



PHOENIX RFC SAFEGUARDING POLICY

Safeguarding Vulnerable People Policy

(Note - the Procedures and Policies of the Phoenix Rugby Minis, Junior and Senior Sections are in keeping with the below)

1. Phoenix Rugby Football Club acknowledges its responsibility to exercise appropriate care so as to protect all children and vulnerable adults involved in Phoenix Rugby Football Club from harm.
2. Phoenix RFC confirms that its policy is to adhere to the Rugby Football Unions Safeguarding Policy and its procedures, practices and guidelines. It endorses the Policy Statement contained in that document.
3. A child is anyone under the age of 18 engaged in any rugby union activity. Where a 17-year-old player participates in the adult game it is essential that reasonable precautions are taken to ensure that players safety and wellbeing.
4. The Key Principles of the RFU Safeguarding Vulnerable People Policy are that:
 - The safety and welfare of children and vulnerable adults 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 an equal 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 and services, statutory agencies, parents, carers, children and vulnerable people is essential for the welfare of children and vulnerable people.
- Children have a right to expect their participation in rugby union to be coached, managed, officiated and serviced by appropriately recruited, vetted and managed adults.

5. Phoenix RFC recognises its responsibility to take care so as to give children a safe, positive and enjoyable environment where their protection from abuse, neglect, harm and poor practice from within the sport of rugby is a priority. Achieving and sustaining that environment is the responsibility of everyone involved, in whatever capacity, at the Club.

6. Phoenix RFC will continue to publicise and implement the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials together with the Club Photographic Policy as set out in the Club website.

7. Phoenix RFC will endeavour to comply with the Guidance for Websites as set out on the RFU website.

8. The Child Safeguarding Officer for Phoenix RFC is Julie Richards. If you witness or are aware of an incident where the safety or welfare of a child or vulnerable adult has been put at risk you must in the first instance inform the Safeguarding Officer who will then inform the Constituent Body (CB) Safeguarding Manager and the RFU Safeguarding Executive. If the incident involved the Club Safeguarding Officer you must inform the Mini or Junior Section Chair, who will in turn inform the CB Safeguarding Manager and the RFU Safeguarding Executive.

9. All members of Phoenix RFC having regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Enhanced Disclosure and Barring Check and be ISA-registered in accordance with the RFU ISA-registration Policy.

10. Phoenix RFC expects all its members and volunteers, whether they are coaches, parents, players or officials to comply with the relevant RFU guidance. In particular, the following are NOT acceptable. They will be treated seriously by the Club and may result in disciplinary and other 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.
- Physical contact with a child or vulnerable adult outside the scope permitted by the Codes referred to at 6 above.
- Participating in, or allowing other adults to participate in, 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 to or sharing sexually explicit material with children.

11. Phoenix RFC manages its changing facilities and arranges for them to be supervised by two adults (ISA-registered and RFU CRB checked) of the appropriate gender for the players using the facilities. Phoenix RFC takes steps to make all its coaches, parents, officials and spectators aware that, save in the case of players in the Under 18 squad, adults must not use these facilities at the same time as children or vulnerable adults.

12. Phoenix RFC seeks to ensure that its coaches and team managers receive the support and training 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.

13. Any events held by Phoenix RFC on Phoenix RFC premises must comply with this Policy. If appropriate a Safeguarding Plan will be discussed and circulated to those affected. Any tours, overseas or domestic, undertaken by Phoenix RFC must comply with this Policy and RFU Regulations and Guidance relating to young players tours.