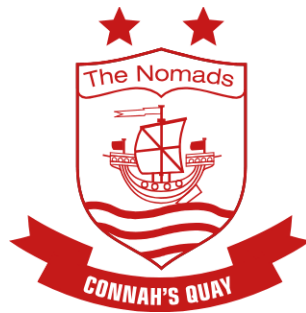




CONNAH'S QUAY NOMADS FOOTBALL CLUB

SAFEGUARDING ADULTS AT RISK POLICY

Safeguarding Adults at Risk in Football

"An adult at risk's welfare is, and must always be, the paramount consideration."

Adopted by Connah's Quay Nomads Football Club on: Wednesday 30 September 2026

Review date: Sunday 6 September 2027

Version: 1.0

This policy sits alongside, and should be read together with, the FAW's safeguarding policies for adults at risk, which it does not replace, and the Club's Safeguarding Children at Risk Policy.

1. Policy Statement

Connah's Quay Nomads Football Club ("the Club") is committed to safeguarding the welfare of every adult at risk who takes part in, or is otherwise connected with, football at the Club. Everyone has a right to enjoy football in a safe, positive and inclusive environment, free from abuse, harm, neglect and discrimination.

The welfare of the adult at risk is, and must always be, the paramount consideration. This overrides all other considerations, including results, reputation, or the wishes of any individual.

Safeguarding is everyone's responsibility. This policy applies to all Club teams, including our men's and women's sides, and to every player, coach, official, volunteer, member of staff and spectator connected with the Club. It has been prepared in line with FAW safeguarding guidance and the Wales Safeguarding Procedures. Children are covered by the Club's separate Safeguarding Children at Risk Policy.

2. Club Safeguarding Officers

Every safeguarding concern connected with the Club must be emailed to safeguarding@the-nomads.co.uk, which reaches all three joint Club Safeguarding Officers, with the FAW Safeguarding Team always copied in at safeguarding@faw.cymru. If a concern involves any named officer, email the FAW Safeguarding Team directly instead of the Club address.

Club Safeguarding Email	safeguarding@the-nomads.co.uk
Della Bennett (Head of Safeguarding)	Club Safeguarding Officer — della.bennett@the-nomads.co.uk
Nathan Beal (Boys' and Men's Secretary)	Club Safeguarding Officer — nathan.beal@the-nomads.co.uk
Adam Angerer (Girls' and Women's Secretary)	Club Safeguarding Officer — adam.angerer@the-nomads.co.uk
FAW Safeguarding Team (always cc)	safeguarding@faw.cymru

Club action: Update this section without delay if any named officer or role changes.

3. Key Definitions

Adult: anyone aged 18 or over.

Adult at risk: an adult who is experiencing, or is at risk of, abuse or neglect; has needs for care and support (whether or not those needs are being met); and, as a result of those needs, is unable to protect themselves against the abuse or neglect or the risk of it (Social Services and Well-being (Wales) Act 2014). A person may be more vulnerable because of age, disability, illness, mental health, or other personal circumstances.

Capacity and consent: every adult is presumed to have the capacity to make their own decisions unless it is shown otherwise (Mental Capacity Act 2005). An adult's wishes should be respected wherever it is safe to do so.

Position of trust: any role — coach, official, volunteer, club staff member — giving a person power or influence over an adult at risk. That trust must never be abused.

4. Key Principles

- **Safety and well-being:** the safety and well-being of adults at risk are our priority. We will take all reasonable steps to prevent harm so that everyone can take part in football safely.
- **Respect and dignity:** all participants, including adults at risk, will be treated with respect and dignity.

- **Voice and choice:** we will listen to adults at risk, involve them in decisions about their own safety, and respect their wishes wherever it is safe to do so.
- **Support:** we are committed to giving adults at risk the support they need to take part fully in Club activities.
- **Confidentiality:** information about adults at risk will be handled sensitively, confidentially and in line with data protection law.

5. Roles and Responsibilities

Club management: adopts and reviews this policy, appoints the Club Safeguarding Officers, and ensures safer recruitment, training and insurance are in place.

Club Safeguarding Officers: act as the main point of contact for anyone with a concern; receive and act on concerns and keep confidential records; make sure this policy is followed; liaise with the FAW Safeguarding Team, League and Area Safeguarding Officers, social services and police; and identify and deal with poor practice.

Coaches, managers, officials, staff and volunteers: complete required checks and training, follow the relevant FAW Code of Conduct, and report concerns promptly.

Players, parents, carers and spectators: treat others with respect and raise any concerns by emailing safeguarding@the-nomads.co.uk.

6. Safer Recruitment and Training

Anyone working with children or adults at risk at the Club must have an Enhanced DBS check obtained through the FAW's approved umbrella body, and hold the FA/FAW Safeguarding Award, refreshed every three years. There are four types of DBS check; the Club Safeguarding Officers will assess each role and decide which is required. Appropriate staff and volunteers will receive training so they understand the needs of adults at risk and how to respond to a concern.

7. Codes of Conduct

The Club has adopted the FAW Codes of Conduct for players, parents/spectators, coaches/team managers/volunteers, and match officials. Breaches will be dealt with under the Club's disciplinary procedures.

