook on The Source for further information or contact your Designated Safeguarding Lead**

# Categories of abuse as defined by the Care Act

**Abuse:** a form of maltreatment of an adult. Somebody may abuse or neglect a person by inflicting harm or by failing to act to prevent harm. Adults may be abused by:

- family members
- friends / carers
- people working or volunteering in organisational or community settings
- people they know
- strangers

If you recognise any of the below types of abuse, you should act upon it and record on my concern and discuss with your Designated Safeguarding Lead.

1. Physical abuse
2. Sexual abuse
3. Psychological / Emotional / Mental
4. Financial and material
5. Neglect and act of omission
6. Discriminatory
7. Organisational
8. Modern Day Slavery
9. Domestic Violence
10. Self neglect – including hoarding

**Refer to the LFC Handbook on The Source for further information or contact your Designated Safeguarding Lead**



# Abuse categories

## Definition and Categories of abuse as defined in The Care Act 2014

- 1. Physical abuse** includes hitting, smacking, slapping, issue of medication, inappropriate methods of restraint, being locked in a room, force feeding or unlawfully depriving a person of their liberty.
- 2. Sexual abuse** includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.
- 3. Psychological / Emotional / Mental** abuse includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- 4. Financial and material abuse** includes theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- 5. Neglect and act of omission** includes ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, withholding the necessities of life, such as medication, adequate nutrition and heating.

- 1. Discriminatory** - is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act (2010).
- 2. Organisational** - (previously known as Institutional abuse) includes, neglect and poor care practice within an institution or specific care setting such as a hospital or care home or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
- 3. Modern Day Slavery** encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- 9. Domestic Violence** includes any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse. It includes psychological, physical, sexual, financial and emotional abuse. It also includes 'honour' based violence.
- 10. Self neglect** – including hoarding – includes a wide range and covers neglecting to care for ones; personal hygiene, health and surroundings. Hoarding can include inanimate objects (commonly clothes, newspapers, books, DVDs, letters & food/packaging), Animals, Data Hoarding (in this case is described as the excessive collection & retention of any material to the point that it impedes day to day functioning).



# Additional safeguarding categories

Below are some Safeguarding issues all team members should be aware of. Additional information can be requested from the Director of Safeguarding.

## **Forced Marriage**

A forced marriage is one where both parties do not or cannot consent to the marriage, and pressure, coercion or abuse is used to make them marry. Children may be married at a very young age, well below the age of consent in England and Wales. A forced marriage is not the same as an arranged marriage, where both parties give free and informed consent.

## **Contextual Safeguarding**

Contextual Safeguarding is an approach that considers the wider environments where children and young people spend time and how these settings can influence their safety and wellbeing. While traditional safeguarding methods have focused primarily on risks within the home, such as harm from parents, partners, carers, or trusted adults, this approach recognises that significant harm can also occur in community spaces, the workplace, online platforms, and peer groups.

Within a football setting, this includes places such as training grounds, matchday environments, team travel, and online interactions through social media or gaming platforms. These contexts can present risks from peers, adults, or others who may seek to exploit or harm young people and / adults at risk.

By acknowledging the impact of these social and public contexts, Contextual Safeguarding aims to identify and address risks that arise outside the family environment. This approach looks beyond individual behaviour and focuses on creating safer spaces and systems, ensuring that interventions target the environments and processes that shape children's experiences whether that's in the stadium, during away fixtures, or in digital spaces linked to the Club.

**Quoted from 'Keeping Children Safe in Education 2025'**

# Additional safeguarding categories

Below are some Safeguarding issues all team members should be aware of. Additional information can be requested from the Director of Safeguarding.

## **Sexual Violence and Sexual Harassment**

LFC Foundation has a zero-tolerance approach to sexual violence and sexual harassment. It is never acceptable and will not be tolerated. This is regarding your own conduct but also that of the supporters, children and adults, that we work with. It is especially important not to pass off any sexual violence or sexual harassment as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.

## **Sexual Exploitation (SE) and Criminal Exploitation (CE):**

Both SE and CE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a adult / adult at risk into taking part in sexual (SE) or criminal activity (CE), in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence.

## **Female Genital Mutilation (FGM)**

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse.

# Additional safeguarding categories

Below are some Safeguarding issues all team members should be aware of. Additional information can be requested from the Director of Safeguarding.

## Online Safety

It is essential that adults at risk are protected from potentially harmful and inappropriate online materials.

