

LNLS (1-4): OPEN - AGE TEAM SAFEGUARDING RISK ASSESSMENT - Merstham FC

PART A: INFORMATION ABOUT YOUR CLUB

CLUB DETAILS		
Club name	Merstham FC	
League	Isthmian League South East Division	
County FA	Surrey FA	
Approx. No. of U18 players playing open-age football:	6	
Approx No. of U18 players involved in linked affiliated youth teams (where applicable):	345	
Approx No. of participants within the 16-19 academy / education provision (where applicable):	N/A	

CLUB SAFEGUARDING POLICIES AND PROCEDURES IN USE	YES	NO
Safeguarding children	Yes	
Social media use	Yes	
Use of photograph and filming	Yes	
Anti-bullying	Yes	
Code of Conduct, including acceptable behaviour	Yes	
Equality, diversity, and inclusion	Yes	
Matchday safeguarding plan	Yes	

Complaints	Yes	
Over Play Injuries	Yes	
Concussion Guidelines	Yes	



CLUB WELFARE OFFICER (ADULT TEAMS)	
Name:	Sarah Collett
Email:	sarahjcollett@icloud.com
Phone:	07748 843966

CLUB BOARD SAFEGUARDING CHAMPION	
Name:	Joe Weeks

Email:	weeks_uk@hotmail.com
Phone:	07950 828027

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PART B: SAFEGUARDING RISK ASSESSMENT

AREA OF CONCERN	WHAT ARE THE POSSIBLE RISKS TO CHILDREN (U18S) / ADULTS AT RISK OF HARM.	RISK LEVEL ACTION TO REDUCE OR REMOVE THE RISK / CONCERNS? RESPONSIBILITY CHANGE TO	RISK LEVEL REVIEW ACTIVITY (WHO?)
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1. CLUB ORGANISATION & LEADERSHIP

Policy and Procedures	Safeguarding procedures are not clearly defined. Those within the club are unaware of their safeguarding responsibilities.	Low	A club Safeguarding Policy exists, which fits the context of the club. The Safeguarding Policy is reviewed at board level on an annual basis. The Safeguarding Policy is widely shared with staff, volunteers, and players – including at induction to the club. The Safeguarding Policy is public facing on the club website.	Sarah Collett Joe Weeks	Low	CWO / DSL to review this annually unless required sooner.
Board level strategic Oversight	Where safeguarding is not championed from the top level of a club its importance may not be realised by those working within it.	Low	The club has appointed a Board Safeguarding Champion with suitable knowledge, skills, and experience. The Board Safeguarding Champion regularly engages with the Club Welfare Officer (Adult Teams) and / or assistant(s). Safeguarding is a standing item at board meetings and appears in relevant club strategy and business plans.	Sarah Collett Joe Weeks Paul Glasgow	Low	This is to be reviewed, and documented, in every board meeting, which is held every 4 weeks.

<p>Visibility of the named safeguarding person*</p> <p>Child Welfare Officer</p> <p>Designated Safeguarding Lead Board Champion</p>	<p>Without visibility of the Club Welfare Officer (Adult Teams) people may not know who to contact in the case of a safeguarding concern.</p> <p>U18s may not be listened to and where abuse exists, it may continue.</p>	Low	<p>The Club Welfare Officer's (Adult Teams) name and method by which they are contactable are available via the club website.</p> <p>FA provided safeguarding posters for steps 1-4, which are displayed in prominent places around the club. Induction sessions for new players, parents/carers take place. These include an outline of the Club Welfare Officer (Adult Teams) role and details of how they can be contacted.</p> <p>Club Welfare Officer (Adult Teams) is accessible and is active within the club to ensure safeguarding has high visibility.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p>	Low	<p>Check on the posters at every home game and every week in the tea bar.</p>
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			Club Welfare Officer (Adult Teams) is proactive in providing opportunities for U18 players to share experiences, views, and opinions.			
Codes of conduct	<p>Unacceptable behaviour that could physically or emotionally damage individuals could go unchallenged.</p> <p>Poor safeguarding culture becomes normalised.</p>	Low	<p>Codes of Conduct are in place.</p> <p>Codes of Conduct are shared and agreed to annually with all staff / volunteers / players.</p> <p>Procedures are in place to report a breach of the Codes of Conduct and respond to such breaches.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	<p>Annual review.</p> <p>Team managers to distribute to new parents or volunteers.</p>
2. OPERATIONAL RISKS						
Consent (Participation)	Parents / carers unaware of their child's involvement.	Low	<p>Appropriate consent forms are obtained from the U18 player / and their parent / carer in line with FA Safeguarding Guidance Note 8.2.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p>	Low	<p>Consent forms to be completed as and when required</p>

