

Safeguarding Policy Statement

Because of the nature of the work undertaken by The Millwall Football and Athletic Company (1985) PLC (MFC), it is required by law to have in place robust safeguarding policies and procedures to ensure the protection of children, young people and adults at risk. To ensure that MFC meets that duty - and as part of a proactive, integrated and consistent approach to safeguarding - the organisation has developed a Safeguarding Handbook.

What is safeguarding?

Safeguarding is the action that is taken to promote the welfare of children, young people and adults at risk and protect them from harm. Safeguarding means protecting people from abuse, maltreatment, neglect, harm and/or exploitation. Through MFC setting up and following good safeguarding policies and procedures, it means that children, young people and adults at risk - that come into contact with our organisation - are protected from those that might pose a risk. All organisations that work with (or come into contact with) children, young people and adults at risk are required to have safeguarding policies and procedures to ensure that everyone - regardless of their age, gender, religion or ethnicity - can be protected from harm.

MFC's Safeguarding Ethos

MFC will always seek to provide protection to any person that receives our services. To this end MFC will provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a person may be experiencing, or be at risk of, harm. MFC believes that no one should ever experience abuse of any kind. MFC have a responsibility to promote the welfare of all children, young people and adults at risk to keep them safe. MFC are committed to work in a way that protects them. This **Safeguarding Policy Statement** applies to everyone that comes into contact with MFC - including as applicable - the Board of Directors & Executive Team, Senior Managers, Staff, Agency Staff, Contractors, Suppliers, Volunteers, Students on work experience, as well as anyone else working on behalf of MFC. This policy also applies to any other person that engages with the work of MFC and includes parents, carers, families and other visitors to MFC premises.

Safeguarding at MFC

MFC places the safeguarding of children, young people and adults at risk as its prime focus and has developed full safeguarding policies and procedures. To underpin the approach, MFC ensures all of its management team, staff members and volunteers have been fully trained in safeguarding to enable the organisation to live and breathe its approach. **In developing MFC's safeguarding policies and procedures, the organisation has adopted the following three-part safeguarding strategy which focuses on:**

1. Getting the right people involved with MFC

This is achieved through adherence to MFC's Safer Recruitment Policies and Procedures.

2. Creating a safe environment for children, young people & adults at risk

This is achieved by providing all required safeguarding training, support and best practice advice; and further guidance by the effective communication of MFC's Codes of Conduct.

3. Promoting clear systems to deal with any safeguarding concerns

This is achieved through implementation of all MFC's policies and procedures relating to safeguarding.

A full copy of MFC's Safeguarding Handbook is available by speaking with (or contacting) the MFC person responsible for safeguarding.

Any person with a safeguarding concern or complaint - or who requires safeguarding support and advice - should not hesitate to contact the appropriate member of MFC's designated Safeguarding Team as detailed on the following page...

MFC's Internal Safeguarding Contacts

Board Safeguarding Lead/Senior Safeguarding Manager	
Name	Steve Kavanagh
Job Title	Chief Executive
Telephone Contact	0207 232 1222
Email	stevekavanagh@millwallplc.com or safeguarding@millwallplc.com

Safeguarding Senior Manager	
Name	John D'Arcy
Job Title	Security, Operations & Safeguarding Manager
Telephone Contact	Landline: 0207 232 1222 Mobile: 07809 554848
Email	darcy@millwallplc.com or safeguarding@millwallplc.com

Designated Safeguarding Officer & Nominated Manager for Adults	
Name	Katie Whitmore
Job Title	Club Welfare & Player Care Officer
Telephone Contact	Landline: 0207 232 1222 Mobile: 07958 027114
Email	kwhitmore@millwallplc.com or safeguarding@millwallplc.com

Deputy Designated Safeguarding Officer & Nominated Manager for Adults	
Name	Karen Wilson
Job Title	PA to the First Team
Telephone Contact	Landline: 0207 740 3464 Mobile: 07786 517020
Email	kwilson@millwallplc.com or safeguarding@millwallplc.com

Deputy Designated Safeguarding Officer & Nominated Manager for Adults	
Name	Hayley Watson
Job Title	Academy Operations Manager
Telephone Contact	Landline: 0208 850 4007 Mobile: 07525 725592
Email	academy@millwallplc.com or safeguarding@millwallplc.com

Deputy Designated Safeguarding Officer & Nominated Manager for Adults	
Name	Paul Tighe
Job Title	Head of Education & Player Welfare
Telephone Contact	Landline: 0208 850 4007 Mobile: 07754 010025
Email	ptighe@millwallplc.com or safeguarding@millwallplc.com

E-Safety Coordinator	
Name	Katie Whitmore
Job Title	Club Welfare & Player Care Officer
Telephone Contact	Landline: 0207 232 1222 Mobile: 07958 027114
Email	kwhitmore@millwallplc.com

Responsible Person for Health & Safety	
Name	Craig Murphy
Job Title	Horners Salus Health and Safety Consultant
Telephone Contact	Landline: 0208 954 6333 Mobile: 07834 862381
Email	craigmurphy@hornersalus.com

Responsible Person for Data Protection	
Name	Colin Hammond
Job Title	Heron IT Data Protection Consultant
Telephone Contact	Landline: 01473 350444 Mobile: 07941 070099
Email	colin@heronit.co.uk

Anyone with a safeguarding concern - and who would prefer not to speak directly with a member of our safeguarding team - should seek the appropriate support and guidance from the numbers below:

Other Useful Safeguarding Contacts	
Local Police	Emergency 999 & Non-Emergency 101
NSPCC Helpline	0808 800 5000 or help@nspcc.org.uk
ChildLine	0800 1111 (or text phone 0800 400 222) or www.childline.org.uk