



QPR SAFEGUARDING CHILDRENS POLICY 2018/9

Janet Barr

QPR, South Africa Road, London W12 7PJ



Club-wide Safeguarding Children Policy

Approved and endorsed by:

Statement from the Board:

Queens Park Rangers Football Club is committed to safeguarding the welfare of Children and Adults at Risk. The Club expects all staff, players, volunteers, contractors and guests, to share this commitment.

There is a separate Safeguarding Adults policy.

The Club believe that all staff, players, volunteers, contractors and guests have a responsibility to report to the Club any concern they have about the welfare of any Child or Adult at Risk.

Aims of This Policy

- To safeguard all children and young people who interact with the Club.
- To demonstrate best practice around safeguarding children.
- To provide guidance for parents to understand reporting procedures.
- To encourage a partnership between the Club and parents/carers of children associated with the Club.
- To ensure that coaches, parents and other adults who come in contact with children and young people, provide good role models of behaviour.
- To promote high ethical standards throughout the Club

Children and Young People

Throughout this policy, reference is made to children and young people; this means those under the age of 18.

QPR believe that all staff, players, volunteers, participants, contractors and guests have a responsibility to report any concerns to the safeguarding team should they be concerned about the welfare of any child or young person.

This policy is applicable to every employee of the club including staff, volunteers, parents, carers, work experience placements, participants and trustees. The policy will be observed by all those working and coming into contact with children and young people to ensure best practice in safeguarding is promoted and adhered to. Activities undertaken at the following locations are under the remit of this policy including:

QPR FC and all activities at Loftus Road
QPR Women's team
QPR Girls team
Trust activities
Academy
Training ground at Harlington

This Safeguarding Policy is applicable to the 2018/19 season, will be subject of ongoing review and a full review at least once a year.

The policy will also be reviewed in the following circumstances:

- Following a recommendation within a serious case review and/or from the LSCB or any other regulatory body.
- Amendments to existing legislation, introduction of new legislation and/or government guidance.
- Any other significant change or event.

The Club and Trust are committed to ensuring that:

- The safety of Children under the care of the Club and Trust is paramount. The Club also will protect and ensure the safety of Adults at Risk which is covered by another policy.
- All children have the right to participate in Trust sporting activities, in a safe environment, free from bullying, abuse or exploitation.

- All Adults at Risk and Children that engage with the Club and Trust, regardless of age, culture, social background, disability, gender, language, racial origin, religious belief and/or sexual identity, have the right to safety and protection from abuse or harm.
- All suspicions, reports and/or allegations of abuse will be taken seriously and investigated thoroughly and may involve the appropriate local authority teams where necessary.

The Club has a number of other policies which offer further guidance and protection for individuals including but not limited to

- Safeguarding Adults at Risk
- Equality and Diversity
- Health and Safety

Safeguarding Personnel and their roles

The Club Safeguarding Manager (CSM) is Janet Barr Janet.barr@qpr.co.uk 07880 204 366.

The Club also have a Senior Safeguarding Manager (SSM) who is responsible to the Board - Mark Donnelly (markd@qpr.co.uk) 07738 892145

The Community Trust has a full time Designated Safeguarding Officer (TDSO) - Claire Priddle (Claire.priddle@qpr.co.uk).

The Club has employed a trained Club-wide Safeguarding Manager (CSM) who works across the Club with Trust Designated Safeguarding Officers (DSO) who implement, maintain and monitor best practice across the Club and Trust. The Club Safeguarding Manager has responsibility to oversee and direct the safe provision of all activities and associated training relating to children and young people. A strategic role providing leadership and guidance on all safeguarding matters and relevant legislation, along with implementing safeguarding awareness and best practice across the Club, Academy and Trust.

The Club Safeguarding Manager will:

- Manage the implementation of the Trust and Club's strategy and action plan for safeguarding.
- Ensure Club's compliance with statutory obligations under relevant legislation and the Affiliated Football Safeguarding Policy.
- Work closely with HR and Heads of Departments to develop and implement safer recruitment and induction practices across the organisation.
- Continuously work to maintain, embed and improve the Trust and Club's safeguarding provision, ensuring the highest standards for safeguarding vulnerable groups.
- Manage the development, implementation, promotion and review of the Trust and Club's safeguarding vulnerable groups' policies, practices and good practice guidelines.
- Be the lead member of staff to manage safeguarding incidents, concerns and allegations.
- Be the lead member of staff to work in partnership with statutory and football authorities, sharing information where appropriate to safeguard vulnerable groups.
- Maintain accurate, confidential and up to date records on all safeguarding incidents, concerns and allegations.

