



This document is a guide only and should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of changing needs of the organisation. All employees may be required to undertake any other duties as may be reasonably requested.

Millwall Football Club are fully committed to equality, diversity, inclusion and anti-discrimination. We will work to address areas of under-representation and disadvantage in all aspects of our operations, activities and services. In practice, this means that we will respect the needs of each and every individual regardless of their differences; and to this end we will deliver our operations, activities and services in such a way so as to ensure that that no one is excluded.

*'Millwall FC is committed to safeguarding children and adults at risk. The successful candidate may be required to undertake a Disclosure and Barring Service (DBS) check through The FA DBS process. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information given.'*



## Safeguarding Policy Statement

**Because of the nature of the work undertaken by The Millwall Football and Athletic Company (1985) Limited (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.**