8. Recognising Abuse

Staff and volunteers should be aware of the main forms of abuse an adult at risk may experience:

- **Physical abuse:** hitting, pushing, restraint, or misuse of medication.
- **Sexual abuse:** any sexual activity the adult has not consented to, or could not consent to.
- **Emotional or psychological abuse:** threats, humiliation, intimidation, controlling behaviour or isolation.
- **Neglect and self-neglect:** failing to meet, or the person failing to meet, basic care, health or safety needs.
- **Financial abuse:** theft, fraud, pressure over money or possessions, or misuse of benefits.
- **Discriminatory abuse:** harassment or ill-treatment because of a protected characteristic such as race, disability, sex, sexual orientation or religion.

- **Domestic abuse:** abuse by a partner, ex-partner or family member, including coercive control.
- **Modern slavery and exploitation:** forced labour, trafficking or criminal exploitation.

It is not necessary to be certain abuse is happening — a reasonable concern is enough to report it.

9. Sexual Harassment and Violence Against Women and Girls (VAWG)

The Club has a zero-tolerance approach to sexual harassment and violence against women and girls (VAWG). These behaviours are unacceptable: they may breach codes of conduct, they may be safeguarding concerns, and in many cases they are criminal offences. They include unwanted physical contact, inappropriate or sexualised language, coercive control, threats, stalking and online abuse. Anyone can be affected and every report will be dealt with in the same way, but we recognise that women and girls, particularly those with additional vulnerabilities, are disproportionately affected. We will:

- respond to every disclosure with sensitivity, respect and urgency, in line with this policy and our disciplinary procedures;
- make sure staff, volunteers and participants are trained to recognise, prevent and respond to incidents;
- work with the police and safeguarding partners to ensure a coordinated response where needed.

10. Reporting a Concern

Immediate danger: call 999 without delay, then, as soon as it is safe to do so, immediately email safeguarding@the-nomads.co.uk, copying the FAW Safeguarding Team at safeguarding@faw.cymru.

For all other concerns, follow **Respond, Record, Report, Refer**:

- **Respond** — listen, stay calm, and reassure the person that their concern will be taken seriously, without promising confidentiality.
- **Record** — write down what was said or seen, in the person's own words where possible.
- **Report** — within 24 hours, email safeguarding@the-nomads.co.uk (reaching all Club Safeguarding Officers), always copying the FAW Safeguarding Team at safeguarding@faw.cymru. If the concern involves any named officer, email the FAW Safeguarding Team directly instead.
- **Refer** — the Club Safeguarding Officers will seek further advice from, and where needed refer the matter to, the FAW Safeguarding Team, League and Area Safeguarding Officers, Flintshire adult social services or police.

Consent and the adult's wishes

Where it is safe to do so, talk to the adult about the concern and what they would like to happen. However, a concern must still be reported, even without the adult's agreement, if the adult or anyone else is in immediate danger, other people (including children) may be at risk, a crime may have been committed, or the adult may not have the capacity to make the decision.

Do not investigate a concern yourself or question an adult at risk in detail — that is a matter for the FAW and statutory agencies.

11. Allegations, Whistleblowing and Confidentiality

An allegation against a coach, volunteer, official or other club staff member must be emailed immediately to safeguarding@the-nomads.co.uk, copying the FAW Safeguarding Team (safeguarding@faw.cymru); if the allegation or complaint involves any named Club Safeguarding Officer, email the FAW Safeguarding Team directly instead, and you may also inform a member of the Club committee. The Club will not

investigate matters that may be criminal. Anyone can raise a concern about how a safeguarding matter was handled, in good faith and without fear of reprisal, by the same route. Information will be shared only with those who need to know, but data protection is never a reason to withhold information where someone may be at risk of harm.

12. Review

This policy is reviewed at least annually, alongside the Club's Safeguarding Children at Risk Policy, or sooner following a change in FAW guidance or a safeguarding incident. The Club Safeguarding Officers are responsible for proposing amendments.

Appendix A: Key Contacts

Club Safeguarding Email	safeguarding@the-nomads.co.uk
Club Safeguarding Officer (Head of Safeguarding)	Della Bennett — della.bennett@the-nomads.co.uk
Club Safeguarding Officer (Boys and Men)	Nathan Beal — nathan.beal@the-nomads.co.uk
Club Safeguarding Officer (Girls and Women)	Adam Angerer — adam.angerer@the-nomads.co.uk
FAW Safeguarding Team (always cc)	safeguarding@faw.cymru
Police (emergency / non-emergency)	999 / 101 (North Wales Police)
Flintshire Adult Social Services	01352 702000 (office hours)
Social Services out of hours	0345 053 3116 (Emergency Duty Team)
Live Fear Free Helpline (domestic abuse, VAWG)	0808 80 10 800 (24 hours)
Wales Safeguarding Procedures	www.safeguarding.wales

Club action: Every safeguarding email to the Club goes to safeguarding@the-nomads.co.uk with the FAW Safeguarding Team (safeguarding@faw.cymru) always copied in — except where the concern involves Della, Nathan or Adam, in which case email the FAW Safeguarding Team directly.