PART A: INFORMATION ABOUT YOUR CLUB

CLUB DETAILS							
Club name	BRADFORD (PARK AVENUE) AFC						
League	NORTHERN PREMIER LEAGUE EAST DIVISION						
County FA	WEST RIDING COUNTY FA						
Approx. No. of U18 p	layers playing open-age football:	0					
Approx No. of U18 playouth teams (where a	ayers involved in linked affiliated applicable):	220					
Approx No. of participeducation provision (pants within the 16-19 academy / where applicable):	60					

CLUB SAFEGUARDING POLICIES AND PROCEDURES IN USE	YES	NO
Safeguarding children	Х	
Adults at risk	Х	
Social media use	Х	
Use of photograph and filming	Х	
Anti-bullying	Х	
Code of Conduct, including acceptable behaviour	Х	
Equality, diversity, and inclusion	Х	
Managing challenging behaviour	Х	
Matchday safeguarding plan	Х	
Data/Information sharing	Х	
Complaints	Х	





CLUB WELFAR	CLUB WELFARE OFFICERS							
SENIOR TEAMS:	HOLLEIGH FARRINGTON (SENIOR TEAMS) holleigh.farrington@bpafc.com 07779244070							
JUNIOR TEAMS:	TINA RATNIK (JUNIOR TEAMS) safeguarding@bpafc.com							

CLUB BOARD SAFEGUARDING CHAMPION						
Name:	Thomas McStravick					
Email:	thomas.mcstravick@bpafc.com					
Phone:	07821579451					

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?)
1. CLUB ORGANIS	SATION & LEADERSHIP					
Policy and Procedures	Safeguarding procedures are not clearly defined. Those within club are unaware of their safeguarding responsibilities.	M	 A club Safeguarding Policy exists, which fits the context of club. The Safeguarding Policy is reviewed at board level on 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. 	Seniors Club Welfare Officer	L	Seniors Club Welfare Officer
Board level strategic Oversight	Where safeguarding is not championed from the top level of a club it's importance may not be realised by those working within it.	Н	 The club have 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. 	Directors	L	Board Safeguarding Champion
Visibility of the named safeguarding person* (*Club Welfare Officer- Adult Teams or another local title)	Without visibility of the Club Welfare Officer (Adult Teams) people may not know who to contact in the case of a safeguarding concern. U18s may not be listened to and where abuse exists, it may continue.	M	 The Club Welfare Officer's (Adult Teams) name and method by which they are contactable are available via the club website. FA provided safeguarding posters for steps 1-4, 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. Club Welfare Officer (Adult Teams) is accessible and is active within the club to ensure safeguarding has high visibility. Club Welfare Officer (Adult Teams) is proactive in providing opportunities for U18 players to share experiences, views, and opinions. 	Seniors Club Welfare Officer	L	Board Safeguarding Champion

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Codes of conduct	Unacceptable behaviour that could physically or emotionally damage individuals could go unchallenged. Poor safeguarding culture becomes normalised.	М	 Codes of Conduct are in place. Codes of Conduct are shared and agreed to annually with all staff / volunteers / players. Procedures are in place to report a breach of the Codes of Conduct and respond to such breaches. 	Everyone	L	Board Safeguarding Champion
2. OPERATIONAL	RISKS					
Consent (Participation)	Parents / carers unaware of their child's involvement.	Н	Appropriate consent forms are obtained from the U18 player / and their parent / carer in line with FA Safeguarding Guidance Note 8.2.	Grassroots and Seniors Secretaries	L	Junior and Seniors Club Welfare Officers.
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.	Н	 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. 	Grassroots and Seniors Secretaries	L	Junior and Seniors Club Welfare Officers, along with Club media manager.
Medical (Consent / information sharing)	Lack of awareness of an individual's medical needs may result in these not being met.	Н	 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 their parent / carer about procedures and processes that will be put into place to meet these. 	Grassroots and Seniors Secretaries.	L	Junior and Seniors Club Welfare Officers, along with medical dept.
Medical (Provision of)	An U18 does not receive appropriate medical care and attention.	Н	 Medical Emergency Action Plan is in place and adhered to. All events, training and matches have an appropriately trained person responsible for the delivery of first aid. 	Club welfare officers and medical dept.	L	Club Welfare Officers

