



**BILLINGHAM RUGBY UNION**  
**FOOTBALL CLUB**

**SAFEGUARDING POLICY**  
**FOR CHILDREN AND**  
**VULNERABLE ADULTS**



## **BILLINGHAM RUGBY UNION FOOTBALL CLUB** **SAFEGUARDING POLICY FOR** **CHILDREN AND VULNERABLE ADULTS**

1. Billingham Rugby Union Football Club acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in the Billingham Rugby Union Football Club from harm.
  2. Billingham Rugby Union Football Club confirms that it adheres to the England Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorses and adopts the Policy Statement contained in that document and any successor policy.
  3. a) A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17-year-old male player is playing in the adult game it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected.
- b) The definition of a vulnerable adult is defined in the Safeguarding Vulnerable Groups Act 2006 and is a person who is 18 years or older and has:
- Dependency upon others, or a requirement for assistance from others in the performance of basic physical functions.
  - Severe impairment in their ability to communicate with others.
  - An impairment in their ability to protect themselves from assault, abuse or neglect.
  - Has been detained in lawful custody or is being supervised as a result of a court order.



- 4.** The Key Principles of the RFU Safeguarding Policy are that:
  - The welfare of the child or vulnerable adult is, and must always be, paramount to any other considerations.
  - All participants regardless of age, gender, ability or disability, race, faith, culture, size, shape, language or sexual identity have the right to protection from abuse or harm.
  - All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
  - Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children.
  - Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport.
  
- 5.** Billingham Rugby Union Football Club recognises that all children have the right to participate in sport in a safe, positive and enjoyable environment whilst at the same time being protected from abuse, neglect, harm and poor practice. Billingham Rugby Union Football Club recognises that this is the responsibility of everyone involved, in whatever capacity, within the Club.
  
- 6.** Billingham Rugby Union Football Club will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.
  
- 7.** The Billingham Rugby Union Football Club Safeguarding Officer is Jaime Hughes and the Deputy is Colin Snowdon. If you witness or are aware of an incident where the welfare of a child has been put at risk you must, in the first instance, inform the Club Safeguarding Officer. They will then inform the Durham Rugby Football Union CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform an appropriate senior Durham County Official or the RFU Safeguarding Team.



- 8.** All members of Billingham Rugby Union Football club who work with children and vulnerable adults in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with regulation 21.
- 9.** Billingham Rugby Union Football Club will ensure that all its members, whether they are coaches, parents, players or officials will comply with the Best Practice Guidance as issued by the RFU.

In summary, the following are not acceptable and will be treated seriously by the club and may result in disciplinary action being taken by the Durham Rugby Football Union or the RFU:

### **NOT ACCEPTABLE**

- Working alone with a child or vulnerable adult.
  - Consuming alcohol whilst responsible for children and vulnerable adults.
  - Providing alcohol to children or vulnerable adults or allowing its supply.
  - Smoking in the presence of children or vulnerable adults.
  - Humiliating children or vulnerable adults.
  - Inappropriate or unnecessary physical contact with a child or vulnerable adult.
  - Participating in, or allowing, contact or physical games with children or vulnerable adults.
  - Having an intimate or sexual relationship with any child or vulnerable adult, developed as a result of being in a 'position of trust.'
  - Making sexually explicit comments or sharing sexually explicit material.
- 10.** Billingham Rugby Union Football Club will ensure that its Club coaches and their respective Team Managers will receive the support and training considered appropriate to their position and role. The RFU 'Managing Challenging Behaviour' Policy has been adopted and circulated amongst the Club workforce, both the voluntary and paid staff.
  - 11.** Any events held at any Billingham Rugby Union Football Club premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those



affected. Any tours, overseas or domestic, undertaken by any Billingham Rugby Union Football Club must comply with the relevant RFU Regulations and Guidance relating to tours.

### **Advice for Children.**

Rugby is fun - it helps you to make new friends, try out new activities and amaze yourself with what you can do.

But for a few children the fun is spoilt by adults who do or say things during sporting activities that hurt or frighten them. This may be abuse and if something is worrying you don't keep it to yourself. You should:

Tell an adult you trust as soon as possible. This could be: a parent or someone else in your family; another member of staff at the club; a teacher or school counsellor; your doctor or school nurse.

Your club will have a Club Safeguarding Officer who is there for all children involved in rugby and makes their needs a priority. If you have a concern about how others are treating you or another child, or if something is making you unhappy your Club Safeguarding Officer is there for you.

Find out who they are and tell them about your worries.

Make sure you are not alone with anyone who has tried to harm you.

Please use the contacts below for help if you need them or contact the Club's safeguarding team.

### **CHILDLINE**

ChildLine is the free, 24-hour helpline for children and young people in the UK. You can call about any problem, at any time - day or night. Call **0800 1111**.