- Give direction and guidance to staff in respect of safeguarding incidents, concerns and allegations.
- Support staff to respond appropriately to concerns about the welfare or safety of vulnerable groups.
- Lead and provide direction to Safeguarding Officers.
- Ensure that Safeguarding Officers are trained, supported and supervised.
- Act as the Trust and Club's lead source of safeguarding support, advice and expertise.
- Ensure staff understand their individual responsibilities to safeguard and promote the welfare of vulnerable groups.
- Develop relationships with statutory and football authorities.
- Attend regular safeguarding training and maintain an up to date knowledge base of relevant legislation, regulations and best practice.
- Undertake the annual LSCB Section 11 Audit (Children Act 2004, present the findings and take any relevant action
- Work closely with Trust DSO s (details below) to promote safeguarding and deal with any safeguarding issues.

The Designated Safeguarding Officers will:

- Support club safeguarding manager to pro-actively promote and raise safeguarding awareness.
- Advise others working with children on the implementation of policies and procedures around safeguarding
- Ensure staff understand their individual responsibilities to safeguard and promote welfare of children
- Support colleagues to respond appropriately to concerns about children's welfare or safety
- Assist Club Safeguarding Manager to maintain accurate and confidential information; to meet regularly to ensure safeguarding standards are upheld; and work with other DSO s across the Club.
- The DSOs for the Trust are listed below together with their contact details

Club-wide safeguarding meetings are held quarterly, these are mandatory for all DSOs from the Trust and Academy, and the Safeguarding Manager.

The Designated Safeguarding Officers within the Academy are-

Rob Nicoll	Robert.nicoll@qpr.co.uk	020 3198 7126
Kierenne Baldwin	Kierenne.baldwin@qpr.co.uk	020 3198 7115

What is abuse?

Abuse is any form of physical, emotional or sexual mistreatment, or lack of care, that leads to injury or harm. It commonly occurs within a relationship of trust or responsibility and represents an abuse of power or a breach of trust. Abuse can happen to a child or a vulnerable adult regardless of their age, gender, race, ability, culture or sexual orientation.

The Sexual Offences Act 2003 creates a specific offence of Abuse of positions of trust, this seeks to protect young people aged 16 and 17 years old who, despite reaching the age of consent for sexual activity, are considered to be vulnerable to sexual abuse and exploitation in defined circumstance. This includes sexual activity and relationships with adults who hold a position of trust, responsibility or authority in relation to them and as a result have a considerable amount of power and influence in their lives .

Types of Abuse

Child abuse involves acts of commission and omission, which results in harm to the child. The main types of abuse are:

- 1) Physical abuse
- 2) Sexual abuse
- 3) Emotional abuse
- 4) Neglect
- 5) Bullying

Should you have any concerns that a child or vulnerable adult may be the victim of any form of abuse, you must ensure that the Club Safeguarding Manager is notified at the earliest opportunity.

If the matter is of a sexual nature or urgent and the Safeguarding Team are unavailable, please contact the local police.

A flow chart is attached to show what actions are required should abuse be suspected.

Signs of abuse

There are four main forms of abuse identified as follows. Should you have any concern that abuse is occurring, you should contact the Safeguarding Manager or nominated Safeguarding Officer for the relevant department for advice.

Physical Abuse:

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Physical abuse can be caused through an act or omission.

Sexual Abuse:

Sexual abuse involves forcing or enticing a child or young person to engage in sexual activity, regardless of 'implied consent.' This includes penetrative (penetration of vagina, anus and mouth), and non-penetrative acts (touching - over or under clothing, or any part of the body in a sexual way).

Sexual abuse includes involving children in the watching of sexual acts and encouraging children to engage in over-sexualised behaviour, and grooming offences which can also be committed via the internet.

Sexual abuse can be perpetrated by anyone, including a parent or guardian, caregiver, extended family, friend, neighbour, stranger or a person in a position of trust (includes 16/17-year olds).

Neglect:

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. This includes failing to provide adequate nutrition, clothing, shelter, health care and protection from harm.

Emotional neglect is the failure to meet the child's ongoing emotional needs for affection and a sense of belonging.