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			 Medical staff are recruited following a safer recruitment process, have undertaken appropriate DBS checking and follow the club Code of Conduct. All Medical staff have induction and understand club safeguarding expectations and how they should raise a concern. Medical care is provided in line with FA Safeguarding Guidance Note 5.10. 			
Additional needs (Consent / information sharing)	Lack of awareness of an individual's additional needs may result in these not being met.	М	 Additional needs information is gathered through player registration form or induction meeting. 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. Additional needs information shared with those who need to know / are working directly with the player. 	Club secretaries and Head coaches	L	Club Welfare Officers
Communications	Risk of unwanted or inappropriate contact. Risk exposure to inappropriate content.	М	 Appropriate consent forms obtained from the U18 player / and their parent / carer. 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. All players (adult and U18) reminded about how to raise a concern. The club follow FA guidance on Digital Communications and Children 	Team Coaches	L	Club Welfare Officers
Staff / Volunteer suitability	Risk of unsuitable adults gaining access to and working with vulnerable participants	Н	 Club have a recruitment and selection process that aligns to the <u>FA recommended process</u> and is followed consistently. DBS checks are undertaken promptly for those who require them and before they start carrying out any DBS regulated activity. 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 	Club secretaries	L	Club Welfare Officers

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			 have a concern and an introduction to key contacts, including the Club Welfare Officer (Adult Teams). When engaging volunteers who are U18 consideration is given to the fact they are legally children. 			
Supervision (Inappropriate supervision of U18)	U18 are not appropriately supervised.	Н	 The FA and Child Protection in Sport Unit supervision ratios are adhered to. DBS guidance related to U18 players is followed. U18 player always have access to a named point of contact. 	Team coaches	L	Club Welfare Officers
Changing rooms (Open-Age team with adult and U18 players)	Risk of unwanted or inappropriate contact. Photos taken in changing room and circulated without consent/used inappropriately e.g., sexual images/bullying/exploitation. Initiation activities with U18s.	Н	 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. 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. Appropriate member of club staff speaks with adult players re. expected behaviours, aligned to club Code of Conduct and use of mobile phones (cameras) Consent from U18 players / and their parent / carer is given. 	Team coaches and club welfare officers	L	Club Welfare Officers
Travel (Open-Age team with adult and U18 players)	An U18 player may not feel comfortable to travel with adults. Risk of unwanted or inappropriate contact. Risk of grooming.	Н	 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. Team reminded of behaviours and expectations in line with Code of Conduct. Player has their own mobile and can ring parent at any time. Where travelling by private vehicle, the aforementioned opportunities are offered or minimum of three people travel together. 	Coaches and club welfare officers	L	Club Welfare Officers

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			 Pre-agreed arrangements made for U18 onward travel upon return to the club (especially in relation to night games). Ongoing review of arrangements with U18 player. Consent from U18 player / and their parent / carer in relation to travel is given. 			
Overnight Stays (Open-Age team with adult and U18 players)	Risk of unwanted or inappropriate contact. Risk of grooming. Opportunities for U18 player to be exposed to adult themes. (alcohol)	N/A at this time	 Consent from U18 player / and their parent / carer in relation to overnight stays is given. 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. Conversation between appropriate club official and player and parent / carer regarding overnight stay and options to: Have a single room. Attend / stay with an adult family member. Room with another U18 player (must be individual beds). A separate risk assessment is undertaken which details specific arrangements related to this activity and the named person responsible for the U18 player. FA guidance note related to travel and overnight stays has been considered. 	N/A at this time	N/A at this time	N/A at this time
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.	N/A at this time	 The club are aware of all U18 players who are living away from home. The club follow league issued advice and guidance. Accommodation arrangements are assessed, agreed, and monitored by the club. 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. 	N/A at this time	N/A at this time	N/A at this time

