



Port Vale Football Club Safeguarding Strategy 2022-2023

Port Vale Football Club is committed in embedding a culture of safeguarding throughout the organisation, this includes Port Vale Football Club, Port Vale Foundation, HUBB and Bescura. We need to put in place a preventative strategy which brings policies and procedures to life, and can also reduce risks, learn from previous incidents and reviews and drive change within the club creating an ethos of safe practice.

'Child Protection in Sport: Reflections on Thirty Years of Science and Activism' by C.H. Brackenbridge and D. Rhind states: -

"There can be no safe sport in an unsafe society: expecting sport to be held to a higher standard than the political, social and cultural environment in which it operates is a forlorn hope."

We will attempt to do everything we can to prevent harm and abuse from happening with everyone involved in Port Vale Football Club, Port Vale Foundation, HUBB and Bescura. When allegations and disclosures occur, we will respond quickly, appropriately, and effectively in order to safeguard those in our care.

Strategic Aims

Aim 1 – Prevention and Protection



Objective	How We Will Achieve
1.1 Robust leadership across the organisation. All activity contributes to safeguarding and is everyone's business regardless of role and responsibility	Clear leadership structure for safeguarding across Port Vale Football Club, Foundation, HUBB and Bescura. Safeguarding to be implicit and unified throughout all documentation of Port Vale Football Club, Foundation, HUBB and Bescura wherever appropriate and possible
1.2 Transparent and accountable governance arrangements and organisational structures in relation to safeguarding	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
1.3 Continue to develop robust procedures in relation to safer recruitment and selection	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
1.4 Work in collaboration with the Education and Player Care Manager to develop and enhance opportunities and activities which equip young people to stay safe, and build their confidence to seek advice and report	Support the Education and Player Care Manager and provide input on safeguarding for the design and delivery of enrichment programmes to share best practice to the wider organisation.



Strategic Aims

Aim 2 – Monitoring Performance and Ensuring Consistency

Objective	How We Will Achieve
1.1 Progress the Safeguarding Group to report, monitor and review performance for continuous improvement	Widen the Safeguarding Group to include the HUBB and Bescura Drive the agenda for the monthly meetings to focus on best practice, lessons learnt (not just within our own organisation) and continuous improvement
1.2 Develop the Board reporting further to provide a report to the relevant Boards of the individual business entities on an annual basis	Determine the KPIs and information required for the annual Board report (considering individual requirements of each business) and attain approval at Board Safeguarding Representative level
1.3 Ensure the current system for reporting is robust and fit for purpose	Annual review of MyConcern and assessment of market alternatives



Strategic Aims

Aim 3 – Training and improvement

Objective	How We Will Achieve
3.1 Continuously improve the knowledge and skills of our workforce on Safeguarding relative to the individual roles within Port Vale Football Club, Port Vale Foundation, HUBB and Bescura.	Develop a 12-month training and development plan for all staff by job role by July 2022, to incorporate the new EFL training courses (where appropriate by job role)
3.2 Ensure the skills and knowledge of those with specific safeguarding responsibilities within Port Vale Football Club, Port Vale Foundation, HUBB and Bescura are aligned, and individuals receive the appropriate support and guidance	Develop a skills/knowledge assessment with the DSOs 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)
3.3 To further strengthen relationships with external parties (e.g. Staffordshire FA, Stoke-on-Trent and Staffordshire Safeguarding Board, LADO) to provide CPD opportunities for DSOs and appropriate staff	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 and Procedure

Objective	How We Will Achieve
4.1 Streamline policies and procedures across Port Vale Football Club, Port Vale Foundation, HUBB and Bescura to provide all those involved with clarity and consistency to simplify cross business unit communication and working	<p>Review the HUBB and Bescura policies and procedures and provide Port Vale Football Club documents in the interim where required</p> <p>Review and map all policies and procedures and publish combined versions for 2022-23 season</p> <p>Communicate any changes to all staff within Port Vale Football Club, Port Vale Foundation, HUBB and Bescura</p>
4.2 Ensure our policies and procedures are informed by young people, adults at risk, and their parents and carers	<p>Provide opportunities for young people, adults at risk, and their parents and carers to provide feedback on our safeguarding policies, procedures, and practices</p> <p>Ensure the feedback is incorporated into the annual review of our policies and procedures</p>