Consent (Photography, Social media / commercial activity)	U18 with protection orders could be identified and location recognised. U18 may not be prepared for media interest / exposure – which may not all be positive.	Low	Appropriate consent forms obtained from the U18 player / and their parent / carer in line with FA Safeguarding Guidance Note 8.3. Where media interest is anticipated, an appropriate member of club staff supports the U18 player / and their parent / carer.	Sarah Collett Joe Weeks Jamie Decruz	Low	Consent form to be completed upon registration. Cover at board meetings.
Medical (Consent / information sharing)	Lack of awareness of an individual's medical needs may result in these not being met.	Low	Medical consent from the U18 player / and their parent / carer, along with emergency contact information is collected in line with FA Safeguarding Guidance Note 8.2. Medical information is gathered in the player registration form and reviewed annually. Medical information sharing follows the club data protection policy. Where medical needs are identified an appropriate member of club staff speaks to U18 player / and	Sarah Collett Joe Weeks Jamie Decruz Paul Glasgow	Low	Medical form to be completed upon registration. Cover at board meetings.

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			their parent / carer about procedures and processes that will be put into place to meet these.			

Medical (Provision of)	An U18 does not receive appropriate medical care and attention.	Low	<p>Medical Emergency Action Plan is in place and adhered to.</p> <p>All events, training and matches have an appropriately trained person responsible for the delivery of first aid.</p> <p>Medical staff are recruited following a safer recruitment process, have undertaken appropriate DBS checking and follow the club Code of Conduct.</p> <p>All Medical staff have induction and understand club safeguarding expectations and how they should raise a concern.</p> <p>Medical care is provided in line with FA Safeguarding Guidance Note 5.10.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	Review annually or sooner if required.
Additional needs (Consent / information sharing)	Lack of awareness of an individual's additional needs may result in these not being met.	Low	<p>Additional needs information is gathered through player registration form or induction meeting.</p> <p>Where additional needs are identified an appropriate member of club staff to speak to U18 player / and their parent / carer about supportive procedures and processes that will be put into place.</p> <p>Additional needs information shared with those who need to know / are working directly with the player.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	<p>Complete as part of registration.</p> <p>Cover at board meetings.</p>
Communications	<p>Risk of unwanted or inappropriate contact.</p> <p>Risk exposure to inappropriate content.</p>	Low	<p>Appropriate consent forms obtained from the U18 player / and their parent / carer.</p> <p>Where team chat groups e.g. WhatsApp exist, an appropriate member of club staff reminds adult players about their expectations and conduct in relation to this.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	<p>Ongoing.</p> <p>First team manager to be present in all group chats.</p> <p>Covered in board meetings.</p>

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			<p>All players (adult and U18) reminded about how to raise a concern.</p> <p>The club follow FA guidance on Digital Communications and Children</p>			
Staff / Volunteer suitability	Risk of unsuitable adults gaining access to and working with vulnerable participants	Low	<p>Club have a recruitment and selection process that aligns to the FA recommended process and is followed consistently.</p> <p>DBS checks are undertaken promptly for those who require them and before they start carrying out any DBS regulated activity.</p> <p>An induction process is in place for all new staff, which includes providing information related to safeguarding within their role, what to do if they have a concern and an introduction to key contacts, including the Club Welfare Officer (Adult Teams).</p> <p>When engaging volunteers who are U18 consideration is given to the fact they are legally children.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Paul Glasgow</p>	Low	<p>Reviewed every month to ensure compliance.</p> <p>Covered in board meetings and managers meetings.</p>
Supervision (Inappropriate supervision of U18)	U18 are not appropriately supervised.	Low	<p>The FA and Child Protection in Sport Unit supervision ratios are adhered to.</p> <p>DBS guidance related to U18 players is followed.</p> <p>U18 player always have access to a named point of contact.</p>	<p>Sarah Collett</p> <p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	As per team sheets.
Changing rooms (Open-Age team with adult and U18 players)	<p>Risk of unwanted or inappropriate contact.</p> <p>Photos taken in changing room and circulated without consent/used inappropriately e.g., sexual images/bullying/exploitation. Initiation activities with U18s.</p>	Low	<p>An appropriate member of club staff speaks to U18 player(s) and ensures they are given the choice as to whether they want to shower / change at the same time as adult players.</p> <p>Alternative arrangements offered to U18 player –this may include the option to travel to game changed, change before adult teammates, or use a separate changing space.</p>	<p>Joe Weeks</p> <p>Jamie Decruz</p>	Low	Covered at every session that an U18 is present.

