



Safeguarding Vulnerable Adults Policy

2010

MANCHESTER CITY FOOTBALL CLUB



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This is a shortened version of the policy. For the complete version please contact Nic.Scott@mfc.co.uk



Safeguarding Vulnerable Adults Policy

Background & need for policy

Manchester City FC is committed to creating opportunities for adults with disabilities and mental health problems to participate in a broad spectrum of activities at the club at the same time creating a safer culture for the participants.

The participation of adults at risk may be as players, coaches, employees, volunteers, officials, administrators or spectators.

The Club has a moral, legal and social responsibility to provide a fun and safe environment for all those participating in these activities.

The Club has a commitment to manage and monitor allegations of discrimination, harassment, abuse and bullying.

Safer Structures

The Safeguarding Vulnerable Adults Policy is there to react to the occasions where proactive preventive work has failed and where harm has occurred by acts of commission or omission and where the Vulnerable Adult has not been able to safeguard his or herself.

In particular its function is to ensure that safeguards are put in place to keep the Vulnerable Adult safe and to prevent such harm occurring again, either to the same Vulnerable Adult or to other Vulnerable Adults.

Relationship to Manchester City FC's Safeguarding Children Policy

- There is no "Vulnerable Adults" act to provide clear legislative guidance
- The definition of "Vulnerable Adult" is always open to interpretation and individuals may be vulnerable at some times and not others.
- Adults have a right to self-determination. They may not wish to have others intervene to safeguard them.
- Adults may consent to sexual activities and the issue of consent may affect the subsequent reporting and management of allegations.
- Local authorities are organised differently to receive and manage referrals. There is a lack of uniformity in the approach of Local Safeguarding Boards.

Definition of the term "Vulnerable Adult"

Someone who is aged 18 or over:

- Who is unable to protect him or herself against significant harm or exploitation
 - Who is or may be in need of community care services by reason of mental or other disability, increasing frailty or illness, alcohol or drug dependency.
- OR
- Who is or may be unable to take care of him or herself (includes alcohol or drug dependency).



Overview

'Manchester City FC is committed to football being inclusive and providing a safe and positive experience for everyone in the Club'

Whilst it is hoped that the proactive preventive work, including training, vetting and providing clear policies are sufficient to safeguard all adults at Manchester City FC, the Club recognises that it has a responsibility to safeguard Vulnerable Adults from abuse and harm and to respond where abuse and harm are perceived to have occurred.

The responsibilities taken by the Policy is to:

- Safeguard the welfare of Vulnerable Adults at Manchester City FC by protecting them from any significant physical, sexual and emotional harm and from neglect, bullying and financial harm within the Club. This may include training and codes of practice amongst other strategies for reducing risk.
- Report to the appropriate authorities any concerns about abuse or harm to Vulnerable Adults whether this occurs within the Club or elsewhere and whether this be a potential criminal offence or other concern. The appropriate authorities may be internal and external to football. This will include following the Club's reporting frameworks.
- Ensure appropriate investigations and responses to concerns about abuse or harm within Manchester City FC utilising the disciplinary process as appropriate. This will include work in partnership with the Vulnerable Adult who is believed to be at risk or is believed to have been harmed.
- Following such investigations, act to put appropriate safeguards in place to safeguard the Vulnerable Adult in the future and to reduce the risk of harm to other Vulnerable Adults in the Club.
- Report when appropriate to the independent Safeguarding Authority (ISA) anybody delivering a regulated activity for Manchester City FC who is believed by the Club to present a risk of harm to Vulnerable Adults. Where the Club "withdraws permission" for a person to deliver a regulated activity they will also be reported to ISA.

The Club has the power as part of the Manchester City FC Disciplinary procedures to issue a suspension, pending a risk assessment where any one or more of the following applies:-

1. The individual fails to comply with any part of Manchester City FC's CRB process.
2. The individual has been barred by the ISA from engaging in regulated activity relating to Vulnerable Adults;
3. The individual has been convicted of, or made the subject of caution for, a serious sexual, violent offence or any other offence that Manchester City FC believes to be relevant to the care of Vulnerable Adults;
4. Following a risk assessment, the Club is satisfied on the balance of probabilities that the individual poses or may pose a risk of harm to Vulnerable Adults.

N.B In addition to the CRB process, applicants will be required to provide at least two references that attest to their suitability to be involved in football involving Vulnerable Adults. The spouse, cohabitee, civil partner or a family member of the person subject to this requirement cannot act as a referee for this purpose. One of the referees should be the applicant's most recent or current employer.