



BOLTON WANDERERS FC SAFEGUARDING STRATEGY 2025 - 2029



ONE WANDERERS
FAMILY

SEE IT.
REPORT IT.
STOP IT.





"OUR LONG TERM VISION IS FOR BOLTON WANDERERS TO FEEL SAFER BY EVERY PERSON THAT COMES ACROSS OR IS A PART OF OUR HISTORIC CLUB. TO ENSURE EVERYONES VOICES ARE HEARD, INCLUDING GUT FEELINGS AND THOUGHTS THAT MAY NOT MAKE COMPLETE SENSE AT THE TIME. WE CARE, WE ARE BOTHERED AND WE WANT TO HELP OTHERS. THIS LONG TERM STRATEGY IS ONLY THE BEGINNING, AND WE LOOK FORWARD TO WORKING TOGETHER AND TRULY EMBEDDING A CULTURE THAT PUTS THE SAFETY OF OTHERS AT THE FOREFRONT OF EVERY DECISION MADE BIG AND SMALL."

**JOE SHAW
BWFC SAFEGUARDING MANAGER**



WHAT OUR 25/26 U9'S HAD TO SAY

Everyone has a voice
I want everyone to be safe
SAFE: 100%
Psychology SAFETY
be safe
Be enthusiastic!
Happy and safe
It's not just about the game
It's about the people
Everyone's responsibility

Be safe
Be happy
Be a team
Be a community
Be kind
Be a fan
Stick together
Be happy
Be a fan
Be a community
Be kind
Be a fan
Stick together

Be welcome
Be happy
Be a team
Be a community
Be kind
Be a fan
Stick together
Be welcome
Be happy
Be a team
Be a community
Be kind
Be a fan
Stick together

HOW DO WE WANT BWFC TO FEEL?

“Keep us safe, looked at as a person and look after each other”

“I want everyone to be enthusiastic and to be happy and safe 100%”

“Be welcome, play as a team, because everyone has a responsibility”

“Be happy, safe and in a friendly environment”

“Be bothered and think everyone has a voice and gives 100% effort”

