



Haslemere Community Rugby Club

Safeguarding Children and Vulnerable Adults Policy

At Haslemere Community Rugby Club (“HCRC”) we acknowledge our responsibility to safeguard the welfare of all children and vulnerable adults involved in HCRC from harm. HCRC confirms that it adheres to the 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.

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.

The Key Principles of the RFU Safeguarding Policy are that:

- The welfare of the child or vulnerable adult (as appropriate) 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 and young people.
- Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed person in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport.

HCRC 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. HCRC recognises that this is the responsibility of everyone involved, in whatever capacity, at the Club.

HCRC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. HCRC will endeavour to ensure its spectators, parents, members and officials are all aware of and have accepted the Club Photographic Policy set out on the Club website.

HCRC will endeavour to comply with the Guidance for Websites as set out on the RFU website and appendices to this document and the Club’s Social Media Policy.



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The Club Safeguarding Officer is Ian Searle. His mobile number is 07917 323122 and email address is irsearle1@aol.com. 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 CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer, you should inform the Club Chairman (Richard George) and either the CB Safeguarding Manager or the RFU Safeguarding Team.

All members of HCRC who work with children in Regulated Activity such as having a regular supervisory contact with children or a management responsibility for those working with children, must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21, typically on appointment with 3 yearly renewals.

HCRC 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 Club, the CB or the RFU:

- Working alone with a child, children, vulnerable adult, or adults.
- Consuming alcohol whilst responsible for children or vulnerable adults.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- 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.

HCRC has use of changing facilities at the Woolmer Hill Clubhouse which are also used by other local sports clubs from time to time. HCRC arranges for the changing facilities to be supervised by two adults (RFU DBS checked) of the appropriate gender for the players using the facilities for HCRC events. HCRC ensures that all its coaches, parents, officials and spectators are aware that adults must not change or shower at the same time, using the same facilities as children or vulnerable adults.

HCRC 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's workforce both, voluntary and paid.

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