



## Our Commitment to Safeguarding

### Principles

The Foundation is committed to creating inclusive and welcoming environments where children, young people and adults at risk feel safe, valued and respected in line with our own values. We believe that it is always unacceptable for a child/adult to experience abuse of any kind and we recognise our responsibility to safeguard the welfare of all children/adults.

We are also committed to ensuring that our Safeguarding Children & Adults at Risk policies are dynamic documents which are reviewed annually or following any learning from local review, National guidance or any organisational or legislative change. Our policies are endorsed by the Foundations Chief Executive Officer and Board of Trustees as of April 2020.

- This commitment applies to all trustees, full time staff, casual staff, volunteers and visitors whether they are paid or unpaid. We recognise that:
  - The welfare of the child/Adult at risk is paramount.
  - All children and Adults at Risk regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have the right to equal protection from all types of harm or abuse and have the right to protection from abuse and exploitation.
  - All our staff, volunteers and stakeholders need to be carefully selected and trained as part of our safer recruitment and induction process. Our staff, volunteers and stakeholders understand their responsibility for safeguarding children and adults at risk.

We work closely with the Norfolk Safeguarding Children Panel Safer Programme who regularly assess how we continue to work with the Norfolk community in a safe and professional manner. Our procedures reflect those of the NSCP and the Adult Safeguarding Board.

Parents, carers and guardians are informed on our programmes and through our website as to how we follow Norfolk's safeguarding procedures and how to make a safeguarding referral through the Foundation.

The Foundation follows the principles, legislation, rules, regulations and guidance that underpin the safeguarding policies and procedures of Norwich City Football Club, the Premier League, the Football Association, English Football League and Affiliated Football's Safeguarding Policy. The Foundation seeks to actively promote safeguarding within all partnership arrangements.

### Policy Review

Policy Issue Date	April 2020
Date of Next Update	April 2021

All safeguarding policies and procedures are due for a general review on the above date. They may however be reviewed and updated earlier, in the event of a change in Foundation requirements, or relevant legislat