Emotional Abuse:

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development, including verbal attacks on a child's sense of self, repeated humiliation or rejection.

Exposure to violence, drugs, alcohol abuse or severe conflict in the home, forced isolation, restraint or causing a child to be afraid much of the time, may also cause emotional harm.

Emotional abuse rarely happens only once, and it is usually part of a pattern of how the child is being treated over a significant period.

Bullying/ Cyberbullying (strand of emotional abuse):

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical, verbal and emotional, both face to face and via social media and other online forums.

The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children to the extent that it affects their health and development or, at the extreme, cause them significant harm (including self-harm and suicide). All settings in which children are provided with services, or are living away from home, should have in place, rigorously enforced anti-bullying strategies.

The Club have a specific Anti-Bullying Policy in place to address concerns of bullying. This includes recording and reporting all incidents of bullying.

Cyberbullying - This is when a person uses technology i.e. mobile phones or the internet (social networking sites, chat rooms, instant messenger, tweets), to deliberately upset someone. Bullies often feel anonymous from the incident when it takes place online and 'bystanders' can easily become bullies themselves by forwarding the information on.

Domestic Abuse:

Domestic Abuse is a significant indicator of risk of harm to children, who may suffer directly or indirectly if they live in households where there is domestic abuse. Domestic abuse is likely to have a damaging effect on the health and development of children.

Signs and Symptoms of Abuse

The list below is not exhaustive and the presence of one or more of these indicators is not proof that abuse is taking place, though they are indicators that abuse may have taken place:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.
- Disclosure of what appears to be an abusive act.
- Disclosure of unsatisfactory home circumstances i.e. domestic abuse, drugs and alcohol misuse, mental health concerns of a parent or other person within the home.
- Someone expresses concern about the welfare of the child.
- Unexplained changes in behaviour (e.g. becoming quiet, withdrawn or sudden outbursts).
- Oversexualised behaviour.
- Displays variations in eating patterns including overeating or loss of appetite.
- Weight loss for no apparent reason.
- Becomes increasingly dirty or unkempt.
- Evasive parents/carers

Remember that it is not the responsibility of staff (permanent or casual) or volunteers to decide if abuse has taken place, but it is their responsibility to act on any concerns, in accordance with this procedure.

Responding to Allegations or Suspicions

All staff, volunteers and players have a responsibility to ensure the safety and welfare of children and to take appropriate steps to ensure that suspicions and allegations of abuse are taken seriously and responded to quickly and appropriately. It is not the responsibility of anyone within the Club to decide whether child abuse has taken place. You **MUST** however, listen to the child and reassure them and inform the Safeguarding Manager or Designated Safeguarding Officer at the earliest opportunity.

Where there is a complaint against a member of staff, then one of the following may occur:

- A criminal investigation led by the Police
- A child protection investigation led in a multi-agency approach, by the Local Authority
- A disciplinary or misconduct investigation led by the Club, which may also involve The Football Association or Premier League.

- The club will delay an internal disciplinary or misconduct investigation while a criminal or local authority investigation takes place.

If a member of staff suspects abuse is taking place, or a report/allegation of abuse has been disclosed to them, where possible, the Safeguarding Manager or a Designated Safeguarding Officer should be contacted as early as possible. However, it is recognised that an individual may need to respond to a situation immediately and, prior to such contact, if the nature of the suspicion or report is putting the child concerned in immediate danger.

If the concern or allegation relates to the Club Safeguarding Manager, the Senior Safeguarding Manager or any senior member of staff, contact directly the Tri-Borough Designated Officer for Allegations against Professionals (LADO)

Kembra Healy Kembra.Healy@lbhf.gov.uk

In response to any allegation or discussion with an individual regarding any potential cause of concern staff should:

- Listen carefully rather than question the child directly.
- Stay calm and not offer their personal opinions/thoughts.
- Be aware that medical or criminal evidence may be relevant.
- Tell the child that you are listening and taking what they say extremely seriously.
- Seek medical attention if necessary
- Take further action - you may be the only person in a position to prevent future abuse.
- Inform the Safeguarding Officer and/or the Safeguarding Manager of the information, or another senior member of staff if these are not available
- Write down **everything** said (in their words as far as possible) and what was done - accuracy and detail is important. Keep this information stored in a secure place. Concerns can be recorded on the Safeguarding Reporting Form (template shown below)

Poor Practice

Any poor practice is unacceptable and will be treated seriously with appropriate action. Any behaviour that contravenes existing Codes of Conduct, infringes an individual's rights, and/or reflects a failure to fulfil the highest standards of care, is an indication of Poor Practice. A child or young person may not be aware that poor practice or abuse is taking place, as they may deem the behaviour as acceptable. In the first instance staff should raise concerns of poor practice with a DSO or the Safeguarding manager.