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			Accommodation providers are subject to safer recruitment processes, including provision of safeguarding training.			
Match day operations (Child activities)	Safeguarding is not considered as part of match day arrangement (child activities) which may create risk.	М	 A match day plan includes consideration to safeguarding. 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. 	Club secretaries	L	Club welfare officers
Match day operations (Spectators)	Safeguarding (spectators) is not considered as part of match day arrangement which may create risk.	М	 A match day plan exists that considers all health and safety risks. i.e. car parking. A match day plan details identified safeguarding risks and mitigations; this includes (but is not limited to): Staff / volunteer responsibilities. Safer working procedures. / e.g. searching and ejecting spectators. Process by which to raise a safeguarding concern. Age of entry is clearly communicated, along with expected behaviour. 	Board Safeguarding Champion	L	Club welfare officers
3. SAFEGUARDIN	NG 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.	M	 All staff, volunteers to complete FA safeguarding training relevant and required by their role. All staff and volunteers undertake Player Welfare in Open-Age Football Course. Renewal dates for safeguarding courses for all staff and volunteers are monitored to ensure recertification is completed in a timely manner. Through meeting and briefings, all staff / volunteers remain updated with relevant safeguarding information as and when required – at least annually. All staff / volunteers aware of NSPCC and FA Whistleblowing details. 	All club staff and volunteers	L	Club welfare officers
Safeguarding education (Players)	Lack of safeguarding knowledge may mean players are not able to	М	Players are reminded of their safeguarding responsibilities and agree to a Code of Conduct.	Players	L	Club welfare officers

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	identify and respond to safeguarding concerns.		 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. 			
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.	М	 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 	Club welfare officers	L	Club welfare officers
4. MANAGING AL	LEGATIONS 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.	L	 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. 	Club welfare officers	L	Club welfare officers
Confidential Information (Safeguarding records)	Confidential safeguarding information is not stored correctly and may be accessed.	М	 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. 	Club secretaries	L	Club welfare officers
5. WORKING TOG	GETHER					
External education providers	Lack of joined up safeguarding process between club and 16+ education provider (academy) means that U18s	М	An appropriate club representative meets with the education provider to discuss safeguarding on a regular basis.	Board Safeguarding Champion and Scholar Coaches	L	Senior club welfare officer

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Club relationship with post 16+ Education Provider Academy	have inconsistent experiences and concerns may be missed. Important information may not be shared.		 A safeguarding risk assessment is provided to the club by the education provider. This includes clear details around processes and procedures by which a referral is raised, and how information will be shared. The Education provider is aware of wider club risk assessment and expectations from club in relation to safeguarding process, recruitment, supervision, training, and general Health & Safety requirements linked to the use of club spaces. 			
U18 player transition (between youth teams and the open- age team)	Lack of joined up safeguarding process between youth and open-age teams may result in U18s having inconsistent experiences and concerns may be missed. Important information may not be shared.	М	CWO (Youth) and CWO (Adult Teams) work together to plan transition for youth players into open-age 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.	Club welfare officers and team coaches	L	Club welfare officers
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.	L	 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: 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. Player and parent are informed throughout process and consent is given. 	Club welfare officers and team coaches	L	Club welfare officers
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.	L	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.	Everyone	L	Club welfare officers







BRADFORD (PARK AVENUE) AFC, HORSFALL STADIUM- SENIOR TEAM MEDICAL EMERGENCY ACTION PLAN

CLUB NAME	BRADFORD (PARK AVENUE) AFC	
CLUB ADDRESS	HORSFALL STADIUM, CEMETERY ROAD. BRADFORD	
POSTCODE	BD6 2NG	
TELEPHONE	01274 604578	
SENIOR WELFARE OFFICER	HOLLEIGH FARRINGTON	

