



NON RECENT ABUSE POLICY

Lisa Carter | Head of Safeguarding
lisacarter@wolves.co.uk



PURPOSE

The purpose of this document is to set out clear goals and objectives in relation to any investigation into non-recent abuse allegations relating to anyone that may be linked to or working on behalf of Wolves FC.

We are committed to hearing the voices and experiences of anyone that comes forward to share allegations and we will support all identified victims.

DEFINITION

Non recent abuse refers to abuse that occurred in the past but is disclosed or reported at a later date. The Club recognises that the effects of abuse can be long lasting and therefore uses the term non recent abuse rather than historical abuse to acknowledge the continuing impact that abuse may have on victims and survivors. All reports of non recent abuse will be taken seriously and addressed in accordance with safeguarding procedures.

OBJECTIVES

- To ensure a thorough and impartial investigation into non recent abuse allegations made by individuals connected with the Club's historic footballing activities who have contacted the Club, the Police or other Regulatory Authorities,
- To understand the extent of any criminal behaviour,
- To identify whether individuals with positions of responsibility within the club failed to further report and/or properly respond to allegations or concerns made during the period of abuse or subsequently afterwards.

METHOD AND RESOURCES

The club will decide to either work with a commissioned organisation or for the investigation to be led by The Head of Safeguarding. The decision will be overseen by the Senior Safeguarding Lead.

RECORD KEEPING

The investigation should be recorded MY CONCERN.

MATERIAL

As part of the investigation all appropriate literature will be obtained and appropriate organisations made contact with. This will include (not exhaustive list).

- The work history of perpetrator
- How the allegations against him came to light
- Information should be gathered from:
 - Relevant police force
 - The Football Association (FA)
 - The Chartered Society of Physiotherapists (CSP)
 - The Health and Care Professions Council (HCPC)
 - The Local Authority Designated Officer (LADO)
 - The English Football League (EFL)
 - Any other relevant party that comes to light as part of the investigation.

INVESTIGATION AND EVIDENCE RECORDING

To ensure a proportionate response the investigator should develop a phased approach in the following key order: at the end of each stage review the necessity/proportionality to move to the next phase.

1. Statements or interviews with each victim or witness who has contacted Wolves FC to report abuse whilst part of Wolves FC is obtained where consent is given.
2. Any new witnesses or victims who come to light during the investigation are located and asked to provide statements.
3. Statements or interviews with any other person (family/friends) who victims made disclosures to at the time of the alleged abuse.
4. Members of staff who were employed by Wolves FC at the time of alleged abuse are traced and interviewed/asked to provide statements (based on whether they are a witness or person subject to concern).
5. Any evidence of any form of abuse or failure to report abuse by individuals is carefully considered as to the requisite appropriate.

PRIORITISATION AND PROPORTIONALITY

The investigation should be victim led whilst ensuring all relevant potential information is gathered and managed in accordance with GDPR. Quality assurance should be monitored by the Senior Safeguarding Lead. Any concerns or tasks will be documented in a timely manner using the MY CONCERN system to ensure the integrity of the investigation.

REVIEW OF THE INVESTIGATION AND OUTCOME

The investigation will be constantly reviewed by the Clubs Senior Safeguarding Lead and updates shared with Board/Trustees. On completion the final investigation report will be submitted to the Club Board/Trustees. A recommendation will be made to the Board/Trustees that they authorise the report to be forwarded to the FA Operation Hydrant Team. Further consideration will be given at this stage for the necessity/appropriateness of commissioning an independent review and or further investigation.

MEDIA INTEREST

The Club will share (as appropriate) with the media team and where appropriate share a public statement.



VERSION 3.0
October 26

Head of Safeguarding – Lisa Carter