



Dear Parent/Guardian,

You would have read about the recent press reports relating to historic sexual abuse in football. West Ham United would like to make it clear that any concerns and/or information about possible child abuse is taken seriously, handled sensitively and with due urgency.

We would like to reassure you that the Club has not had any issues reported to us and Tony Carr, who was the Director of Youth Development at West Ham for 43 years, has confirmed that during his time nothing was reported to him.

In this letter we would like to share with you the Club's robust policies and practices with regards to ensuring that there is a consistent approach to safeguarding throughout the Club in relation to recruitment and training of staff and that these policies are adhered to by staff and volunteers.

Who is responsible for safeguarding?

The Club has a dedicated full-time Head of Safeguarding who has overall responsibility for safeguarding for children/vulnerable adults who interact with the club; responding to allegations; promoting awareness and providing training and guidance to staff.

The Head of Safeguarding is supported by a team safeguarding officers who work in specific areas of the Club and receive regular training;

Academy – Paul Tighe

Foundation – Rashid Abba and Sharon Leader

Ladies – Karen Ray

How does the Club ensure that who work with Children are suitably safe to do so?

Safer Recruitment

As part of the Club's safer recruitment policy all staff and volunteers who work with children or vulnerable adults are subject to pre-employment checks, including the requirement of a satisfactory enhanced DBS check, to ensure that they are suitable to work with children.

Coaching Staff

All coaches must hold in date Emergency Aid and Safeguarding Children FA qualification.

How does the Club ensure that staff who work closely with children continue to access training that raises their awareness and reinforces the Club's commitment to safeguarding all children and young people who interact with the Club?

Staff Induction

All staff whether paid or unpaid are supported by a period of induction during which the Club's child protection policies and procedures are explained in more detail.

Safeguarding Framework

The Club's safeguarding framework provides ongoing support and training to help staff and volunteers to:

- Recognise their safeguarding responsibilities and the need to report any concerns about suspected poor practice or possible abuse.
- Ensure their practice is not likely to have any negative impacts upon children and young people and minimise the risk of concerns about their conduct arising.



- Stay on top of new safeguarding developments and concerns, so that the Club follows new guidance and changes to legislation.

Is there a code of Conduct for Staff?

As part of their safeguarding responsibilities staff and volunteers who work with children and vulnerable adults must:

- Ensure the safety of all children by careful supervision, proper pre-planning of coaching sessions using safe methods at all times.
- Not let any allegations of abuse of any kind to go unchallenged or unrecorded.
- Report accidents or incidents of alleged abuse or poor practice.

How the Club will manage reported concerns?

All staff have a responsibility to respond to any concerns by reporting these to the Club's Head of Safeguarding, or the appropriate authorities Police and/or Children's Social Care.

The Club has a clear system of reporting any suspicion that a child has been abused or harmed as a result of the actions of a member of staff or a volunteer.

How is the Premier League and West Ham United working together to keep Children Safe?

The football authorities work collaboratively on prevention and investigations across the professional and grassroots game together with other football stakeholders.

The Premier League has a dedicated safeguarding team responsible for oversight of the Club's activity.

What to do if you have a concern

You are encouraged to get in touch with the Head of Safeguarding (Safeguarding@westhamunited.co.uk 07801 406 447) or, police, the football authorities or the NSPCC should you have concerns about a child. The FA has commissioned the NSPCC to provide to help encourage more people to come forward. The number is 0800 023 2642.

For more detailed information, please refer to the Club's safeguarding policies and procedures which can be found at <http://www.whufc.com/footer/pages/policies>