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	ADULTS AT RISK OF HARM.				LEVEL	
			<p>Appropriate member of club staff speaks with adult players re. expected behaviours, aligned to club Code of Conduct and use of mobile phones (cameras)</p> <p>Consent from U18 players / and their parent / carer is given.</p>			
<p>Travel (Open-Age team with adult and U18 players)</p>	<p>An U18 player may not feel comfortable to travel with adults.</p> <p>Risk of unwanted or inappropriate contact.</p> <p>Risk of grooming.</p>	Low	<p>Conversation between appropriate club official and U18 player regarding travel arrangements offered – this may include the option to have a parent on the coach or travel separately with parent.</p> <p>Team reminded of behaviours and expectations in line with Code of Conduct.</p> <p>Player has their own mobile and can ring parent at any time.</p> <p>Where travelling by private vehicle, the aforementioned opportunities are offered or minimum of three people travel together.</p> <p>Pre-agreed arrangements made for U18 onward travel upon return to the club (especially in relation to night games).</p> <p>Ongoing review of arrangements with U18 player.</p> <p>Consent from U18 player / and their parent / carer in relation to travel is given.</p>	<p>Joe Weeks</p> <p>Jamie Decruz</p> <p>Paul Glasgow</p>	Low	<p>To be covered upon registration and ad hoc as required.</p>
<p>Overnight Stays (Open-Age team with adult and U18 players)</p>	<p>Risk of unwanted or inappropriate contact.</p> <p>Risk of grooming.</p> <p>Opportunities for U18 player to be exposed to adult themes. (alcohol)</p>	Low	<p>Consent from U18 player / and their parent / carer in relation to overnight stays is given.</p> <p>No U18 player will share a room with an adult unless this is a related adult e.g., brother / cousin and agreed by the U18 player and their parent / carer.</p> <p>Conversation between appropriate club official and player and parent / carer regarding overnight stay and options to:</p> <p>- Have a single room.</p>	<p>Joe Weeks</p> <p>Jamie Decruz</p> <p>Paul Glasgow</p>	Low	<p>To be covered when the situation arises.</p>

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			<ul style="list-style-type: none"> - Attend / stay with an adult family member. - Room with another U18 player (must be individual beds). <p>A separate risk assessment is undertaken which details specific arrangements related to this activity and the named person responsible for the U18 player.</p> <p>FA guidance note related to travel and overnight stays has been considered.</p>			
Players living away from home (U18 players, including loan arrangements)	U18 players who are living away from home in order to train with the club may be at risk.	Low	<p>The club are aware of all U18 players who are living away from home.</p> <p>The club follow league issued advice and guidance. Accommodation arrangements are assessed, agreed, and monitored by the club.</p> <p>All arrangements are agreed in collaboration with player, parent / carer, club, and accommodation provider. Safeguarding procedures, including an introduction to Club Welfare Officer (Adult Teams) are provided to player, parent / carer, club, and accommodation provider.</p> <p>Accommodation providers are subject to safer recruitment processes, including provision of safeguarding training.</p>	Joe Weeks Paul Glasgow	Low	To be discussed at interview / registration
Match day operations (Child activities)	Safeguarding is not considered as part of match day arrangement (child activities) which may create risk.	Low	<p>A match day plan includes consideration to safeguarding.</p> <p>Where children are involved in match day activities (i.e. ball retrieval or mascots) additional risk assessments are undertaken and appropriate supervision, procedures and consent are considered.</p>	Sarah Collett	Low	To be discussed with relevant parents.
Match day operations	Safeguarding (spectators) is not considered as part of match day	Low	A match day plan exists that considers all health and safety risks. i.e. car parking.	Sarah Collett Danny Waterman Mat Boardman	Low	Signs around the main ground.