Any concerns about a colleague should be discussed with the Club Safeguarding Manager, or line manager if appropriate. The Club has a Whistle Blowing policy which outlines how individuals raising a concern will be treated and protected (see below).

Match day

Given the activities of the Football Club and in particular around matches at Loftus Road or away from Loftus Road the Club will ensure that any children are adequately protected. There is a specific Match Day safeguarding policy to deal with potential safeguarding issues.

The minimum age that a child is permitted to attend a match unaccompanied at Loftus Road is 14 years old in accordance with the Club's Ticketing Terms & Conditions. Any child 13 years of age or under must be accompanied by an adult of 18 years or over.

Mascots & Ball Persons

The Club will only allow children to be match day mascots or ball person once parental consent has been obtained. A signed image consent form is also required before any images are published in the Club's match day programme. No photographs of mascots or ball persons featured in Club publications will be accompanied by personal information about the child, such as their school, home address or local sports team. Whilst at Loftus Road, mascots and ball persons are accompanied always by a Designated Safeguarding Officer, and in their absence, a member of staff with a satisfactory enhanced DBS.

Safeguarding Training

The Club is committed to providing support and training for all staff and individuals in position of responsibility to assist them in recognising and dealing with suspicions of abuse.

A safeguarding induction is provided to all new staff. Please contact Janet Barr for further details (contact details shown above). Key elements of the Club Safeguarding Policy will be discussed in more detail and specifically to the individuals' role.

All staff working in direct contact with children are required to complete the FA's 3-hour Safeguarding Children Awareness workshop and undertake a refresher course, at least once every 3 years. Details of those satisfactorily completing this course are retained by the Safeguarding Manager.

Recruitment and disclosure

QPR have a specific safer recruitment policy which sets out in detail the process the club will undertake in ensuring staff are suitable to work with children and adults at risk. A copy is available if required.

This policy outlines how the club will manage the recruitment of ex-offenders, the management of DBS content and the decision-making process. This will include referral to the DBS where a person is removed from regulated activity because they have been cautioned or convicted of an automatic barring offence, engaged in relevant conduct or the harm test is satisfied.

All staff will undertake a specific Safeguarding and Safer Working Practices Induction upon employment at the club. A briefing document and guidance for safer working practices will be provided and will also be available on the intranet, under the safeguarding page. There is an expectation that staff will read the guidance and sign a declaration of agreement and understanding. Key elements of the Club's Safeguarding Children Policy are discussed in more detail if the role requires it.

Activities for Disabled Persons

All activities carried out for disabled persons, are carried out under the guidelines of the Equality Act 2010. It is now known that children and young people with disabilities are at an increased risk of abuse.

Contractors

All external contractors engaged by QPR undergo a suitability test prior to commencing work. This will include evidencing the contractor's Safety Record, Safety Policy, Liability Insurance, Risk Assessment and details of Competent Person. On arrival at the Club the contractor will receive a site induction from a member of the Facilities Team which covers safeguarding children and give details of the Club's expected code of behaviour. Contractors are subject to regular inspection from club staff. In the event of a contractor carrying out work on an area that is usually occupied by children, this work, where possible, will be undertaken when children are not present.

If a contractor undertakes work where a child or children are present, and they have not had appropriate DBS checks, they will not be left unsupervised with any children, young person or vulnerable adult.

Commitment to Safeguarding with Partners or Service Providers

The Club commitment to safeguarding is outlined in any partnership agreements, service level agreements or any other agreements that are in place with any service provider or for commissioned services insofar as those services relate to children.

Reporting

Staff should report to their Manager in addition to the Safeguarding Officer/Manager as soon as possible.

Staff should not:

- Offer to keep any information disclosed confidential. Say there may be occasions where you must pass the information to the Police or other adult.
- Make promises they cannot keep.
- Interrogate the child - it is not their job to carry out an investigation.
- Cast doubt on what the child has told them - they shouldn't interrupt or change the subject.
- Say anything that makes the child feel responsible for the abuse.
- Staff should ensure the Safeguarding Manager, or a Safeguarding Officer is informed as soon as possible. They will know how to follow this up and where to go for further advice. The Reporting Safeguarding Concern Form (which is available for all staff via the safeguarding page on the QPR intranet) should be used to record information and pass to the Safeguarding Manager.
- Any injuries seen should be noted and recorded on a body map (which is available for all staff via the safeguarding page on the QPR intranet).

