

NSPCC

NSPCC Independent Assessment of the
Implementation of FA Safeguarding 365
for

Leicestershire & Rutland County FA

Report Final Report

Lead Assessor

Second Assessor

Date of Assessment 4th July 2022

Date of Report 6th July 2022

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- Football Services Team – Jamie Clarke -FS Lead & DDSO, Kai Wilson - FS Officer, Josh Read - FS Administrator, Sam Deacon - FS Administrator
 - Football Development Team – Shaun Waite - FD Lead, Jacob Lehane - Workforce Development Officer and Karl Percival* – FDO
- *Via teams

Summary of assessment

Following an analysis of the comprehensive Smartsheet evidence submission and a one day 'in person' assessment, the NSPCC independent assessors are fully satisfied that Leicestershire and Rutland County Football Association has met the Safeguarding 365 criteria for 2021/2022. In addition to evidencing that all specific criteria were fully evidenced, the assessors identified a number of areas of safeguarding practice that are exemplary and are exceeding what is outlined in the Safeguarding 365 criteria.

Leicestershire and Rutland FA should be praised for the extensive evidence and Smartsheet commentary uploaded ahead of the assessment as this was extremely robust, providing an excellent picture of the work being undertaken in the County prior to the face-to-face assessment. They should also be commended for the work they have done in the following areas:

- There are comprehensive briefings prior to safeguarding club visits for staff and the board, the DSO also surveys staff after club visits to see if any changes need to be made to the process. An overview of learning from the visits is presented to staff and the board.
- There are close links with key partners who are able to enhance the safeguarding offer e.g., Leicestershire police, Kick it Out, Leicestershire County Council and the Survivor's Centre. (See details below)
- As well as the induction checklists, there is a comprehensive induction presentation for all new members of staff which is delivered by the DSO.
- The DSO has organised training to support the Mental Health of volunteers and has applied for further funding to continue this.
- The CFA had a discrimination case and worked with Leicestershire police to develop an online reporting form and a one-hour workshop about hate crime and the law, combining both FA and police messaging. Following on from this they are looking to fund first responders at weekends to support victims of abuse and look at how the CFA can challenge the views of the perpetrator.

The CEO/SSL and DSO answered all questions from assessors comprehensively and confidently and demonstrated clearly how safeguarding is a priority, and that it clearly underpins all of their other operational practices, right across all aspects of the business

The NSPCC would like to congratulate the CEO, DSO, Board and wider staff team for the commitment to safeguarding evidenced during the assessment.

Assessment grading - Leicestershire and Rutland FA

Charts and tables supporting report

Below is a summary of each Standard area of the Safeguarding 365 assessment.

The NSPCC grades each area using the following colour codes:

Red	Fails to meet the Standard
Amber	Standard requires developing
Green	Meets the Standard
Blue	Not relevant to this Football Association at this time
Grey	Pending, awaiting additional material by a set date

Leicestershire and Rutland FA – Self Assessment grading

Standard Area	Total	Red	Amber	Green	Blue	Pending
Governance and Leadership	13	0	0	13	0	0
Operational Delivery	38	0	0	38	0	0
Listening to the Under 18s	5	0	0	5	0	0
Football Disciplinary	5	0	1	4	0	0
Case Management	9	0	0	9	0	0
Compliance and Monitoring	8	0	1	7	0	0
TOTALS	78	0	2	76	0	0

Leicestershire and Rutland FA – Independent Assessment FINAL grading

Standard Area	Total	Red	Amber	Green	Blue	Pending
Governance and Leadership	13	0	0	13	0	0
Operational Delivery	38	0	0	38	0	0
Listening to the Under 18s	5	0	0	5	0	0
Football Disciplinary	5	0	0	5	0	0
Case Management	9	0	0	9	0	0
Compliance and Monitoring	8	0	0	8	0	0
TOTALS	78	0	0	78	0	0

STANDARD AREA 1: Governance and Leadership

Total number of criteria - **13**

Standard overall outcome – **'Meets the Standard'**

Red	Amber	Green	Blue	Grey	Total
0	0	13	0	0	13

Area 1 – Key achievements/strengths

- The BSC and DSO meet once a month but have regular additional contact in between formal meetings.
- The Safeguarding Steering Group meet regularly. The Group includes all the safeguarding roles, including the BSC plus the Football Development Lead who provides specific input about club issues.
 - The minutes of these meetings go to the board.
 - There is a logical pattern/date for meetings to provide continuity from staff meetings, SLT and board.
- There are away days for both the board and the staff team to work together and the CFA try to hold these around the County at clubs so that the CFA is visible.
- The BSC is a former Director of Children's services and the Chair has extensive experience in equality, diversity, and inclusion work across Europe and Internationally. Both are particularly keen to measure the impact of the CFA safeguarding work and to ensure that the views of children and young people are heard at board level.
- The BSC has presented on safeguarding and the Board Champion's role at the CFA council.
- Many board members undertake the club visits.