Be Safe

Be Enthusiastic

Be Bothered

Be Heard

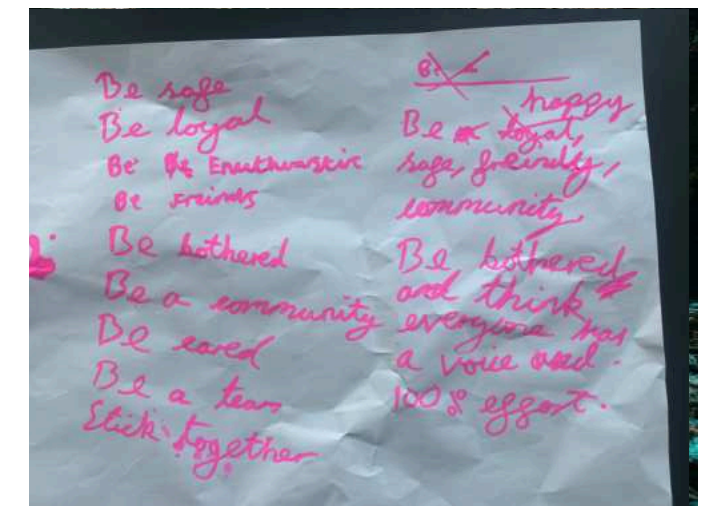
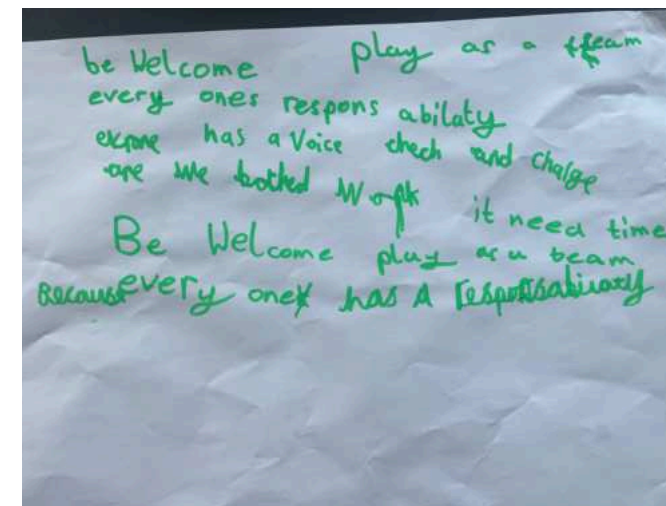
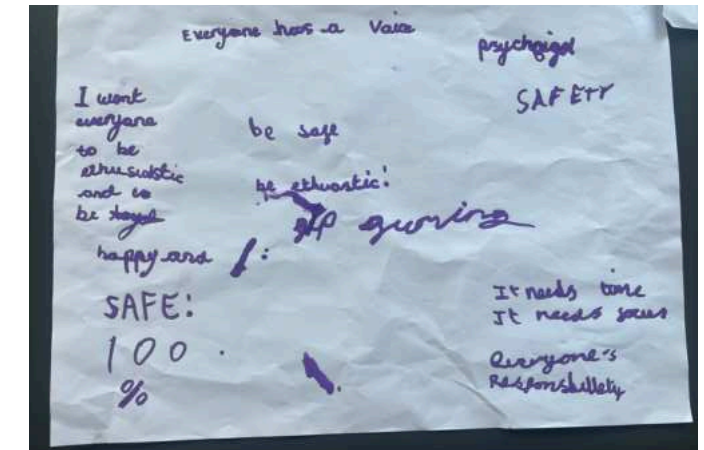
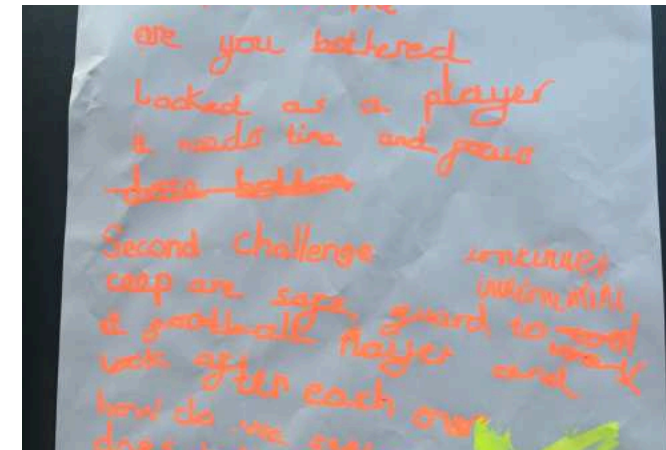
Be a Team

Stick Together

Be Welcome

Everyone Responsible

Want to feel ok





SAFEGUARDING DEPARTMENTS KEY MESSAGES

Everyone's Responsibility

I read the policy and I go "I get it".

Psychological Safety

This is for me, it is about me

We are values driven



ONE WANDERERS FAMILY

Everyone has a voice

Consistency of action

At any stage anyone can become a Vulnerable Adult

Safety is not the absence of threat, but the presence of connection

Everyone

Everyone is accountable to keeping our environment as safe as possible

Are we surviving or are we aspirational?

has a right to be safeguarded no matter who you are

Trauma is when we are not seen and when we are not heard

Don't just rely on a DBS, we do everything that is possible.

People will forget what you said, people will forget what you did, but people will never forget how you made them feel

Complacency is not an option. Intergrating children's rights into sporting practices is vital to ensuring athletes welfare remains at the forefront

We must understand abuse and harm does happen, it could happen

It's just who we are

Does BWFC feel ok?

Be an Upstander!

People are looking at our club for opportunities

Person centred

Continuous Improvement

Silence is the best friend of a perpetrator

Courages Management

Safer Spaces

Sense of fairness

No ifs, no buts - don't widen the gap for potential harm to occur

People keep people safe, however behaviours in policy can really help value and behaviour

Are we bothered?

Influence Positive Change

Are we just ticking a box?

Visibility/ being accessible

Power imbalance does not belong here

Check & Challenge

Keep our safeguarding wall high

Can all members of BWFC define our policy in one sentence?