The Safeguarding Reporting Form is attached as an Appendix to this Policy and is also available on the Safeguarding Intranet.

Anyone raising any concerns or issues about a colleague or someone involved in Club activities will be covered by the Club's Whistleblowing Policy.

Whistleblowing Policy

Whistleblowing refers to making a protected disclosure under the Public Interest Disclosure Act 1998.

By encouraging a culture of openness, QPR wants to encourage staff to raise issues which concern them at work. Staff have a right and duty to raise matters of concern they may have about the services being offered by QPR, or serious malpractice associated with them. Staff may be worried that by reporting such issues they will be opening themselves up to victimisation or detriment or risking their job security. However, all staff are protected by law if they raise concerns in the right way. Provided they are acting in good faith, it does not matter if they are mistaken. This policy is designed to ensure workers raise concerns properly and to ensure that mechanisms exist in QPR. Issues raised by staff will be addressed quickly and effectively.

Although this list is not exhaustive, examples of situations in which a disclosure might be made are -

- The committing of a criminal offence.
- Improper conduct or unethical behaviour
- Attempts to conceal any of the above

QPR have a Safeguarding Concerns Whistleblowing telephone line 020 3198 7086 or 07483 006 924. Calls to this number can be anonymous. Alternatively contact the Safeguarding Manager directly.

Image Policy/ Social network guidance

The Club takes its guidance on the use of images from guidelines issued by the FA and Football League.

All images are taken by Club officials who have been briefed by the member of staff (and where possible a Club Safeguarding Officer) responsible for the activity being photographed / filmed.

Before taking images of children, parental consent is sought in writing at the start of each football season, or prior to the event.

Parents/Legal Guardians are responsible for informing the Club of any change of circumstances within the season which may affect consent.

Parents/Legal Guardians will be informed of how the image will be used. The Club will not allow an image to be used for something other than that for which it was initially agreed.

All Children featured in Club publications will be appropriately dressed. Where possible, the image will focus on the activity taking place and not a specific child. Where appropriate, images represent the broad range of people participating safely in the event. Designated Club photographers will, where applicable, undertake a DBS and attend a Safeguarding Children workshop and, will be personally responsible for keeping up to date with the latest guidelines on the Use of Images policies issued by the Club, and by the Premier League from time to time. Club Identification will be worn at all times.

Children who are subject to family, care or legal proceedings, or who are under a Court Order, will not have their images published in any Club document. No images of children featured in Club publications will be accompanied by personal details such as their school or home address. Recordings of children for the purposes of legitimate coaching aids, are only filmed by Club officials and are stored safely and securely at the Club's premises. Any instances of inappropriate images in football should be reported to the Club's Publications Editor or Safeguarding Manager immediately. The Club does not put young player profiles with images and personal information on its website.

Any incidents concerning youth sexual imagery abuse should be reported to the Safeguarding team.

QPR recognises the importance of social media and social networking services. However, QPR are also aware of the potential safeguarding risks in this area. Staff should not add, or invite children, or young people they have responsibility for, to become 'friends' or contacts.

There is a separate policy for the use of social media.

Any concerns over the use of sexual imagery should be reported immediately to the Safeguarding manager or DSO.



The link above offers guidelines in the event of any concerns

Concerns around Radicalisation and Extremism

The Counter Terrorism and Security Act places a duty on specified authorities, including sport, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism as part of the Prevent strategy.

There is also a duty on local authorities to ensure there is a Channel Panel in place which must include the local authority and senior police officers. The panel will assess to what extent identified individuals are vulnerable to being drawn into terrorism. The Act requires partners of the Channel Panel to co-operate with the Panel in the carrying out of its functions, and the police in undertaking the initial assessment as to whether a referral is appropriate. Training will be rolled out in this area so that staff across the Trust and Academy are aware of signs to be aware of and referral pathways. Liaise with Safeguarding Manager if there are any concerns about this.

If the Safeguarding Manager is unavailable, referrals can be made directly to pinakin.patel@lbhf.gov.uk 07554 222772. Staff requiring training around Prevent can email prevent@lbhf.gov.uk to enquire about training sessions.

