



ASPLEY GUISE
FOOTBALL CLUB



<https://www.aspleyguisefc.co.uk>

ASPLEY GUISE FC

Aspley Guise Football Club

MANAGING ALLEGATIONS

POLICY

2026/27 SEASON



Designated Safeguarding Lead (DSL) & Welfare Officer

Joanna Clay

Tel: 07568 306155

Email: welfare@aspleyguisefc.co.uk

Deputy DSL & Deputy Welfare Officer

Yasmin Husbands

Tel: 07949 929004

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Scope of This Policy

Applies to: All players, coaches, managers, volunteers, committee members, match officials and club representatives.

This policy sets out how Aspley Guise Football Club (AGFC) will manage allegations or serious concerns regarding the conduct of any individual involved with the Club.

It applies to concerns raised by:

- **Players (youth or adult)**
- **Parents or carers**
- **Volunteers and staff**
- **Match officials or other clubs**
- **Members of the public**

Purpose of This Policy

AGFC is committed to safeguarding children and vulnerable adults and maintaining a safe, respectful and supportive environment.

When serious concerns or allegations arise, the Club must respond:

- **Promptly**
- **Fairly**
- **Impartially**
- **In line with safeguarding legislation and FA guidance**



This policy ensures:

- Children and vulnerable individuals are protected
- Allegations are handled appropriately
- Individuals are treated fairly
- The integrity and reputation of the Club is maintained

AGFC follows the safeguarding procedures of The Football Association (The FA) and relevant statutory agencies.

What Constitutes an Allegation?

This policy applies to allegations or serious concerns involving:

- Behaviour that has harmed, may harm, or indicates risk of harm to a child or vulnerable adult
- Physical, emotional or sexual abuse
- Neglect or exploitation
- Bullying, intimidation or threatening behaviour
- Racist, sexist or discriminatory conduct
- Inappropriate communication or contact (including digital communication)
- Breaches of safeguarding procedures
- Violence, theft or criminal conduct
- Breaches of FA Regulations or Club Codes of Conduct
- Concerns regarding suitability to work with children or vulnerable groups

Minor disputes (e.g., team selection disagreements) should be managed through standard club communication channels and are not covered under this policy.

Reporting a Concern

If you witness, suspect or receive information about inappropriate behaviour, you must report it.

You do not need proof.

You only need to report what you have seen, heard or been told.

Concerns should be reported to:

Designated Safeguarding Lead (DSL)



Joanna Clay
Tel: 07568 306155
Email: welfare@aspleyguisefc.co.uk

If the concern involves the DSL, contact:

- **Club Chairperson**
- **County FA Safeguarding Team**
- **Local Authority Designated Officer (LADO)**

All concerns will be handled confidentially and professionally.

AGFC supports responsible whistleblowing. Individuals raising genuine concerns will not be penalised.

Initial Response to an Allegation

Upon receiving a concern, the Club will:

- 1. Listen carefully and record details accurately.**
- 2. Assess the seriousness of the concern.**
- 3. Determine whether external referral is required.**

If the allegation relates to safeguarding or potential criminal conduct, the DSL will contact:

- **The Local Authority Designated Officer (LADO)**
- **Children's Social Care**
- **Police**
- **County FA Safeguarding Team**

The Club will not investigate safeguarding or criminal matters independently before seeking appropriate advice.

Interim Protective Measures

Where necessary to protect children or others, the Club may:

- **Temporarily suspend the individual from duties**
- **Restrict contact with certain groups**
- **Adjust responsibilities**

Such action is a neutral safeguarding measure and does not imply guilt.



Investigation Process

Where appropriate and advised by relevant authorities, the Club may:

- Conduct a fair and impartial internal review
- Obtain written statements
- Review relevant communications or evidence
- Ensure both the complainant and accused are heard

The individual subject to the allegation:

- Will be informed of the nature of the concern
- Will be treated fairly and respectfully
- Will have opportunity to respond

All parties are expected to maintain confidentiality throughout.

Possible Outcomes

Following review and consultation (where required), outcomes may include:

- No further action
- Informal guidance or additional training
- Formal warning
- Suspension
- Removal from position
- Termination of membership
- Referral to The FA, safeguarding authorities, LADO or Police

Where appropriate, relevant parties will be informed of the outcome in line with data protection legislation.

Appeals

An individual may appeal a decision within 7 days of notification.

Appeals must be submitted in writing and will be reviewed by an independent committee member or suitable impartial person not involved in the original decision.



Confidentiality & Record Keeping

All allegations will be:

- Handled sensitively
- Recorded securely
- Stored in accordance with GDPR and safeguarding regulations

Individuals must not discuss allegations publicly or on social media.

Allegations Involving Children

If a child or young person (under 18) is involved:

- The DSL will take immediate responsibility.
- The Local Authority Designated Officer (LADO) may be contacted.
- Parents/carers will be informed unless doing so would place the child at risk.
- The Club will follow FA Safeguarding procedures at all times.

The welfare of the child remains the paramount consideration.

False or Malicious Allegations

Deliberately false or malicious allegations are serious matters and may result in disciplinary action.

However, no action will be taken against any individual who raises a genuine concern in good faith, even if it is not substantiated.

Training & Review

- All volunteers will be made aware of this policy.
 - Safeguarding training will be completed in line with FA requirements.
 - This policy will be reviewed annually or following any significant incident.
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Key Contacts

Safeguarding & Welfare Officer

Joanna Clay

Tel: 07568 306155

Email: welfare@aspleyguisefc.co.uk

Local Authority Designated Officer (LADO)

Tel: 01908 254307

Email: LADO@miltonkeynes.gov.uk

County FA Safeguarding Team

Email: Safeguarding@berks-bucksfa.com

Club Chairperson

Yasmin Husbands

Email: Yasmin@aspleyguisefc.co.uk

Club Secretary

Katy Way

Email: secretary@aspleyguisefc.co.uk

Final Statement

No football match, training session or club event is more important than the safety and wellbeing of our players, volunteers and supporters.

If something does not feel right — report it.

AGFC will always act proportionately, fairly and in the best interests of those involved.