BPA TRAUMA MEDIC/FIRST AIDER INFORMATION			
NAME	QUALIFICATION	CONTACT TEL	
### Brad Smith ### Hours on Site: Mon-09:00-17:00	BSc(HONS) SPORT AND EXERCISE SCIENCE MSC SPORT AND EXERCISE THERAPY LVL4 ITMMIF TRAUMA MEDIC	07375371715	
Holleigh Farrington Hours on Site: Mon-17:30-20:00 Tues- 17:30-21:00 Weds-17:30-20:00 Thurs-17:30-21:00 Fri- OFF Sat- 10:00-18:00	BSc (HONS) SPORTS THERAPY LVL4 ITMMIF TRAUMA MEDIC	07779244070	

Sun- 0FF		
	TRAINED CROWD FIRST AIDERS	
	NEIL FAWCETT	
	HOLLEIGH FARRINGTON	
	EMMA LINDLEY	

FIRST AID EQUIPMENT AND FACILITIES			
NAME	LOCATION		
AED	Located on the external wall of the tuck shop/academy café. When looking at the front of the building, it is on the far right side of the building, in a secured cabinet. Trained medics have been informed of the access code. The code is also documented inside the academy café, on the front of the till drawer. A second defibrillator is inside the Green trauma medical bag, which is stored in the medical room (NOTE: To be used by ITMMIF, IFAIF and Emergency Defibrillator trained individuals only)		
MEDICAL ROOM	The medical room is located within the Pavilion building, which is the white fronted building, on the right hand side of the running track, as your enter the Horsfall stadium, through the main gates. (NOTE: Access to club medics only)		
STRETCHER	Both Basket stretcher and spinal board are stored within the medical room, which is located within the Pavilion. (NOTE: To be used by ITMMIF trauma medics only for extrication from the playing field).		

ACCESS ROUTES

FOR AMBULANCE INTO STADIUM

Emergency Medical Services (EMS) can access the stadium through the main gates, off Cemetery Road, BD6 2NG. Gate Code is held by Bradford (Park Avenue) AFC Staff and keyholders.

FOR AMBULANCE ONTO PITCH

EMS can drive emergency response vehicles directly onto the pitch, through the top gate at the Hospitality end of the pitch. On entrance to the stadium through the front gates, the pitch access gates are located on the far right.

FOR AMBULANCE INTO MEDICAL ROOM

EMS can drive emergency response vehicles around the athletics track and park directly outside the medical room. On entry to the stadium through the main gates, drive anticlockwise around the athletics track, towards the white fronted Pavilion building. The medical room is located directly infront of you as you enter the Pavilion building, through the entrance door.

EVACUATION PROTOCOLS AND PROCEDURES



'X' ABOVE HEAD

STRAIGHT INTO CHEST COMPRESSIONS,

AED REQUIRED

Green medical trauma bag to be collected and brought onto the field of play by the goalkeeping coach, who will take over chest compressions.

AED and airway control Brad Smith and Opposition medical Staff.

Tunnel Steward compression standby.

Safety Officer/Matchday Secretary to enter field of play and call for an ambulance.



2 ARMS OUT INFRONT

STRETCHER REQUIRED

Stretcher will be collected and brought onto the field of play by the tunnel steward. 5 additional individuals will be required to support in the extrication of the player to the medical room, which must be led to the medical room feet first.

Spinal injuries may take longer to extricate from the field of play, however will follow the same process, with the addition of full spinal immobilisation equipment.