This can be divided into 4 different sorts

**Content** – being exposed to illegal, inappropriate, or harmful contents.

**Contact** – being subjected to harmful online interaction with other users

**Conduct** – online behaviour that increases the likelihood of or causes harm

**Commerce** – risks such as online gambling, inappropriate advertising, phishing, or financial scams.

If you think any adult is unsafe online, please report it to the LFC Safeguarding team – either through My Concern or by contacting one of the Safeguarding team.

**Please refer to LFC Social Media policy and Acceptable Use Policy.**

## Esport

LFC Foundation applies the same high safeguarding standards to Esports as in all other areas. Although LFC Foundation do not have an Esports team, fans may take part in Premier League Esport competitions. If this happens a Designated Safeguarding Officer oversees Esports activities, ensuring compliance with existing policies such as safer recruitment, risk assessments, and transport guidelines.

Internal best practice will be established in collaboration with Legal, People and Culture Team, Safeguarding, and Esports staff to maintain safe operations in this evolving area. Particular emphasis is placed on online safety and digital conduct, including secure communication, monitoring of gaming platforms, privacy protection, and clear reporting routes for concerns. These measures are regularly reviewed to ensure they remain robust and responsive to emerging risks.

## **Online Safety Principles**

- All communication on gaming platforms and social media must be respectful and appropriate.
- Online environments will be monitored and moderated to identify and address safeguarding concerns.
- Personal data and privacy must be protected in line with Club policies and legal requirements.
- Any inappropriate behaviour or safeguarding concern online must be reported immediately to the Safeguarding Lead.

# Additional safeguarding categories

Below are some Safeguarding issues all team members should be aware of. Additional information can be requested from the Director of Safeguarding.

## Mental Health

All people working at LFC Foundations should be aware that mental health issues can, in some cases, be an indicator that an adult has suffered or is at risk of suffering abuse, neglect or exploitation. If team members have a mental health concern about an adult at risk that is also a safeguarding concern, immediate action should be taken, following LFC Foundations Safeguarding policy, and speaking to the Designated Safeguarding Lead or Designated Safeguarding Officer.

## Hate Crime

A hate crime is any incident or criminal offence that is motivated by hostility or prejudice based upon the victim's:

- Disability
- Sexual orientation
- Race
- Transgender identity
- Religion or beliefs

Hate crime can take many forms, including: Physical attacks, such as physical assault, damage to property, offensive graffiti, arson and racist language

## County Lines

County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the United Kingdom, using dedicated mobile phone lines or other form of 'deal line'. They are likely to exploit adults at risk or vulnerable adults to move and store the drugs and money, and they will use coercion, intimidation, violence (including sexual violence), and weapons.



# Appendix 2

Safer working practice guidance

# Safer working practices

## Ratios -

LFC Foundation follow The F.A and NSPCC safeguarding best practice which dictates that adults (over 18s) must always be present when activity takes place for children.

The numbers of adults present depends on three main factors:

- The age of the children involved;
- The degree of risk the activity, location and or venue present;
- Whether there are additional supervision or support needs of some or all the participants e.g. disability or age.

The lower the age of the participants, the higher the ratio of staff must be. If the activity is mixed gender, male and female staff should be available.

Whatever the age of the children and type of activity, a minimum of two DBS checked coaches/adults must always be present. This ensures at least basic cover in the event of an incident.

If the children have additional needs e.g. learning needs or a disability the ratio must be higher to ensure you can meet the specific needs of any given group. A risk analysis identifies programmes with additional vulnerability e.g. looked-after children, those in care, those requiring mental health support, physical and learning difficulties. LFC Foundation will carry out appropriate risk assessments to ensure there is always an appropriate staff-to-participant ratio with respect to needs and age.

Remember: if using young leaders (under 18) or coaches aged 16-17 they cannot be considered as adults. In fact, you will need more adults not less to supervise because you have more under-18s in your group.

## Ratio's - working with adults

There is no statutory ratio requirements for adults at risk, and they may not require the same ratios as children, but additional support is often needed. Suggested guidance:

### Low-risk activity (e.g. classroom session, meeting space, seated workshop)

- 1 staff to 10–12 participants
- Minimum two adults present

### Moderate-risk activity (e.g. physical activity, movement-based sessions, community outings)

- 1 staff to 6–8 participants
- Adjust for any individual with higher support needs

### High-risk activity (e.g. transport, off-site activities, 1:1 support, medical/behavioural needs)

- 1:1 or 1:2 ratios may be required
- MUST be supported by an individual risk assessment



# Online guidance

## Remote training, teaching and engagement

### Safe Online Communication

LFC Foundation is committed to ensuring that all virtual interactions are conducted safely and professionally. All online communication must be open, transparent, and for the purpose of your role. Sessions should take place in an observable and interruptible environment, using LFC Foundation approved platforms linked to workplace accounts. Personal social media accounts must remain private and inaccessible to participants.

