



Frampton Cotterell RFC

Safeguarding Children & Vulnerable Adults Policy.

1. Frampton Cotterell Rugby Football Club (FCRFC) acknowledges its responsibility to safeguard the welfare of all children involved in FCRFC from harm.
2. FCRFC confirms that it adheres to the Rugby Football Union's (RFU) Safeguarding Policy and the procedures, practices and guidelines and will endorse and adopt the Policy Statement contained in that document and any successor policy.
3. A child is anyone under the age of 18 that is engaged in any Rugby Union activity. However, where a 17 year old player is playing in the adult game it is essential that every reasonable precaution is taken to ensure their safety and wellbeing are protected.

FCRFC work in accordance with the RFU 'Regulation 15' and seeks guidance from the RFU when required.

FCRFC coaches and team managers are required to make a confident decision on the ability and maturity of the player to ensure that they are ready to play senior rugby.

Every season FCRFC will complete a 'Club Approval Form' this will need to be approved by the CB (Constituent Body).

A Player Approval Form is also required to be completed by every individual player.

The form should be read and actioned alongside the Age Grade Codes of Practise this can be found with the following link www.englandrugby.com/codesofpractise.

The FCRFC Coaches & Volunteers that are connected with any senior section where a 17 year old will be 'playing adult rugby' will have an up to date Enhanced DBS and have regard to the safeguarding needs of that child.

The players who are deemed eligible to play will be kept on record for future reference.

4. The Key Principles of the RFU Safeguarding Policy are that:

- The welfare of the child 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 (Physical, Sexual, Emotional & Neglect), Bullying and poor practise 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. FCRFC 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 practise FCRFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

6. FCRFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. FCRFC will ensure its spectators, parents, members and officials are aware of and have accepted the club Photographic Policy as set out on our membership forms which allows the parents to sign and acknowledge whether their child/ren have permission to be photographed.

7. FCRFC will not share any personal information held regarding a child, FCRFC will follow the clubs Data Protection Policy in accordance with the 'Data Protection Act 2018' and The General Data Protection Regulation (GDPR). However FCRFC will seek advice when sharing of information is required where a child may be at risk of serious harm.

8. FCRFC will endeavour to comply with the Guidance for Websites as set out on the RFU website and appendixes to this document.

9. FCRFC recognises that website and online communication is a key part of the daily operation of the club, **however** we have a duty of care and responsibility to minimise the risk of harm to any child, as a club we will have a monitoring system on all Facebook Groups (Closed Groups only permitted). Any communication to a child from a coach or club official will be made via the parent or carer of said child.

We will not tolerate coaches or club officials to be 'friends' with any child on social networking sites (with the exception of family members).

FCRFC will not tolerate material on blogs, social networking sites which criticise or humiliate a child.

10. The Club Safeguarding Officer is **Kirsty Mitchell** If you witness or are aware of an incident where the welfare of a child or vulnerable adult has been put at risk you must in the first instance inform the Club Safeguarding Officer. They in turn will contact the CB Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the Club Safeguarding Officer you should inform the Youth Chairman of FCRFC and either the CB Safeguarding Manager or the RFU Safeguarding Executive. The contact details for your Club Safeguarding Officer are below:

Kirsty Mitchell, Club Safeguarding Officer, Email: safeguardingfcrfc@gmail.com

11. All members of FCRFC who have regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Disclosure and Barring Service (DBS) check this is with accordance with RFU Regulation 21.

12. FCRFC will ensure that all its members, whether they are coaches, parents, players or officials will comply with the Best Practise 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 club, the CB or the RFU:

- Working alone with a child.
- Consuming alcohol whilst responsible for a child.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- Possession, Supply, Traffic or under the influence of Prohibited drugs.
- Humiliating Children.
- Inappropriate or unnecessary physical contact or physical contact with a child.

- Participating in, or allowing, contact or physical games with children.
- Having an intimate or sexual relationship with any child developed as a result of being in a 'position of trust'.
- Making sexually explicit comments or sharing sexually explicit material.

13. FCRFC are aware that adults must not use the changing facilities at the same time as children, young people or vulnerable adults.

14. Adults must only enter changing rooms when absolutely necessary, due to poor behaviour, injury or illness. Adults must only ever enter the changing rooms by themselves in an emergency and when waiting for another adult could result in harm to a child. If children need supervising in changing rooms, or coaches or managers need to carry out a range of tasks in that environment this must involve two DBS checked individuals of the same gender as the children.

15. No pressure should be placed on young people who feel uncomfortable changing or showering with others, if this is the case they should be allowed to shower or change at home.

16. All Officials that are present at the game must use a separate changing facility which is clearly pointed out on match and training days.

17. FCRFC will ensure that its coaches and 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, voluntary and paid.

18. FCRFC will follow the clubs policy on 'Dealing with an Incident/Accident Policy' to ensure coaches and volunteers are aware of the procedures to follow to ensure the safety of the children.

19. Any events held on FCRFC 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 FCRFC must comply with the relevant RFU Regulations and Guidance relating to tours.

Useful Links

www.nspcc.co.uk

www.thinkknow.co.uk

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/592101/Working_Together_to_Safeguard_Children_20170213.pdf

RFU Regulation 21

http://www.englandrugby.com/mm/Document/General/General/01/31/99/68/RFURegulation212016-2017_English.pdf

RFU Regulation 15

http://www.englandrugby.com/mm/Document/Governance/Regulations/01/30/34/88/RFU_Regulation_15_Neutral.pdf

RFU Safeguarding Toolkit

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/54/28/SafeguardingToolkitprinterfriendly_Neutral.pdf

Data Protection Act

<https://www.gov.uk/data-protection/the-data-protection-act>

RFU Safeguarding

- [@RFUSafeguarding](#)
- [RFU Safeguarding on YouTube](#)

Updated & Adopted by: Kirsty Mitchell

Signed: K Mitchell

Date: August 2019