OTHER RELEVANT INFORMATION

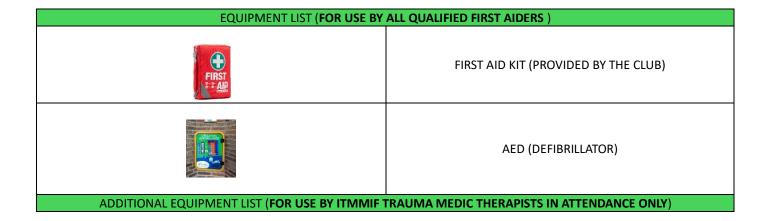
NEAREST A&E/TRAUMA HOSPITAL:

Bradford Royal Infirmary Duckworth Lane Bradford BD9 6RJ

24 hour Accident and Emergency

All specialist units (Paediatric, Cardiac, Respiratory and Neuro)

FASTEST ROUTE TO A&E/TRAUMA HOSPITAL:	Bradford Royal Infirmary, Duckworth Done Bradford Royal Infirmary Bradford Royal Infirmary, Duckworth Done Bradford Royal Infirmary, Duckworth Done
DISTANCE AND JOURNEY TIME:	3.9 miles 14-15 minutes
NEAREST WALK IN CENTRE:	(Direction from maps @ 15:00 Saturday)
NEAREST WALK IN CENTRE:	Bradford Royal Infirmary A&E Duckworth Lane
	Bradford
	BD9 6RJ
ALTERNATIVE TRAUMA	Calderdale Royal Infirmary
HOSPITAL:	Halifax
	HX3 0PW



R CON	FRAC PACK (FRACTURE PACKS)	SPINAL BOARD
	BASKET STRETCHER	(YELLOW) HEAD BLOCKS
FIRST AD	EMERGENCY GREEN BAG, CONTAINING AIRWAY SUPPORT AND AED.	SPIDER STRAPS
OLLGEN	2.7l MEDICAL OXYGEN	COLLARS (IN BLUE BAG)

PART D: SIGN OFF AND DISTRIBUTION

SAFEGUARDING RISK ASSESSMENT COMPLETED BY:		
Name:	HOLLEIGH FARRINGTON	
Club/League role:	PLAYER LIASION and SENIOR WELFARE OFFICER	
Signature:	H.Farrington	
Date:	18/02/2025	

Name:	TINA RATNIK
Club/League role:	JUNIOR WELFARE OFFICER
Signature:	J. Ratnik
Date:	18/02/2025

AGREED BY BOARD SAFEGUARDING CHAMPION:		
Name:	THOMAS MCSTRAVICK	
Club/League role:	SPORTING AND EXECUTIVE DIRECTOR	
Signature:	J. McBtravick	
Date:	18/02/2025	

RISK ASSESSMENT DISTRIBUTION LIST

NAME OF PERSON RECEIVING	ORGANISATION	DATE	DISTRIBUTED BY
Gareth Roberts	Chairman, Bradford (Park Avenue) AFC	18.2.2025	Thomas McStravick
Paul Armitage	Director, Bradford (Park Avenue) AFC	18.2.2025	Thomas McStravick
Gerry Sutcliffe	Director, Bradford (Park Avenue) AFC	18.2.2025	Thomas McStravick
David Little	Director, Bradford (Park Avenue) AFC	18.2.2025	Thomas McStravick
Thomas McStravick	Sporting and Executive Director, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Holleigh Farrington	Matchday Secretary, Player Liaison and Senior Welfare Officer	18.2.2025	Holleigh Farrington
Tina Ratnik	Junior Welfare Officer, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Thomas Ogden	Stadium Secretary and Media Manager	18.2.2025	Holleigh Farrington
Peter Kenyon	Commercial Director, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Mathew Everett	Community Director, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Kevin Dale	Grassroots Secretary, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Gary Ratnik	Grassroots and PC Lead, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
John Sanderson	Scholarship Lead Tutor, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Owen Murphy	Scholarship Lead Coach, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Bradley Smith	Sports Therapist, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Keith Bonney	Club Treasurer, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington
Emma Lindley	Hospitality and Events Manager, Bradford (Park Avenue) AFC	18.2.2025	Holleigh Farrington