### **THINK U KNOW**

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk) offers age relevant guidance, videos, games and top tips for children of all ages.



**BILLINGHAM RUGBY UNION FOOTBALL CLUB CB  
SAFEGUARDING TEAM**

**Safeguarding Manager**

Jaime Hughes  
Contact No. – 07920099068  
Email Address – jaimehughes@hotmail.co.uk

**Assistant Safeguarding Manager**

Colin Snowdon  
Contact No. – 07504 539798  
Email Address – colin.snowdon@ntlworld.com

**RFU AND OTHER CONTACTS**

**Durham RFU Safeguarding Manager**

Paul Geehan  
Contact No. – 07854 978358  
Email Address. – [paul.geehan@gmail.com](mailto:paul.geehan@gmail.com)

**Durham RFU Assistant Safeguarding Manager**

Gillian Geehan  
Contact No. – 07875 273719  
Email Address. – [gillian.geehan@gmail.com](mailto:gillian.geehan@gmail.com)

**RFU Head of Safeguarding**

Vivien Rimmer  
Contact: 0208 831 7832  
Email Address: [vivienrimmer@rfu.com](mailto:vivienrimmer@rfu.com)

**RFU Safeguarding Case Manager**

Kath Bennett  
Contact: 0208 831 7479  
Email Address: [kathbennett@rfu.com](mailto:kathbennett@rfu.com)

**RFU Safeguarding Case Officer**

Clare Scott  
Contact: 0208 831 7480  
Email Address: [clarescott@rfu.com](mailto:clarescott@rfu.com)



RFU Safeguarding Compliance Officer  
Chris Rawlings  
Contact: 0208 831 7454  
Email Address: [chrisrawlings@rfu.com](mailto:chrisrawlings@rfu.com)

### Other Contacts

Stockton-on-Tees Borough Council First Contact – 01642 527764  
NSPCC Helpline - 0808 800 5000  
Child Protection in Sport – 0116 234 7278  
CHILDLINE - 0800 1111



The following links to the England RFU websites are a useful online guide to safeguarding related matters and other useful forms.

The forms will need referring to in all cases.

The links list is not exhaustive and further links will be added in due course.

[www.englandrugby.com/my-rugby/players/regulations](http://www.englandrugby.com/my-rugby/players/regulations)

<http://www.englandrugby.com/governance/safeguarding/reporting-and-incident>

[www.englandrugby.com/governance/club/social-media-for-clubs](http://www.englandrugby.com/governance/club/social-media-for-clubs)

[www.englandrugby.com/my-rugby/players/concussion-headcase](http://www.englandrugby.com/my-rugby/players/concussion-headcase)

[www.englandrugby.com/governance/gamesupport/rugby-tours/resources-and-forms](http://www.englandrugby.com/governance/gamesupport/rugby-tours/resources-and-forms)

[www.englandrugby.com/consent form for non eaps playing out of age grade](http://www.englandrugby.com/consent-form-for-non-eaps-playing-out-of-age-grade)

[www.englandrugby.com/myrugby/englandrugbycourses](http://www.englandrugby.com/myrugby/englandrugbycourses)

[www.englandrugby.com/guidance to age grade regulation15](http://www.englandrugby.com/guidance-to-age-grade-regulation15)

[www.englandrugby.com/regulation21](http://www.englandrugby.com/regulation21)

[www.englandrugby.com/governance/safeguarding/at-risk-adults](http://www.englandrugby.com/governance/safeguarding/at-risk-adults)

[www.englandrugby.com/mm/touring with children](http://www.englandrugby.com/mm/touring-with-children)

[www.englandrfu.com/governance/insurance](http://www.englandrfu.com/governance/insurance)

[www.englandrugby.com/insurance/tours-insurance](http://www.englandrugby.com/insurance/tours-insurance)

<http://www.englandrugby.com/governance/safeguarding/policy-and-guidance>

<http://www.englandrugby.com/governance/safeguarding/disclosure-and-barring-service-guidance>

<http://www.englandrugby.com/governance/safeguarding/safeguarding-course-search>

<http://www.englandrugby.com/governance/game-support/medical-and-first-aid>

<http://www.englandrugby.com/governance/legal-and-admin/data-protection>

**PLEASE NOTE** - THE INCLUSION OF THESE LINKS will BE SUBJECT TO MONITORING AND constant CHANGE AS RFU POLICIES ARE BEING UPDATED ON A FREQUENT BASIS.

IF IN ANY DOUBT, CONSULT THE ENGLAND RFU WEBSITES AT:

[www.englandrugby.com/governance/safeguarding](http://www.englandrugby.com/governance/safeguarding)

[www.englandrugby.com/governance/safeguarding/policy-and-guidance](http://www.englandrugby.com/governance/safeguarding/policy-and-guidance)