Area 1 – Criteria requiring action

No criteria requiring action

STANDARD AREA 2: Operational Delivery

Total number of criteria - **38**

Standard overall outcome - **'Meets the Standard'**

Red	Amber	Green	Blue	Grey	Total
0	0	38	0	0	38

Area 2 – Key achievements/strengths

- The DSO has been in post for just over a year. She demonstrated excellent knowledge of the safeguarding role. She has developed strong relationships with and accesses support from local safeguarding partnerships and has good relationships in place with LADOs.
- The DSO is well supported in her role by the CEO, DSSL, DDSO and Board Safeguarding Champion, as well as the rest of the Staff Team.
- There is a clear and robust deputising process in place. Safeguarding responsibilities are shared widely across the entire team. All team members demonstrated excellent working knowledge of safeguarding.
- The staff have all undertaken Risk Assessment training, which they complete annually. The DSO signs off all risk assessments, keeps a running record and they are regularly reviewed.
- Excellent support is provided to young referees. The referees sin bin card and the young referee's guidance both have safeguarding information within them. The RDO also calls referees after incidents to check how they are, and referees are offered a mentor.
- The referee compliance data is shared with the leagues and updated twice a week.
- There is a formal process in place for catastrophic injuries or sudden death.
- The club guide includes safeguarding information, and the CFA provides cards for clubs to give to parents and young people with safeguarding contacts.

Area 2 – Criteria requiring action

No criteria requiring action

STANDARD AREA 3: Listening to the Voice of and Supporting U18s

Total number of criteria - 5

Standard overall outcome – **‘Meets the Standard’**

Red	Amber	Green	Blue	Grey	Total
0	0	5	0	0	5

Area 3 – Key achievements/strengths

- ▶ The CFA are recruiting Young Leaders and at the time of the assessment had received 19 applications.
- ▶ There is a Youth Engagement Plan which has been presented to the Board and the Council, the board are keen for there to be appropriate representation from this group at board level. This plan is reviewed quarterly.
- ▶ The DSO has identified several clubs who have positive examples of listening to children and young people. There are plans to add a question about this to the club visits. It is also a key part of the presentation on club accreditation
- ▶ The RDO is providing a BSL interpreter for a referee’s course but has plans to look at inclusive measures generally being built into course planning rather than this being a one off.
- ▶ There is a bi-monthly open club call which clubs can join to get key messages from the CFA. This may be used in the future to highlight those clubs that have good ideas for engaging children and young people.
- ▶ A survey of under 18 referees is undertaken annually followed by a consultation evening to go through the results.
- ▶ There are plans to get the Youth League representatives to meet the CFA young leaders so that the leagues hear from young people.

There is a Youth Hub on the website, but the team and the assessors identified that more child friendly materials are needed, that reflect the needs of various age groups. There are plans for the new Youth Leaders to provide ideas for this area of work. This is reflected in the Youth Engagement Plan.

There are plans to amend the Referee course to provide more information for under 18’s about their rights and to have extra information about concussion.

Area 3 – Criteria requiring action

No criteria requiring action

STANDARD AREA 4: Football Disciplinary

Total number of criteria - **5**

Standard overall outcome - **'Meets the Standard'**

Red	Amber	Green	Blue	Grey	Total
0	0	5	0	0	5

Area 4 – Key achievements/strengths

- ▶ The Inclusion Advisory Group have supported discipline cases where needed and the Chair has reviewed responses to cases.
- ▶ The witness statement template for young people involved in disciplinary cases is being adapted so that it is more user friendly.
- ▶ The DSO always offers to be the responsible adult for hearings and has delivered a workshop for clubs so that they are aware of what support is available.
- ▶ The DSO meets the discipline, affiliation, development and refereeing staff weekly during the season. There is an automated sheet that can send a discipline case to the DSO immediately by ticking a box. If there are any under 18 issues the DSO is informed immediately.

Area 4 – Criteria requiring action

No criteria requiring action

STANDARD AREA 5: Case Management

Total number of criteria - **9**

Standard overall outcome - **'Meets the Standard'**

Red	Amber	Green	Blue	Grey	Total
0	0	9	0	0	9

Area 5 – Key achievements/strengths

- The DSO worked with Lancashire CFA to develop Respect training which has been used for a specific club but will be delivered as requested or where the CFA feel it is needed.
- The DSO feels well supported in her role. She receives extra supervision and support from the BSC, the regional DSO group and the safeguarding roles at Leicester City Football Club.
- The DSO is confident about referrals to the statutory agencies particularly after having completed referral training. There are good links with the local LADOs and Safeguarding Partnerships.
- There is a clear flow chart process for poor practice cases.
- The DSO issues a safeguarding bulletin to CWOs with training details, guidance on DBS and other relevant support.
- The DSO is broadening links with a diverse range of partners, e.g. Leicestershire County Council to look at a suicide prevention project and has also contacted the sexual abuse survivors centre in Leicester.

Area 5 – Criteria requiring action

No criteria requiring action

STANDARD AREA 6: Compliance and Monitoring

Total number of criteria - **8**

Standard overall outcome – **'Meets the Standard'**

Red	Amber	Green	Blue	Grey	Total
0	0	8	0	0	8

Area 6 – Key achievements/strengths

- Extra coach CPD is provided, and this has included topics such as why players play and the matchday experience.
- Power Bi data demonstrated strong compliance, there was one council member compliance issue outstanding due to ill health which will be resolved when it is appropriate to do so.
- There is a very proactive approach to club visits with an overview of the learning collated and an internal survey to gather the views of those undertaking the visits. The board are keen for the CFA to complete more than the target number of visits over the next year.
- The team feel that they have developed a robust model to support compliance in the same way as the shared services programme does. There is an automated Smart Sheet that can display any required data reports easily.
- Plans are in place to have guides for key parties involved in football, so they meet specific needs – coaches, players and parents for example as well as the existing club guide.
- The CFA works closely with leagues on their development plans and have been asking them to monitor fair play scores and collate examples of what clubs are doing well. The League Welfare Officers have been monitoring matchday experiences.

Area 6 – Criteria requiring action

No criteria requiring action