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(Spectators)	arrangement which may create risk.		<p>A match day plan details identified safeguarding risks and mitigations; this includes (but is not limited to):</p> <ul style="list-style-type: none"> - Staff / volunteer responsibilities. - Safer working procedures. / e.g. searching and ejecting spectators. - Process by which to raise a safeguarding concern. <p>Age of entry is clearly communicated, along with expected behaviour.</p>			Main gate attendant notified of any concerns.
3. SAFEGUARDING TRAINING & EDUCATION						
Safeguarding Education (Staff and volunteers)	Lack of safeguarding knowledge may mean staff / volunteers are not able to identify and respond to safeguarding concerns.	Low	<p>All staff, volunteers to complete FA safeguarding training relevant and required by their role.</p> <p>All staff and volunteers undertake Player Welfare in Open-Age Football Course.</p> <p>Renewal dates for safeguarding courses for all staff and volunteers are monitored to ensure recertification is completed in a timely manner.</p> <p>Through meeting and briefings, all staff / volunteers remain updated with relevant safeguarding information as and when required – at least annually.</p> <p>All staff / volunteers aware of NSPCC and FA Whistleblowing details.</p>	Sarah Collett	Low	<p>Reviewed monthly or as per new starters.</p> <p>Covered in board meetings and managers meetings.</p>

Safeguarding education (Staff and volunteers)	Lack of safeguarding knowledge may mean players are not able to identify and respond to safeguarding concerns.		Players are reminded of their safeguarding responsibilities and agree to a Code of Conduct. CWO and how to contact them is known to players. U18 players are provided with copy of Know Your Rights in Football All staff / volunteers aware of NSPCC and FA Whistleblowing details.			
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Safeguarding awareness raising	Lack of safeguarding knowledge may mean parents / carers are not able to effectively support this child and / or identify and respond to safeguarding concerns.	Low	Parents / carers invited to a club induction, links to digital parent / carer pack provided. Parents / carers encouraged to complete The FA Safeguarding Awareness for Parents & Carers course	Sarah Collett	Low	Covered at the beginning of every season and then when needed throughout the season.
4. MANAGING ALLEGATIONS AND CONCERNS						
Making a referral or raising a concern (Awareness club wide, including U18 players)	Lack of understanding about how or when to refer could result in a delay in referring or non-referral.	Low	Staff and volunteers follow the Safeguarding Policy regarding referring and managing an allegation or concern. Club ensures all staff / volunteers are briefed and aware of their safeguarding duty. Contact details for the Club Welfare Officer (Adult Teams) and referral process are readily available throughout the club, including the club website. Club ensures that all players have information pertaining to who they should raise concerns to and how. Club ensures that parents / carers of U18 know who they should raise concerns to and how. Club ensures that NSPCC and FA Whistleblowing contact details are known and shared throughout the club.	Sarah Collett Joe Weeks Paul Glasgow	Low	Information found on website. Covered at the start of every season. Covered in board meetings and managers meetings.

Confidential Information (Safeguarding records)	Confidential safeguarding information is not stored correctly and may be accessed.	Low	Club has systems in place to ensure that safeguarding records are stored in a secure manner. Information is shared only with those who are required to know.	Sarah Collett Joe Weeks	Low	Annual review.
5. WORKING TOGETHER						
U18 player transition	Lack of joined up safeguarding process between youth and open	Low	CWO (Youth) and CWO (Adult Teams) work together to plan transition for youth players into open-age	Sarah Collett	Low	Reviewed annual or sooner if necessary.

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(between youth teams and the open-age team)	age teams may result in U18s having inconsistent experiences and concerns may be missed. Important information may not be shared.		football, ensuring that: (1) the needs of U18 player are considered at each stage, (2) relevant information is shared and (3) an introduction between the U18 player and the new CWO (Adult Teams) takes place.	Joe Weeks Jamie Decruz Paul Glasgow		

U18 Loan Signings (Bringing in or loaning out an U18 player)	Safeguarding is not considered when an U18 player joins or leaves the club on a short-term arrangement.	Low	An appropriate club official works with an appropriate official from the parent club / club taking player on loan to ensure that the loan move has safeguarding as a key consideration. An additional Risk Assessment is completed. This includes: <ul style="list-style-type: none"> - Ensuring U18 player has a local point of contact with whom they can raise concerns. - Ensuring appropriate transport and accommodation are in place. - Ensuring regular "check ins" with U18 by both the parent club and club at which the player is on loan. <ul style="list-style-type: none"> • Player and parent are informed throughout process and consent is given. 	Joe Weeks Paul Glasgow	Low	Manager to discuss with parents and player and with the recipient club.
Relationships across the club (Links to Youth / Disability Football Teams)	Where purposeful relationships do not exist, an individual may have a different experience within different parts of the club. Concerns may go unreported or missed.	Low	Those involved with the running of the open-age team work with those involved with the delivery of Youth / Disability football to share information, knowledge, and opportunities to create a cohesive safeguarding culture.	Sarah Collett Jamie Lowe	Low	Covered in board meetings and managers meetings,
6. OTHER CONSIDERATIONS						

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To be completed as risks are identified.						