APPENDIX 1

SAFEGUARDING REPORTING FORM

Please complete within 24 hours.

For all concerns involving Community Trust activities send to

Claire Priddle at Claire.priddle@qpr.co.uk

All other issues should be sent direct to the Safeguarding Manager

Janet Barr at Janet.barr@qpr.co.uk

Date of concern:	
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Details of the person who is raising the concern

Name	
Role	
Name of venue	
Telephone number	
Email	

Details of the person you are raising a concern about

Name	
Role (please circle)	Child Adult at risk Member of staff Volunteer Other
Date of birth	
Home address	
Telephone number	
Email	

Details of the parents/carers (if applicable)

Name (s)	
Address	
Telephone number	
Email	

Nature of the concern

Circumstances (Include ALL the information known to you)	
Details of any disclosures (Include ALL the information known to you, including any verbatim comments)	

Injuries seen	
Witnesses (include full details, including name, role and contact details)	

Confidentiality

If the allegation is against a member of staff or volunteer, that person should **NOT** be informed of the concern until advice has been sought from the Safeguarding Manager.

Have the parents/ carers been informed of the concern? (please circle)	Yes	No
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<p>If not, please state why</p> <p>(If you feel sharing the information with the parent/carer will place the child at risk, you should not share this information. Advise should be sought from the Safeguarding Manager and reasons fully documented.</p> <p>Adults at risk need to be informed of the concern).</p>	
<p>When were the parents/carers informed of the concern?</p>	<p>Date/Time</p>
<p>Have the parents/carers or adult at risk given consent to share information?</p>	<p>Yes No</p>
<p>If not, why?</p>	

Details of the person alleged to have caused harm (if applicable)

<p>Name</p>	
<p>Role (please circle)</p>	<p>Child</p> <p>Adult at risk</p> <p>Member of QPR staff - further detail required</p> <p>Volunteer</p> <p>Parent</p> <p>Other, please detail</p>

Date of birth	
Address	
Telephone number	
Email	
Do they work/ volunteer anywhere else? (please circle)	Yes No
If yes, please detail	

ACTIONS:

What has been done about the concern?	
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<p>Who has been informed about the concern? (please circle)</p>	<p>Safeguarding Manager</p> <p>Safeguarding officer (please name)</p> <p>FA/Premier League</p> <p>Police</p> <p>Children’s social services</p> <p>Local authority designated officer</p> <p>Other, please detail</p>
<p>When were they notified?</p>	
<p>What was the name of the person you spoke to?</p>	
<p>What did they say?</p>	