You can still have fun & be safe, let's be professional

It needs time, It needs focus

It can't come from the DSO's, it must come from the wider team - they must have their say in keeping people safe

Co-Produce our culture



Objectives and Goals

OUR OVERALL OBJECTIVES AND GOALS



Goal # 1

Introduce new people to Bolton Wanderers safely, ensure it's a place for all

In It Together



Goal # 2

Drive good practice through education & empowerment. Not only in Bolton, but the EFL

Grow Together



Goal # 3

Be prolific and score past all barriers to keeping our One Wanderers Family Safe

Working Together

Safeguarding Framework



One Wanderers Family



Education and Empowerment



Leadership & Governance



Safer Environments



ONE WANDERERS FAMILY

OUR AIMS

One Wanderers Family being a clear presence throughout all things BWFC.

All stakeholders are aware on what One Wanderers Family is, and see it as an ever present 'brand' within the club.

A clear awareness tool for Safeguarding, using the brand to be a constant reminder that we are here if required.

WHAT WILL BWFC DO?

Build the brands presence externally. Using the clubs large social media following.

Match/ event day advertising.

One Wanderers Family campaigns inc players and working closely with our community.

Eddie Davies Academy to see an uplift in reporting signage and One Wanderers Family branding.



EDUCATION & EMPOWERMENT



OUR AIMS

All stakeholders across the football club including Hotel know how to report, whistleblow, and have their voices heard when something doesn't quite feel right.

We ensure that all those that are deployed to work with children and adults at risk are well trained to safely deliver activities and events.

To create an environment where everyone connected to BWFC are empowered to speak up and have their voices heard, reducing the risk of abuse and harm to occur.

WHAT WILL BWFC DO?

BWFC will deliver a wide range of safeguarding workshops across the club and hotel.

Safeguarding will be made more accessible by all, making it easier to understand through policy writing and clear conducts.

The club will review current processes and ensure that all stakeholders know the relevant forms of reporting.

A culture of sharing concerns is truly embedded throughout. This is because Safeguarding concerns are dealt with professionally, and all stakeholders can share their experiences regularly.



LEADERSHIP & GOVERNANCE

SEE IT.
REPORT IT.
STOP IT.

ONE WANDERERS
FAMILY



OUR AIMS

The club demonstrates a clear commitment to Safeguarding. This includes frequent dialogue between the department and club board. This is to ensure two way conversation occurs, and keeps all board members accountable for the safety of all those associated with Bolton Wanderers FC.



The board to support the Safeguarding department in achieving its joint aims. This could be through investment, case management or simply making decisions based on making BWFC safer than it was the day before.



WHAT WILL BWFC DO?

Create clear strategies across BWFC, which are both measurable and purposeful in keeping all BWFC stakeholders safer.

Every decision made big and small has the safety of children and adults at risk at the forefront.

Anyone or group that in anyway goes against our Safeguarding Policy and Values will be held to account. In some cases potentially forced to not be part of our One Wanderers Family, due to the risk they cause to others.



SAFER ENVIRONMENTS

OUR AIMS

To ensure all players and staff play and work in an environment that promotes psychological and physical safety. This includes a safe site physically, but also how our people treat each other and make us feel.

WHAT WILL BWFC DO?

Any investment into infrastructure will be created through a safeguarding lens, reducing the risk of that area being dominated by perpetrators.

Adapt current spaces or processes to make it harder for perpetrators to cause harm.



**BICHARD REPORT,
— 2004, P12, PARA 79**

FOR THOSE AGENCIES WHOSE JOB IT IS TO PROTECT CHILDREN AND VULNERABLE PEOPLE, THE HARSH REALITY IS THAT IF A SUFFICIENTLY DEVIANT PERSON IS DETERMINED TO SEEK OUT OPPORTUNITIES TO WORK THEIR EVIL, NO ONE CAN GUARANTEE THAT THEY WILL BE STOPPED. OUR TASK IS TO MAKE IT AS DIFFICULT AS POSSIBLE FOR THEM TO SUCCEED.





Signed by Board: Sharon Brittan
Signature:

Date Signed: Tuesday 16th September 2025

Date next Reviewed: 16th September 2026

Date of next long term strategy 16th September 2029