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PART C: MEDICAL EMERGENCY ACTION PLAN (MEAP)

MEAP - MATCHDAY STADIUM

CLUB NAME:	Merstham FC
CLUB ADDRESS:	Weldon Way, Merstham, Surrey
POSTCODE:	RH1 3QB

FIRST-AIDER/HELPER INFORMATION	
Name:	Mobile Number
Sarah Collett	07748 843966
Jamie Decruz	07506 622818
Joe Weeks	07950 828027
Ryan Valentine	07526 472425
Jamie Lowe	07545 130142
Danny Waterman	07877 910814

ACCESS ROUTES	
1. For Ambulance	Via Weldon Way
2. First-Aid Room to Ambulance	Via main turnstiles

3. Pitch to Ambulance	Via main turnstiles
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FIRST-AID EQUIPMENT AND FACILITY	
Item	Location
Defibrillator	Youth tea bar. Physio room in the main ground building.
First-Aid kit	Youth tea bar. Physio room. Managers room Boardroom
Stretcher (if required and trained stretcher bearers present)	Physio room
First-Aid Room	Within the main building in the ground. Opposite, and in between, the home and away changing rooms.

OTHER INFORMATION	
Item	Location

Nearest Hospital address: (with Emergency Department) Note: Include contact no.	East Surrey Hospital. Canada Avenue, Redhill. RH1 5RH 01737 768511
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Directions to hospital:	<ul style="list-style-type: none"> • Turn left onto Weldon Way • Turn left onto Bletchingley Road • Straight across the roundabout • Next roundabout take 1st exit onto Albury Road • Turn right onto Southcote Road • Continue over roundabout onto Battlebridge Lane
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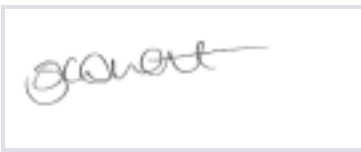
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	<ul style="list-style-type: none"> • Turn left onto Frenches Road • Turn right to stay on Frenches Road • Roundabout 1 st exit onto Ladbroke Road • Turn left onto Princess Way • Straight across the next two roundabouts • Stay on the A23 • Turn left onto Three Arch Road • Into Canada Avenue
Journey Time:	17 minutes
Nearest Walk-in Centre (WIA) address:	Caterham Dene Church Road, Caterham, CR3 5RA 01883 837500

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PART D: SIGN OFF AND DISTRIBUTION

SAFEGUARDING RISK ASSESSMENT COMPLETED BY:	
Name:	Sarah Collett
Club/League role:	Club Welfare officer Club Director
Signature:	
Date:	06/02/2026

AGREED BY BOARD SAFEGUARDING CHAMPION:	
Name:	Joe Weeks
Club/League role:	Board Safeguarding Champion Club Director
Signature:	
Date:	06/02/2026

RISK ASSESSMENT DISTRIBUTION LIST

NAME OF PERSON RECEIVING	ORGANISATION	DATE	DISTRIBUTED BY
Paul Glasgow	Club Chairman	06/02/2026	Sarah Collett
Sue Austen	Club Treasurer / Director	06/02/2026	Sarah Collett
Joe Weeks	Club Director / Board Safeguarding Champion	06/02/2026	Sarah Collett
Mathew Boardman	Club Director	06/02/2026	Sarah Collett
Jamie Lowe	Club Director	06/02/2026	Sarah Collett
Steve Weeks	Club Director	06/02/2026	Sarah Collett
Danny Waterman	Club Director	06/02/2026	Sarah Collett
Jamie Decruz	First Team Manager	06/02/2026	Sarah Collett
Mike Monair	First Team Secretary	06/02/2026	Sarah Collett

End Note

Clubs are advised to undertake regular risk assessments of the club activities, ensuring that each one is named, signed and dated by those completing and approving it. Risk assessments are 'living documents' and should be updated and reviewed regularly and kept in active use to mitigate any new or changing risks. Clubs should undertake specific employee/volunteer risk assessments for anyone undertaking high-risk roles or tasks.