What other actions have been taken?	
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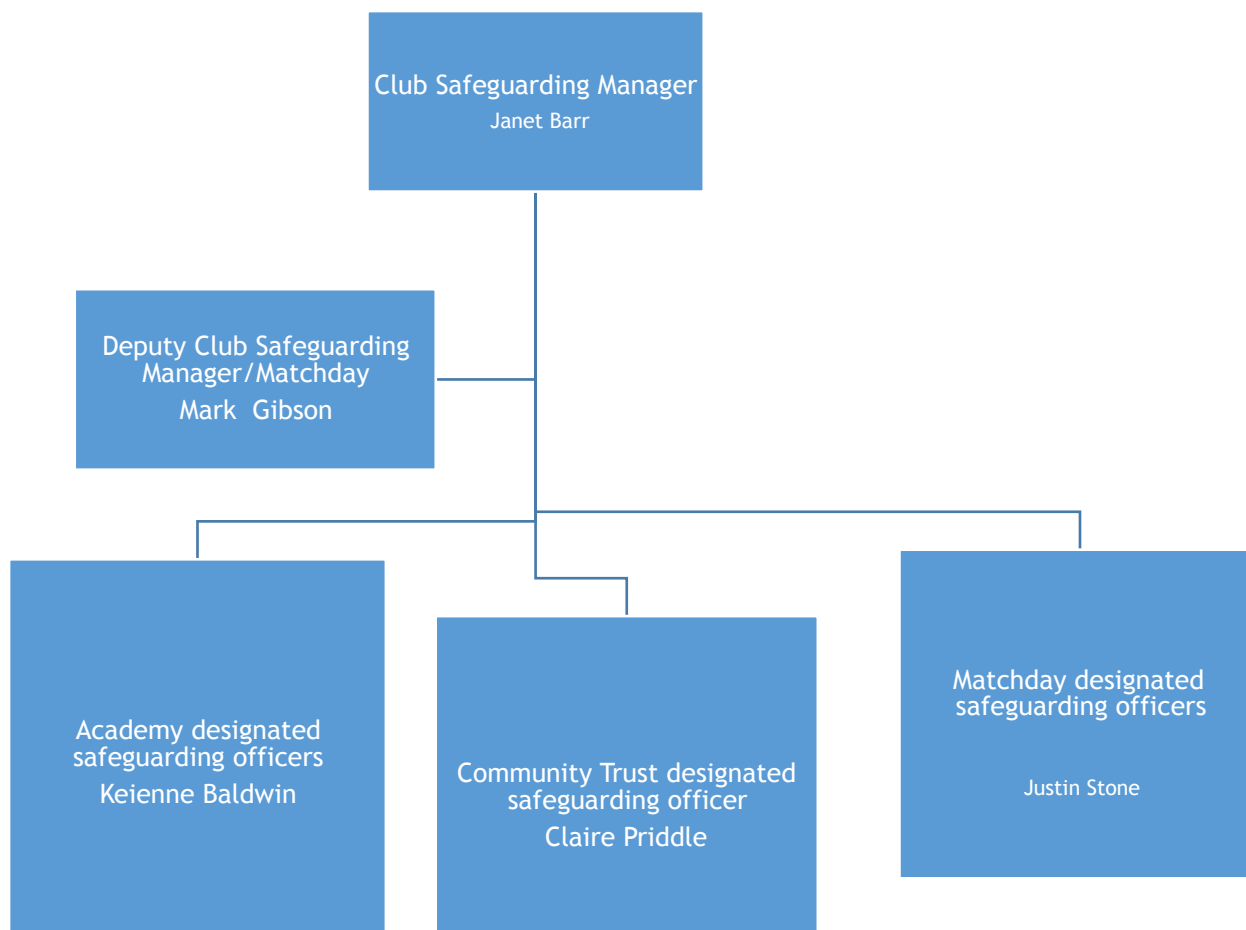
If your concern relates to a sexual assault that has taken place within the last 7 days, you must notify the Safeguarding Manager and the Police at the time you are advised.

If your concern relates to immediate welfare of a child or adult at risk, call the police on 999. The Safeguarding Manager should then be notified (janet.barr@qpr.co.uk)

APPENDIX 2

Safeguarding Structure at QPR FC

Chief Operating Officer /
SSM Mark DONNELLY



APPENDIX 3

Key contacts and useful numbers/websites:

The Club Safeguarding Manager (CSM) is Janet Barr Janet.barr@qpr.co.uk 020 8740 2572; 07880 204 366.

The Club also have a Senior Safeguarding Manager (SSM) who is responsible to the Board Mark Donnelly (markd@qpr.co.uk) 07738 892145

The Community Trust has a full time Designated Safeguarding Officer (TDSO) Claire Priddle (Claire.priddle@qpr.co.uk)

External contacts

The Football Association
Sue Law
Head of Safeguarding
Sue.law@thefa.com

The Football League
Head of Safeguarding
Alex Richards
arichards@efl.com



For emergencies dial 999

For non-emergencies dial 101



If you want to report any abuse or discuss concerns in relation to children and young people, please contact:

- Hammersmith & Fulham - familyservices@lbhf.gov.uk or telephone no : 020 8753 6600
- Kensington and Chelsea - socialservices@rbkc.gov.uk or telephone no: 020 7361 3013
- Westminster - accesstochildrenservices@westminster.gov.uk or telephone no: 020 7641 4000

Tri-Borough Multi-Agency Safeguarding Team

Email: Familyservices@lbhf.gov.uk

Telephone number: 020 8753 6600

Fax number: 020 8753 4209

Walk-in: Ground Floor, 145 King St, Hammersmith, W6 9XY

Out of hours service: 020 8748 8588G HUB (MASH)

Tri-Borough Designated Officer for Allegations against Professionals (LADO)

Kembra Healy Kembra.Healy@lbhf.gov.uk

Tri-Borough LSCB Team

Telephone number: 020 8753 3914

Prevent

Referrals can be made directly to pinakin.patel@lbhf.gov.uk 07554 222772.

Staff requiring training around Prevent can email prevent@lbhf.gov.uk to enquire about training sessions.