For under 18s, parents or carers must be informed and provide consent for any online contact. One-to-one sessions should only occur with a parent or carer present and visible during the session and must be agreed with the Safeguarding Team in advance.

### Key Principles

- Communication must be professional, open, and transparent.
- Use only LFC Foundation approved platforms linked to workplace accounts.
- Sessions must be observable and interruptible; avoid private or inappropriate settings.
- Participants should be suitably dressed as if meeting in person.
- Personal social media accounts must remain private and inaccessible.
- Parents/carers must be informed of all online contact with under 18s.
- One to one sessions require parental presence and prior approval.
- Please gain approval from LFC Foundation Safeguarding manager before conducting online sessions.

# Appendix 3

External contacts

# External contacts

If you have a concern outside of office hours, or have concerns for the safety of a child, young person or an adult at risk then please contact;

**Emergency Services:**

999

**Merseyside Police:**

0151 709 6010

**Childline:**

0800 1111

**Samaritans:**

116 123

If concerns relate to the safety of an adult at risk, and you are unable to contact a member of LFC Safeguarding team, please contact the Local Authority :

Local Authority	Telephone Number
Knowsley Council	0151 443 2600
Liverpool City Council	0151 233 3700
Sefton Council	0345 140 0845 or 0151 934 3555
Wirral Council	0151 606 2008 or 0151 677 6557
St Helens Council	01744 676767



# External contacts

[Hub of Hope](#) national mental health database, bringing help and support together in one place, with a focus on mental health.

Hub of Hope is for everyone and anyone. We all have mental health, so we all need to know the routes to support. The Hub of Hope is not restricted by age or gender.

The hub of hope is available to anybody at [hubofhope.co.uk](http://hubofhope.co.uk) and is a free, downloadable app on iOS and Android devices. Once you have downloaded the app, the user can filter by category of service and postcode.

## **Modern Slavery Helpline**

08000121700

## **Ann Craft Trust (ACT)**

A national organisation providing information and advice about adult safeguarding.

Tel: 0115 951 5400

Email: [ann-craft-trust@nottingham.ac.uk](mailto:ann-craft-trust@nottingham.ac.uk) [www.anncrafttrust.org](http://www.anncrafttrust.org)



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# External contacts

## Domestic Violence

National Domestic Violence Hotline.... Freephone 24 hour run by Refuge on 0808 2000 247

## Alcohol and Drugs

Alcoholics Anonymous – [0800 917 7650](tel:08009177650)

Talk to FRANK – [0300 123 6600](tel:03001236600)

## Loneliness

Age UK – [0800 678 1602](tel:08006781602)

Samaritans - [116 123](tel:116123)

MIND – [www.mind.org.uk](http://www.mind.org.uk)

## Poverty

Food Poverty, Claiming Benefits, Debt Advice

Foodbanks – google your local ones or The Trussell Trust – [0808 208 2138](tel:08082082138)

Citizens Advice for benefits – [0345 404 0506](tel:03454040506)

Step Change – for Debt advice – [www.stepdebtsupport.co.uk](http://www.stepdebtsupport.co.uk)  
[www.fuelbankfoundation.org/](http://www.fuelbankfoundation.org/)



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# External contacts

## Football Organisations

Contact the F.A  
[safeguarding@TheFA.com](mailto:safeguarding@TheFA.com) - 0800 169 1863



## Football Organisations

Contact the FA  
[safeguarding@TheFA.com](mailto:safeguarding@TheFA.com) - 0800 169 1863



## Football Organisations

Contact the FA  
[safeguarding@TheFA.com](mailto:safeguarding@TheFA.com) - 0800 169 1863



# Appendix 4

Revision History

<b>Version</b>	<b>Revision Date</b>	<b>Author</b>	<b>Summary of Changes</b>
1	24 <sup>th</sup> November 2025		Whole policy re write in line with Clubs Safeguarding Policy
1	4 <sup>th</sup> February 2026	LFC Foundation Board of Trustees	Approved by the Board of Trustees